
GOVERNMENT NOTICES

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

No. 1191

21 December 2007



SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA)

In accordance with Regulation 24(c) of the National Standards Bodies Regulations of 28 March 1998, the Standards Generating Body (SGB) for

Military Professional Development

registered by Organising Field 08, Law Military Science and Security, publishes the following Qualification and Unit Standards for public comment.

This notice contains the titles, fields, sub-fields, NQF levels, credits, and purpose of the Qualification and Unit Standards. The full Qualification and Unit Standards can be accessed via the SAQA web-site at www.saga.org.za. Copies may also be obtained from the Directorate of Standards Setting and Development at the SAQA offices, SAQA House, 1067 Arcadia Street, Hatfield, Pretoria.

Comment on the Qualification and Unit Standards should reach SAQA at the address below **no later than 1 February 2008**. All correspondence should be marked **Standards Setting – Military Professional Development** and addressed to

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SOUTH AFRICAN QUALIFICATIONS AUTHORITY

QUALIFICATION:
Further Education and Training Certificate: Military Operations

SAQA QUAL ID		QUALIFICATION TITLE	
59889		Further Education and Training Certificate: Military Operations	
ORIGINATOR		PROVIDER	
SGB Military Professional Development			
QUALIFICATION TYPE	FIELD	SUBFIELD	
Further Ed and Training Cert	8 - Law, Military Science and Security	Sovereignty of the State	
ABET BAND	MINIMUM CREDITS	NQF LEVEL	QUAL CLASS
Undefined	133	Level 4	Regular-Unit Stds Based

This qualification does not replace any other qualification and is not replaced by another qualification.

PURPOSE AND RATIONALE OF THE QUALIFICATION

Purpose:

This qualification is aimed at equipping learners with skills, knowledge and values to function as junior military officers in a specific designated military environment. After successful completion of this qualification candidate officers will be commissioned by the President and will assume command positions, in their respective functional environments during peace and war.

This qualification allows for the further development of learners in the military environment. Exiting from this qualification leads directly to entry to qualifications at a higher level of the NQF within the established learning pathways of the SA National Defence Force.

The qualifying learner will be able to:

- Communicate and present information in writing and verbally within a specific designated military field.
- Demonstrate leadership in a military environment.
- Apply management principles in performance of duties and utilising of resources within the military environment, taking into consideration all applicable government and organisational prescripts.
- Demonstrate knowledge of defence practices and capabilities.

In addition, learners will be able to accomplish the selected elective outcomes according to their choice of elective specialisation:

- Landward defence operations.
- Air defence operations.
- Maritime defence operations.
- Military health support.

Rationale:

The nature of military operations demands leaders that are competent in military practice and can assume command in situations of war and peace. The qualification will provide learning experiences in situations contextually relevant to a particular learning area that will consist of academic knowledge and theory integrated with practical skills and values specific to each occupation, preparing the learners to lead on entry level and contribute to international and national efforts in restoring peace and the resolution in conflict. Competencies obtained through this qualification can also contribute to support the people of South Africa in operations and activities other than war, i.e. in situations of disaster, emergencies and humanitarian needs.

For those learners who are not selected for service in the Regular Force, or on completion of contractual obligations, this qualification will enhance the learners' successful entry into the civilian labour market. Officers are in general demand in the government law enforcement and security environment.

Through this qualification the Department of Defence will contribute towards skills development and job creation, which are amongst others, the objectives of ASGI-SA, which should lead to reducing of poverty and unemployment.

This qualification provides access to employment opportunities within the broader military, security, and safety community such as African Union (AU), United Nations (UN), NEPAD and deployment opportunities as part of South African Development Community (SADC).

The embedded professional conduct in this qualification will enhance the general image of security forces in South Africa.

This qualification promotes the South African Qualifications Authority's (SAQA) ideal of life long learning and contributes to the personal development of the learner.

RECOGNIZE PREVIOUS LEARNING?

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LEARNING ASSUMED IN PLACE

Leading to the achievement of this qualification, it is assumed that persons are competent in the following areas of learning:

- Communication at NQF Level 3.
- Mathematics literacy at NQF Level 3.

Recognition of Prior Learning (RPL):

This qualification may be achieved in part or in whole through the recognition of prior learning.

Access to the Qualification:

Access:

Access to this qualification is open to all learners who are able to be assessed in a military environment and who have completed their Basic Military Training Course.

Physical fitness and good eyesight is required to perform many outcomes and a physical challenged person may not be able to achieve this qualification within a military context.

QUALIFICATION RULES

The Qualification consists of a Fundamental, a Core and an Elective Component.

To be awarded the Qualification learners are required to obtain a minimum of 133 credits as detailed below.

Fundamental Component:

The Fundamental Component consists of Unit Standards in:

- Mathematical Literacy at Level 4 to the value of 16 credits.
- Communication at Level 4 in a First South African Language to the value of 20 credits.
- Communication in a Second South African Language at Level 3 to the value of 20 credits.

It is compulsory therefore for learners to do Communication in two different South African languages, one at NQF Level 4 and the other at NQF Level 3.

All Unit Standards in the Fundamental Component are compulsory.

Core Component:

The Core Component consists of Unit Standards to the value of 67 credits all of which are compulsory.

Elective Component:

The Elective Component consists of a number of specializations each with its own set of Unit Standards. Learners are to choose a specialization area and must choose Elective Unit Standards to the value of 10 credits from the Unit standards listed under that specialization.

- Elective Specialisation: This qualification will offer the following specialisations:
 - Landward Defence Operations.
 - Air Defence Operations.
 - Maritime Defence Operations.
 - Military Health Support.

However, not all specialisation have been developed.

Elective unit standards: (Total: 51 credits):

- 116488: Justify disclosure and non-disclosure of information in an ethical framework.
- 116483: Apply moral decision making and problem solving strategies.
- 116489: Identify and operate within ethical boundaries for human sexual behaviour.
- 13915: