

**OPS PROSPER: 12 JULY TO 12 OCTOBER**  
**FORMATION INSTRUCTION 299/2020 (OP PROSPER)**  
**ENLISTMENT PROCESS**  
**UMZUMVUBU DEBRIEFING REPORT**

**“ Do not constantly spend your time complaining about a problem you may be having or may be up against, focus your time toward correcting the problem.**

**Always remember, Time is value!”**

**- Victoria Addino**

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## **INTRODUCTION**

This statement above is exactly how Regiment Umzimvubu took on the challenge of the task presented to the Regiment time was valuable, complaining was counterproductive and we had to enhance the status of the SANDF no matter what.

The whole operation was based on initial guidelines at first telephonically via a verbal basis and passed to Colonel Keeton. This was followed by the instruction 299/2020 (OP PROSPER) DATED 21<sup>st</sup> of July 2021 that the call ups were to continue past the initial prioritised date of the 15<sup>th</sup> of July as per SA ARMY INF FMN/R/309/1 299/2020.

“ South Africa is currently experiencing a surge of violent protests as well as opportunist looting of shops, warehouses and malls in Kwazulu Natal, Gauteng and other provinces.

The extent of the violence prompted the President to declare a state of emergency in Kwazulu Natal to restore law and order in the province. Accordingly the, the President also granted permission to the SAND to deploy in military contingent in support of the SAPS to restore law and order in all affected areas. For this purpose, the Chief of the SA Army instructed the SA Army Inf Fmn to prepare and provide forces structured elements (FSE) from 12 July 2021 to 12 October 2021 to support the effort under the general regulations of OP PROSPER”

Umzimvubu Regiment was to continue to receive members and at all costs to avoid sending them home if they had reported with the recruit target to reach one thousand if possible.

The Leader Group arrived at Umzimvubu Regiment on the 17<sup>th</sup> of July and the first order group was initiated on the 18<sup>th</sup> of July. Arrival of recruits had already commenced and the flood of recruits started escalating in numbers.

Communique was from SSO SA Army Corporate Communications being Colonel Sammy Mosiane. On arrival at Umzimvubu Regiment the base was in the process of receiving the leader group members and trying to facilitate the communication channels between itself and 14 SAI which was a challenge.

## **SCOPE**

Guidelines were received for the calling up of the reserve members and was entailed in guideline 53/HQ Instruction dated 24 July 2021.

These guidelines stated:

Individual member's paperwork was to be completed, this was elaborated later.

Administration serves as the authority

Logistics was to be supplied by the reserve units.

The responsible authority was Brigadier General D.T. Mumanyi

The executing authority was Lt General L.K. Mbatha.

Furthermore it stipulated that no SAMHS/ Air Force or Navy members to be called up.

It was very clearly stipulated that no non-integrated members were to be recruited however this part of a new directive changed later that these members were to be included.

It must be noted that the period 17<sup>th</sup> July leading up to the guideline 53/HQ Instruction that a few non-integrated members were initially recruited but were then routed to their respective reserve force units.

During the period 17<sup>th</sup> July to 21<sup>st</sup> July, Umzimvubu Regiment started recruiting enthusiastically across the country as instructed but it must be emphasised that many regiments that received the same guidelines simply did not adhere it and the recruits ended up coming to Umzimvubu Regiment to be recruited.

Members started arriving from across the country with bus tickets booked on the formation code 000 511 and the implications and costing can be seen below:

<b>RECRUITMENT COSTS TO UMZIMVUBU REGIMENT</b>		
<b>Total Recruits</b>	<b>Average Travelling costs per recruit to Umzimvubu Regiment</b>	<b>Total Costing</b>
466	R500	R233 000
<b>Total Costing</b>		<b>R233 000</b>

The recruits that started arriving were mostly veterans with very few MSDS members reporting, the problem was exacerbated by members arriving with notable sicknesses and members who had leg injuries and aided with walking sticks. The process was further compounded with the SAMHS not at all informed in the process by doing the CHA medical or the vaccination of members with the Johnson and Johnson vaccine.

At most sixty members were vaccinated and the process came to a grinding halt. It is felt that if this exercise is ever again attempted that the various arms of service are coordinated and that guidelines be issued to all. Recruits were simply informed that they were civilians, not on the system and could not be helped.

It is felt if guidelines were issued by the GOC that these were to be transmitted in order to synchronise the process. This was not the case and became a total embarrassment to the South African National Defence Force and will be for many years more!

It was also stated by the Officer Commanding, Umzimvubu Regiment that we had to add an additional exercise into the recruitment whereby we had to identify the skills and competencies of

the members arriving. Specific emphasis was placed on the skills such as artisans, plumbers, military drivers, chefs and the military codes as well. This has proved vital in that Umzimvubu Regiment has now a base of skilled personnel to be utilised once they are activated on the system and this goes for other Regiments as well.

Umzimvubu Regiment became the national nodal recruitment pipeline for members heeding the call which was via national and social media contact between members who wanted to be recruited and between themselves became recruiters as they were shunned by Regiments closest to their proximity. This needs to be seriously addressed by the SANDF as this may not be allowed to happen again and the ASBs needs to more integrative in approach with Reserve Force Regiments in the future.

The Umzimvubu Regiment leader group element was also in the process of being assembled and in order to be able to address the influx of recruits and order groups where held every morning, bringing members up to speed with what was happening on a twenty four hour basis.

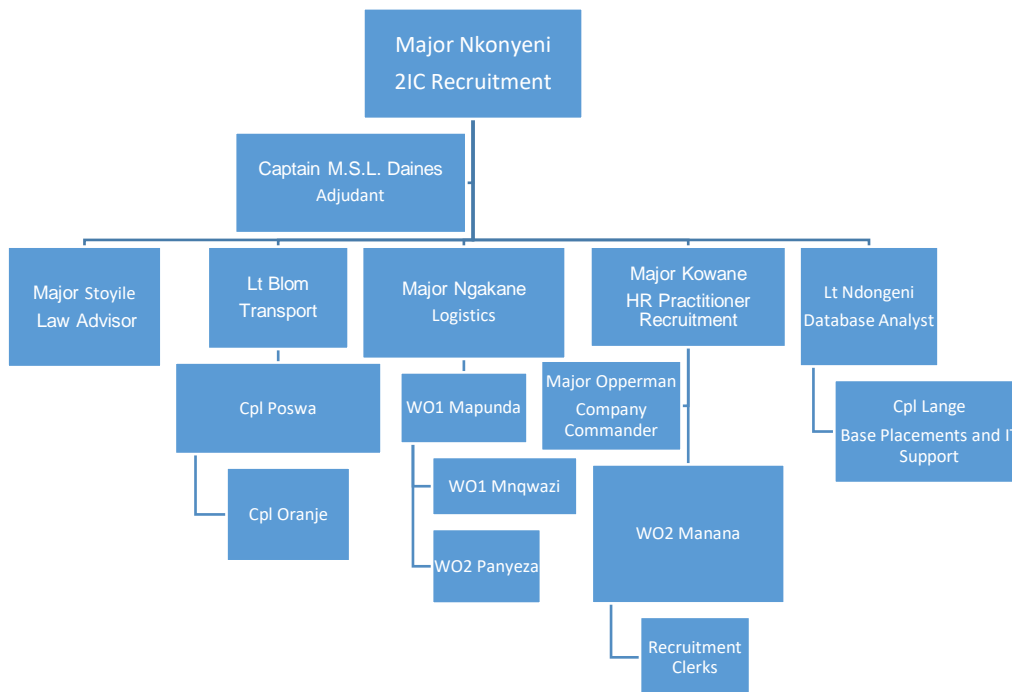
## **PERSONNEL**

A very dedicated team was formed arriving from the 15<sup>th</sup> of July 2020, with these members arriving from areas outside Mthatha and Mthatha itself with responsibilities allocated as below:

Major Nkonyeni	2IC (Recruitment)
Major Stoyile	Administration and Law
Major Kowane	HR Practitioner
Major Ngakane	Logistics Co-ordinator
Major Opperman	Company Commander and 2IC to Major Kowane (Recruitment)
Capt Daines	Adjutant
Lieutenant Ndongeni	Database controller and analyst
Lieutenant Blom	Logistics and Transport Officer
WO1 Stone	Senior Administration Clerk and Mainframe Researcher
WO1 Mapunda	Senior Base Sergeant Major OSC/OHS Safety and Covid Awareness
WO1 Erasmus	Base Sergeant Major
WO1 Mnqwazi	OSC Stores and Covid Awareness
Recruitment	L/Cpl Hendricks
	Rfn Beeton
	Rfn Sithebe
	Rfn Van Wyk
	Pte Shezi
WO1 Mqwazi	Stores and Covid Awareness Management

## ORGANISATION

The recruitment organisation is depicted in the organogram as below:



The complete team worked from the 17<sup>th</sup> of July 2020 and are still currently working which includes Saturdays and Sundays.

## SUSTAINMENT

Sustainment of the overall eight hundred recruits was a logistical chess game. Amidst a national declaration and with covid this can only have been described as a potential Covid hotspot in the making.

It cannot be stressed that this should never happen again plus the fact the within 14 SAI the South African Military Health Services (SAMHS) has a fully functional sickbay but not once did they come to pay a visit to the Umzimvubu accommodation sites or erect a emergency medical support tent amidst the recruits. ASB, Port Elizabeth should of instructed SAMHS and the AMU in Port Elizabeth to send a emergency team to set up a field medical base but this did not occur.

Positively it can be stated with careful and effective management and by the grace of God we had only ten Covid cases and two admissions to hospital. All these members were carefully monitored by the appointed leader group team members and in daily contact with them.

Statistically 10 Covid cases out of eight hundred recruits equates to a mere 0,0125% of the total recruits. All the members who contracted Covid are medically fit but recuperating still from this disease.

## **TRAINING**

During this period (Ops Prosper) it was discussed what training to institute at Umzimvubu Regiment however the training did not commence. A training plan was drawn up but it was physically impossible. This was as a result of the fact the recruits were in civilian attire and discipline amidst confusion was could not be enforced. The leader group themselves were not in uniform. Coupled to this was the arrival of recruits in numbers and many did not have the right numbers. The process shifted to getting the members to rather get the correct documents both via email and get the required fingerprinting process completed and a medical done in Mthatha as the SAMHS saw the recruits and were not interested in doing a basic CHA.

This once again highlights that the pre-stocking of equipment and military stores in the event of a national or regional military call up and it directly increases the importance of the Army Support Bases in the various regions of South Africa.

## **EQUIPMENT**

The biggest challenge was the allocation of equipment as a massive shortage existed. This should be seen as a major red flag for the Chief of the Army. If this exercise was to be repeated on this scale again Umzimvubu Regiment ended up doing the entire SANDF a favour as it showed that the SANDF was on the back foot from day one with no hope of recovering if this had to escalate into armed conflict.

The lack of equipment across all spheres was blatantly evident as 14 SAI was totally unable to help or initially willing to help. The Army Supply Base in Port Elizabeth (Gqeberha) was caught flatfooted as well. It was up to the guidance of the leader group element with advice from the Officer Commanding, Umzimvubu Regiment to use initiative and as a regiment to get operationally organised. The Officer Commanding Umzimvubu Regiment was on deployment to Port Edward and Durban but advice was always available.

The in flood of potential recruits resulted in an immediate shortage of mattresses, beds and blankets but it was contained for three days thereafter the transport and logistics division had to start making trips to Port Elizabeth, Grahamstown (Mkhanda) and Bloemfontein. The glaring challenge with this was the availability of up to date military transport but with careful maintenance the Mitshibushi Canter and SAMAG lived up to expectations. This also highlighted the aged transport infrastructure within the SANDF and cognisance needs to be taken about this.

Below is the spreadsheet showing the influx of recruits on a daily basis and the total ending up with 804 recruits and the logistical requirements could not be met when you review the order as placed by Major Ngakane:

DAILY RECRUIT ARRIVALS (OPS PROSPER) 17 JULY TO 20 AUGUST 2021		
DATE	INCREASE IN RECRUITS	DAILY ARRIVALS (RECRUITS)
17-Jul-21	15	15
22-Jul-21	135	120
23-Jul-21	322	187
25-Jul-21	348	26
26-Jul-21	359	11
27-Jul-21	376	17
28-Jul-21	445	69
29-Jul-21	502	57
30-Jul-21	529	27
31-Jul-21	553	24
02-Aug-21	578	25
15-Aug-21	693	115
16-Aug-21	702	9
20-Aug-21	804	102

The immediate extent of the challenge faced can be seen in the table below as drawn up by Major Ngakane and all documentation was followed in order to receive the supply equipment to the recruits as the awareness was created that they were to become members of the reserve force. This was not to be. The response to logistical supplies as can be seen in the table below of requirements was minimal as the SANDF was not equipped to handle the request. All requests for equipment was done using the DD2799 and the correct item control number and size of items per recruit was analysed and forwarded.

#### LOGISTICS REQUIREMENTS FOR UMZIMVUBU REGIMENT AS DRAWN UP BY MAJOR

#### NGAKANE

S/NO	ITEMS	SIZES	QTY	REMARKS
01	Camo Trousers	All Sizes	700	Not available
02	Camo Shirts	All Sizes	700	Not available
03	T-Shirt Green	All Sizes	700	Not available
04	Jacket cold weather	All Sizes	700	Not available
05	Coat Cold Weather	All Sizes	700	Not available
06	Combat Boots	All Sizes	700	Not available
07	Socks Tabular		1500 Pairs	Not available
08	Drawers Men	S.M.L.XL	700	Not available

09	Rain Coats	All Sizes	700	Not available
10	Balaclava Green		700	Not available
11	Green Bags		700	Not available
12	Beret	All Sizes	700	Not available
13	Bush Hat/Cap		700	Not available
14	Name Tags		4200	Not available
15	Insignia Rank	Maj – L/Cpl	250	Minimal amount available
16	Sleeping Bags		700	Not available but recruits advised to bring own bedding
17	Blankets		1000	Had to source from ASBs and 14 SAI
18	Water Bottles		700	Not available
19	Dixie's		700	Available but recruits advised to bring own eating utensils
20	Chest Webbing		700	Not available
21	Weapon R4		700	Due to security reasons and concerns were not requested
22	Weapon Belt		700	Not available
23	Weapon Cable		700	Not available
24	Weapon Magazine R4		700	Available 1 per man
25	Weapon Cleaning Kit		700	Not available
26	Cutlery Set		700	Not available
27	Plastic Cups		700	Limited amount
28	Track Suits		700	Not available
29	Mattresses		700	Red Flag, many members had to sleep on the floor or bed and use cardboard as a bed backing for a few weeks as beds were sourced across the ASBs in South Africa
30	Beds		400	Red Flag, many members had to sleep on the floor for a few weeks as beds were sourced across the ASBs in South Africa
31	Helmet With Cover		700	Not available
32	Web Belt		700	Not available

Trips undertaken by Lieutenant Blom and team to ASB Port Elizabeth, Bloemfontein, Mkhanda (Grahamstown) resulted in bringing back blankets, beds, beds to accommodate the recruits. The costing of these trips are reflected in the budget section.

The biggest red flag was the total lack of mattresses, those sourced from Bloemfontein were of such poor standard it was pointless making a recruit sign for them as they were not up to military standard.

Trips furthermore had to be undertaken to obtain tents from Bloemfontein and Mkhanda (Grahamstown) as well.

## DOCTRINE

The doctrine followed in the call up and arrival of recruits was adhered to by Umzimvubu Regiment and acted upon. These included verbal communications with the Officer Commanding the Reserve Force Regiments and was also endorsed in a memorandum dated Wednesday 21st of July stating that the administration of calling up of Reserve members must continue beyond the initial date of the 15<sup>th</sup> of July and Officer Commanding must avoid sending these members back once they have reported for duty at their respective units.

This was followed with the guidelines for calling up the members under 53/HQ Instruction dated the 24<sup>th</sup> of July 2021.

Further documentation to be added.....

### **MINUTES OF GOC MEETING AT 14 SAI BN ON 16 AUGUST 2021 AND REPLY COMMENTS FROM UMZIMVUBU LEADERGROUP TEAM AS TO WHAT WAS ACTIONED AND NOT ACTIONED**

#### **1 – Comments and directives from Generals**

##### **a – Response from Umzimvubu Regiment /per powerpoint**

1. 14 SAI BN presentation by Major Binza.
  - a. Challenges
    - Requesting funds for MOD Vehicles
    - Influx from Umzimvubu Regt jeopardise 14 SAI Unit activities.
    - 10 Known positive cases up to yesterday.
    - 1 member Hospitalized.
    - Claims for food to increase number resulted in claiming in advance.
    - Hospitality - 14 SAI cannot cater for UR members
    - Creating problems of accommodation.
    - They do not wear uniform creating security concern.
    - Rations not enough because no budget.
    - Limited resources.
    - Beds, mattresses, stationary, uniform, battle equipment shortages.

The abovementioned presentation by Major Binza clearly indicated the level of non-participation or lack thereof, of trying to relate to the challenges of the influx of the recruits.

Not a single item in the presentation was seen as a positive challenge or even ideas to solve problems was mentioned.

This selfish nature if transferred to other regions in the SANDF structure needs to be seriously looked at and rectified as you cannot ignore fellow command and control structures of a regiment in dire stress.

The whole presentation should have been a “we” problem solving and brainstorming process but culminated in finger pointing and a process of influence gaining in front of the Generals.



This process could have been resolved if the two command and control structures had brainstorming meetings and the OC of ASB Port Elizabeth was involved in a positive light.

This never happened at all and as a necessity should be addressed at the highest level.

2. Umzimvubu presentation from Lt Col Keeton. PowerPoint presentation attached.
3. The meeting was temporarily adjourned to enable Lt Col Keeton to present documents as requested by GOC.
  - a. Lt Col Keeton presented the requested documents pertaining the command documents and they were duly assessed.
4. **GOC confirmed Lt Col Keeton reacted according to orders. Box ticked**
  - a. This as stated was seen in a positive light and Lt Col Keeton had carried out the instructions to his fullest ability
5. Must apply COVID regulations – Maj Gen Tyhalisi GOC support formation.
  - a. This process was discussed and everyone knew that this was a confirmed potential hotspot for a mass outbreak.
  - b. The fact that SAMHS was not present was a travesty of justice as they should have been present from ABS, Port Elizabeth.
  - c. The representative from SAMHS, 14 SAI was totally not up to speed with the hotspot potential and did not come up with ways and means to contain the situation.
  - d. Negative to this as well is that they viewed the recruits as civilians and did not want to help them in any way.
6. Lt Col Keeton wanted to send them home but was ordered by the General not to send them home, everyone must stay.
  - a. This statement of Lt Col Keeton of sending them home is confirmed and the counter statement by the General that all were to stay compounded the issue even more.
7. Keep records of all the documents of members.
  - a. This has been done as files have been created for every member.
  - b. No empty confidential files were available at 14SAI and Umzimvubu Regiment but were sourced from ASB Bloemfontein and ASB Port Elizabeth.
  - c. Each members file was completed according to the prescribed requirements and finalized for Pretoria to process, to date not a single guideline has been received.
  - d. These recruits need to be put on strength and taken off in order to be paid but nothing has been done by the Formation team and this is indeed a major political and social flashpoint.
8. Force numbers of the recruits must be correct.
  - a. Great care has been taken with this by printing the EPC01 form and counter verifying the application to join the reserve force document.
  - b. The four digit member have also been integrated into the master name list with files completed.
9. Accommodation must be COVID compliant as it is not currently compliant.
  - a. This factor has never been compliant with as the logistics simply could not meet the number of recruits.
  - b. Careful awareness of the guidelines to prevent Covid was implemented but no social distancing could effectively be implemented at all.

10. Members must be treated properly and human dignity must be maintained at all times.
  - a. This has not been the case at all, the recruits arrived according to a national call up, the lack of preparedness, and the rush of recruits, the logistical inadequacies resulted in these members being amazed at the current state of the SANDF and the total disregard for human dignity.
  - b. The fact that para a did not explode into a riot is a miracle as promises made by the top officers were never met and these members have been left in huge doubt about the capabilities of the SANDF in the future.
11. Move some of these people out of the base to the Maluti Base and provide logistics to accommodate them.
  - a. This was discussed, brainstormed with ASB Port Elizabeth in moving two hundred members to Maluti Base but it was also constrained with logistical shortcomings and the fact that it could and would have led to an opening up of another Covid hotspot.
  - b. Bottom-line this move was just a process of lessening the embarrassment that the top brass found themselves in due to their own lack of planning.
12. The dignity of their lives must not be affected.
  - a. The members dignity was affected as explained in paragraph ten.
13. These members responded to the national call up.
  - a. The fact is this cannot be ignored as South Africa was and is potentially facing a national political calamity and they the recruits answered the call en-masse from across South Africa.
14. We must transfer these members to Maluti military base. Action Col Ngcobo.
  - a. This was simply going to lead to another potential Covid hotspot and logistical negativities was immediately in the process of hindering this idea anyway.
15. Confusion was created with the call up instructions.
  - a. Confusion was created as military veteran groups also played a role in spreading the call up instructions through South Africa, e.g. SACCV and other groups.
  - b. Economic hardships were also seen as a way of alleviating the members at home and they came to Umzimvubu Regiment with the idea of earning money and also the possibility of being enlisted.
  - c. The confusion factor was to an extent countered by a very clear message of who was eligible but many members simply requested bus tickets to enlist and the recruitment team followed the process of issuing the tickets.
16. No plan for this number of people that arrived was in place.
  - a. The inability of 14SAI and ASB Port Elizabeth to be positive influencers led to Umzimvubu Regiment planning alongside the OC, Lt Col Keeton to brainstorm and come up with tangible solutions.
17. Members must receive laminated ID cards.
  - a. This was discussed but finality never reached as to implementation.
18. There must be movement control in 14 SAI.
  - a. Limited movement control from 14SAI at the guard house due to walk ins being the recruits but Umzimvubu Regiment did place a member to hand out recruitment forms and prevent members from coming into the base after the 15<sup>th</sup> of August.
  - b. However recruits still continued coming in to report and they were given the correct documentation to be processed later in the year but did not fall into the Ops Prosper grouping..
19. Recruitment to be halted.

- a. This was heeded in terms of physical recruits arriving, but the recruitment process for the future was to continue with the processing of the paperwork.
20. Enlistment must be completed.
- a. This was an ongoing process with the cutoff date being the sixteenth of August but last member left on the 9<sup>th</sup> of September.
21. Salaries must be paid before they leave. Cash payout.
- a. Never done and never discussed, so the recruits are at home without payment for time spent on site and the SANDF is sitting on a time bomb waiting to explode via every possible media format.
  - b. It is inexcusable that this has not been sufficiently and fully addressed to ensure that these members are informed.
  - c. Daily calls are now being handled by Umzimvubu Regiment, and these calls should never have happened.
  - d. This is a major red flag as it is an exploitation of manpower and will result in veteran's organizations and political entities getting involved.
22. Don't compromise with military and criminal transgressors, they must get bus tickets and go home after they are remunerated.
- a. This has not been the case, they have not been remunerated but like the other recruits have gone off the base and transported home.
  - b. Every recruit has had a SAPS clearance done and two hundred and fifty six members have schedule one to five illicit activity reports.
  - c. All members have been told of the expungement process and the process to follow but it will take between six to eight months and on being expunged only then will they be allotted a regiment.
  - d. They have all been moved off the base and are at home but have not as of to date been remunerated.
  - e. Of the illicit activity members as identified by the SAPS criminal clearance process a total of 255 members were identified with a possible 170 members who could be expunged equating to sixty six percentage being expunged but the final decision rests with the Department of Justice.
23. Everyone must be paid from 17 July 2021 until they leave. Members arriving over the weekend to be included
- a. Administration processes have been followed to activate the personnel division to affect payment but no clear guidelines have been received.
  - b. Thus no payments have been made creating the time bomb awaiting.
24. Members must be demobilized as per the military demobilization process
- a. This has been done with members demobilizing and being sent home via bus tickets, military vehicles e.g. Isuzu Bakkie, Mitsubishi Canter and SAMAG.
  - b. All vehicles are not up to military standard at all.
25. This includes SADF, SANDF and non – integrated members of MK, APLA and previous TDF members.
- a. These members have been integrated into the personnel master list and have had files opened with the required information.
  - b. No member has been overlooked.
26. All roll call lists must be cleaned up.
- a. Initially from the 17<sup>th</sup> of July roll call books were created, the lack of roll call books was solved and the members were divided up into platoons and companies

- b. These roll call lists have been finalized with the aim to make them audit friendly and to ease the on strength, off strength and eventual payment process.
- 27. Roll call list done must tally.
  - a. This scenario has been explained in paragraph twenty six with great care to ensure that the roll call lists tally.
- 28. No one must go home before they were paid all qualify for payment.
  - a. Human dignity has been impaired as these recruits have been fobbed off as no recruit received any form of payment to date.
  - b. The expectation now is that the members will be paid via the bank account the account they gave in with their bank confirmation letter.
- 29. They got to be paid according to their rank level.
  - a. All recruits have been checked on the EPC01 and will be paid via the EFT payment method and as the correct reflected rank.
  - b. The rank discrepancies have been audited and cleaned up to prevent any overpayment.
- 30. They must receive bus tickets.
  - a. This process was attempted by the formation team on the day the feet on the ground exercise was conducted by formation.
  - b. Every member was asked their destination they wanted to go to and this was written down by the formation team.
  - c. To date no communication has been forthcoming from formation and Umzimvubu Regiment went ahead and booked bus tickets for all members requiring transport home.
  - d. Other members in the near vicinity up to 500km were transported by the Mitsubishi Canter, Isuzu Bakkie and SAMAG.
  - e. The estimated cost of getting the members home is substantial but if the OC of Umzimvubu Regiment had not intervened these members would still be on base.
- 31. "As of tomorrow they go home".
  - a. This statement was impossible to be adhered to as the booking of over eight hundred recruits was a process of thorough coordination.
  - b. Those members in the vicinity of Mhathatha ranging towards Port Edward, East London, Port Elizabeth and Queenstown were transported with the military vehicles.
  - c. The remaining members all were booked via Intercape and Translux.
  - d. The number of troops on base as of 17<sup>th</sup> August was in the region of eight hundred members who were subsequently provided transport home as per para c above.
  - e. This operation continued up till the 11<sup>th</sup> of September with last member leaving Umzimvubu Regiment.
  - f. This was an entire operation conducted by Umzimvubu Regiment and not 14 SAI.
- 32. Those to be enlisted and finalized by the team from formation here in 14 SAI.
  - a. This exercise from HQ formation had negative consequences.
  - b. Files were moved to 14 SAI to be looked after and scrutinized and completed, however this was not completed by formation as files were mixed up, inserts taken out and it resulted in the recruitment team of Umzimvubu Regiment under Major Nkonyeni, Kowane and Stoyile to redo all the files and get them ready for Pretoria.
  - c. Questions must be asked as to why the prefixes etc. could not have been done at 14SAI and the additional actions to be followed.

- d. Nothing was done except for thirty eight files that ended up in Pretoria and the understanding is that nothing has of yet been done to them either.
33. If needed there time will be extended. (Formation team)
- a. The time frame of the formation group was not extended and if extended led to nothing at all being accomplished and cognizance must be taken that this is a critical situation.
34. The four most important documents on file:
- Bank confirmation letter.
  - Finger print and criminal clearance.
  - 11 page application document.
  - ID
  - Tax compliance status letter
  - These have all been collected and placed in member's files.
35. Once finalized members to be paid.
- a. This has not happened and still awaiting for any confirmation process as to the procedure to be followed with the files going to Pretoria.
36. All members must be allocated to a regiment closest to their geographical regions from where they came.
- a. This process of geographical allocation will only be completed once files are in Pretoria.
- b. Umzimvubu Regiment has identified the members with skills to enhance the capability of the SANDF and the regiment itself and other regiments.
- c. Furthermore the regiment has indicated the members that it recommends to be allocated to this regiment.
- d. All other members have been told that the process works via formation allocation an approval.
37. By Friday 20 August 2021 all admin processes must be completed before leaving back to Pretoria.
- a. This has not been completed the formation team left and the Umzimvubu Regiment as of today dated 9<sup>th</sup> of September is finalizing the administration process.
- b. Command and control from formation side in term of the team that was allocated to do the job at 14SAI was very poor and discipline questionable.
38. By Tuesday 17 August those members must be identified and transferred to Maluti.
- a. This did not occur and all members stayed on base at Umzimvubu Regiment\
39. Gen to address troops.
- a. The general addressed the troops emphasizing the points he raised in the order group but sadly to date nothing has materialized out of the promised action.
- b. The biggest concern is total lack of command and control from the higher echelons so that this fiasco can gain a few plus point and enhance the image of the SANDF by a few percentage points.
- c. Further guidelines from the higher command echelons have been scarce and Umzimvubu Regiment has undertaken to complete all files and package them with its own HR Practitioner team to go to Formation to complete the exercise.

## **FACILITIES**

Umzimvubu Regiment and 14 SAI were simply not equipped to handle the influx of recruits. This was furthermore jeopardized by the fact that 14 SAI and the area Umzimvubu Regiment is undergoing major refurbishments and road upgrading as well.

On the deployment of 14SAI Companies bungalows went open with some beds and mattresses but a large proportion of members ended up sleeping on the floor until we could regroup with logistics material being supplied

.As tents were received they were filled with members as well. It could be summed up that the recruiting process was run on a day to day process calming potential "flashpoints" between frustrated recruits and a leader group who was pulling out all stops to facilitate the process as well.

However with the rising number of recruits the sanitation infrastructure was close to breaking point and led to sewerage facilities being blocked. Water and the use of showers for personal healthcare was severely under pressure and lack of hot water was a constant issued raised by the recruits.

## **ITECH**

Regarding the ITECH field Umzimvubu Regiment has no telephone network, no computer network, LAN or WAN or mainframe accessibility.

The has highlighted the challenge that all procurement or salaries have to be done via 14SAI or Port Elizabeth and has resulted in a trip in excess of 8 hours and a stayover as well.

If Umzimvubu Regiment had these facilities then the process of changing prefixes and bringing on strength and taking of strength could have been done at the Regiment for the recruits.

This now means that selected members have to travel to Pretoria in order to complete these actions so that these seven hundred recruits may be paid as promised by the generals.

This is a major flashpoint that cannot be mislooked in the future as people like the recruits have a human dignity factor that must be looked after and at the present stage it has been ignored. We cannot turn a blind eye to this situation.

It is advised that the ITECH gets sorted and requirements sent to the relevant SANDF section so that Umzimvubu Regiment has these facilities in order to prevent a reoccurrence of this lack of ITECH facilities resulting in administrative actions not being fully completed.

## **TECHNOLOGY**

The use of scientific knowledge for practical purposes in this case the recruitment drive was woefully inadequate and non-existent in some cases. The lack of functional computers or printers without ink or lack of cartridges clearly indicate that very little communication exists between the Computer

Technology division from 14 SAI and Umzimvubu Regiment. This clearly was evident as the lack of this equipment resulted in the inability to print documents or receive emails when recruits were sending relevant documents to the Umzimvubu Regiment email address and it could not be retrieved. Umzimvubu Regiment, [umzimvuburegiment@protonmail.com](mailto:umzimvuburegiment@protonmail.com) has now opened its own email address to facilitate communication as and when needed and for members wishing to be recruited.

It is strongly suggested that the communication channel in the technology field is kept open and that the said person from 14SAI visits the Regiment weekly in order to give feedback in the Officer Commanding Conference on Monday morning and vice at 14SAI In this way we will not be facing challenges as has been the case since the 17<sup>th</sup> of July 2021.

Furthermore it must be emphasised that when the Computer Technologist does visit the Regiment to complete tasks he ensures it is done properly, it is signed off and visits the Officer Commanding or the 2IC to ensure that the works request has been completed properly.

With regards to national information technology linkage with emails Umzimvubu Regiment is woefully below standard regarding linkage to the outside environment and the SANDF itself. This must be rectified with a router that is capable to support the required section heads.

It is quite clear that the use of technology during this recruitment exercise was totally underutilised and was a failure. In the future it is recommended that this issue be revised and rectified in haste as the potentiality of future insurrections is possible both in South Africa and across the borders.

## BUDGET

The budget for this exercise was not all planned for in the yearly budgeting process as it was not expected. This was an emergency call up due to the insurrection in Kwazulu and Gauteng with a possible spill over into the Eastern Cape. The total man-days to be paid out will be processed by the GOC in Pretoria and currently all files are being processed but no guidelines have been given as of yet to process to be followed, destination and who will be involved. The guidelines were promised with the Generals visit on the 15<sup>th</sup> of August but to date this has been a shambles with no clear communique being received.

This is a flashpoint as all recruits are now at home and awaiting payment and this needs to be urgently addressed.

Umzimvubu Regiment has requested administration funding and is currently requiring funding to support the Chief of Army recruitment drive as can be seen in the table below.

Administrative Budget Funding

ADMINISTRATIVE AND LOGISTICAL NEEDS PROJECTIONS	
ITEM	COSTING
Photo copy paper	R2999.00
Confidential Files	R 3990.50
Digital Thermometers	R3105.00

Cleaning Materials	R4938.50
Hand Sanitisers	R1960.00
Surgical Masks	R1957.20
Unit Stamp and True Copy stamp	R750.00
File Fasteners	R917.70
Tyre times 1	R1680.00
Toilet Paper	R27 200.00
Printer Cartridges	R5000.00
<b>Total Requested</b>	<b>R54 498.00</b>

Abovementioned once again shows how inefficient the SANDF has been in preplanning and pre-stocking items that are vital if a mobilisation occurs in the future. The lack of efficiency in the Army Support Base concept is of notable concern and will play a direct impact in force preparation in the future if not rectified. This can also be seen in the table regarding the kitting out of the 700 expected recruits which turned out to be 800 in the end.

The whole exercise has further been impacted on the overall budget of the SANDF, with over eight hundred recruits arriving and being processed. This resulted in the issuing of over four hundred and sixty tickets to the Regiment and four hundred and sixty bus tickets going home. The formation code 000511 was utilised in both instances as Umzimvubu Regiment does not have a formation code. The impact on this runs into millions of rand if statistically calculated.

Salary wise based on rank the payment structure has the same affect. When the general addressed the recruits they were told they would be remunerated as per their pay scale and this was verified by the printing of the EPC01 printouts completed by WO1 Stone. These have been included in the file that must go to formation. Umzimvubu Regiment has screened all members and submitting them for salary purposes as per the correct rank scaling from the EPC01.

**Salary Budget for Recruiting Exercise (Final at end of report)**

Rank	SALARY PROJECTIONS				Total Rand Amount per Rank Scale times day based on seventy three days (73) (Leader group)
	Total Recruits 42 Days	Total Leader Group days at 73 days	Payment per Rank Scale	Total Rand Amount per Rank Scale times day based on forty two days. (42)	
Major	5	3	1310.50	275205.00	
Capt	1	1	1096.56	46055.52	
Lt	6	2	855.69	215633.88	
2Lt	1	0	730.33	30673.86	
CO	1	1	674.70	28300.00	
WO1	8	0	1310.50	440328.00	
WO2	11	0	1096.56	506610.72	
S/Sgt	25	0	926.22	972531.00	
Sgt	55	0	806.33	2439148.25	
Cpl	92	1	730.33	2821995.12	



L/Cpl	105	1	674.70	2975427.00	
Pte	384	5	623.33	239358.72	
<b>Total Costing as attachment</b>					

Coupled to this the ration to the recruits which fell under 14SAI and is based on a commercialised kitchen concept. Thus as the numbers grew the requirements grew as well and 14 SAI was obligated to provide rations to the recruits.

The total amount based on breakfast, lunch and supper per person is as follows:

<b>RATION CALCULATIONS</b>			
<b>Month/2021</b>	<b>Total Recruits</b>	<b>Costs( Breakfast, Lunch and Supper) per recruit</b>	<b>Total Costing (Number of recruits times days)</b>
16 July to 31 July	503	R450	3 621 600
1 August to 31 August	696	R450	9 709 200
1 September to 11 September	804	R450	3 979 800
<b>Total Costing</b>			<b>R 17 310 600</b>

The abovementioned is based on figures given by Major Babalwa of R450 rand per member per day.

With regards the order by the Generals to send the member's home this was brainstormed and a two pronged approach was initiated. The use of the public privatised bus system was utilised and both Intercape and Translux were used to get members home.

<b>TRANSPORT COSTS FOR MEMBERS GOING HOME</b>		
<b>Total Recruits</b>	<b>Average Travelling costs per recruit</b>	<b>Total Costing</b>
466	R500	R233 000
<b>Total Costing</b>		<b>R233 000</b>

To further mitigate expenses the transport section undertook to look at dropping recruits off in various regions using the Mitsubishi Canter, Land Cruiser, SAMAG and Isuzu Bakkie. All members signed indemnity forms, got a disaster management letter due to Covid if travelling after curfew times and the operation was carried out with military efficiency. Thanks must go to 14 SAI for the provisioning of fuel, Buffalo Volunteer Rifles, ASB Port Elizabeth and Queenstown.

<b>MILITARY TRANSPORT COSTS FOR TAKING RECRUITS HOME USING MILITARY VEHICLES</b>						
<b>Total Recruits transported by Military Vehicle to home</b>	<b>From</b>	<b>To</b>	<b>Fuel Usage (Litres)</b>	<b>Kilometres</b>	<b>Trips</b>	<b>Total Costing</b>
83	Umzimvubu Regiment Mthatha	Ultra City	262	35	60	R3150.00
8	Umzimvubu Regiment Mthatha	Queenstown/Komani	108	476	1	R8568
19	Umzimvubu Regiment Mthatha	Flagstaff/Port Shepstone/Kokstad/Mt Ayliff/Ntabankulu/Harding/Qumbu/	90	400	1	R7200
14	Umzimvubu Regiment Mthatha	Queenstown (Komani)	106	476	1	R8568
6	Umzimvubu Regiment Mthatha	Fort Beaufort/King Williamstown	154	690	1	R12 420
22	Umzimvubu Regiment Mthatha	King Williamstown and East London	104	466	1	R8388
5	Umzimvubu Regiment	Lusikisiki	90	400	1	R7200
10	Umzimvubu Regiment	East London	104	466	1	R8388
12	Umzimvubu Regiment	East London via King Williams Town/Grahamstown	216	970	1	R17460
<b>179</b>			<b>1234 Litres</b>	<b>4379 Kilometre</b>		<b>R 81 342</b>

Thus in summary the total budget for Ops Prosper can be seen and analysed below:

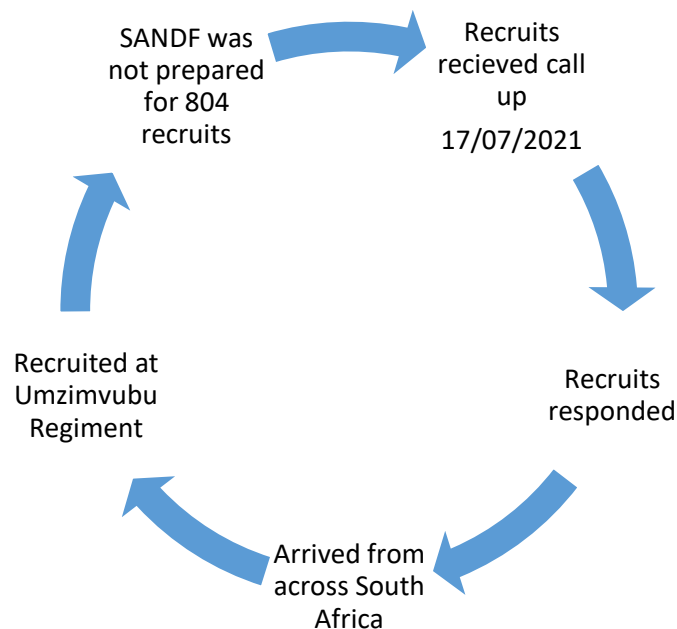
<b>TOTAL BUDGET FOR OPS PROSPER</b>	
<b>Budget Item</b>	<b>Costing</b>
Administration costing	R 54 498
Recruits salary as per pay scale	R 24 000 000
Rations costing	R 17 310 600
Recruitment Costs to Umzimvubu Regiment	R 233 000
Recruitment Costs to Homes (Intercape etc.)	R 233 000
Military Transport costs to homes	R 81 342
<b>Total costs to date</b>	<b>R 41 911 840</b>

## CONCLUSION

The whole operation based on official communiques was a process of confusion from the higher echelon and a total lack of command, communication and control. This led to the tarnished image of the SANDF and also that Reserve Force Regiments simply not complying with the call up instructions.

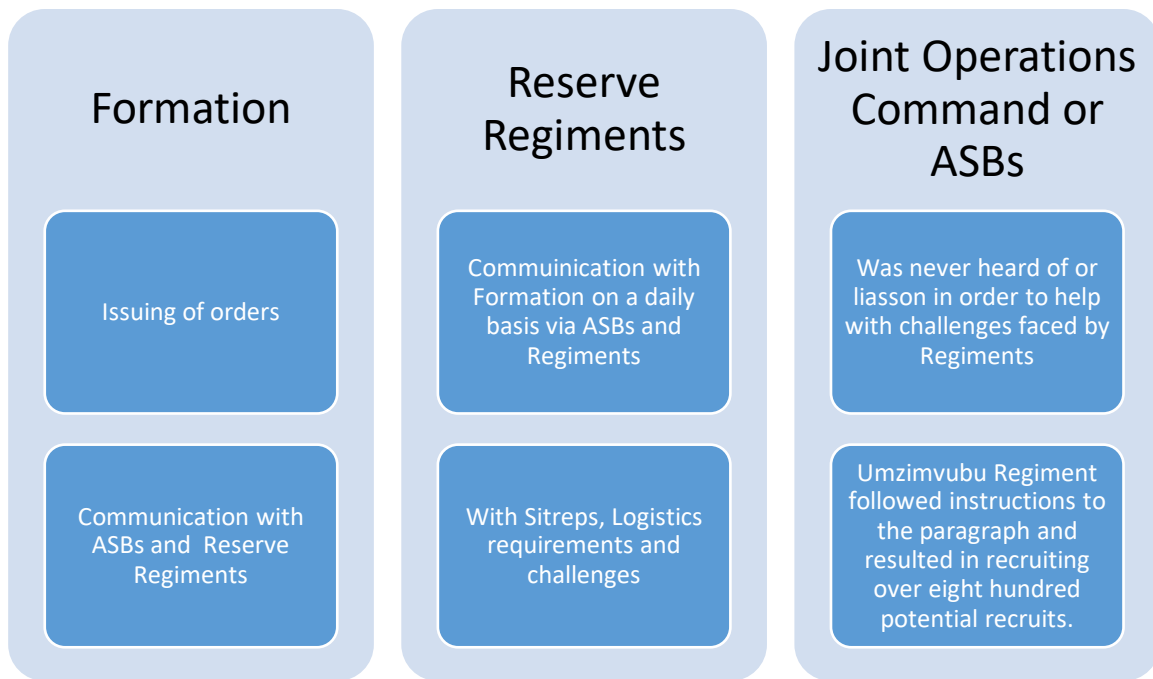
Regiment Umzimvubu did comply and did carry out the order with the nett influx of eight hundred and four new potential enlistee's. They were thoroughly stunned and disappointed as to what they experienced.

It can easily be described as seen below:



Furthermore the following can be seen as a lesson for future virtual exercises like this or in the event of an actual state crisis call up. This was demoralising for the recruits and the formation visits including the general staff achieved absolutely nothing with to date the 11<sup>th</sup> of September 2021 Umzimbubu Regiment is still awaiting final guidelines.

Umzimvubu Regiment have sent eight hundred and four recruits home with payment promises but it has not happened as of yet. Below is an indication as to how we feel this process should have worked to prevent this chaotic shambles in the future.



**This exercise no doubt will lead to accusation and finger pointing.**

**However the actions of the Officer Commanding, Regiment Umzimvubu and the Recruitment leader group and officers and Ncos who controlled order was thorough to the point and all communication can be perused on the archived what sups with the Officer Commanding, the Umzimvubu Leader group whatsapp and the Data analyst whatsapp archive.**

Everything was done to spare and help the recruits from suffering indignities whilst the process of recruiting, trying to put members on strength and then turning them back into soldiers.

Sadly this did not happen and it was a disappointment to many.

As they say “ **When there’s an elephant in the room, introduce him**” and this was not done in this exercise as the elephants (recruits) went home without tusks (dignity and payment)!

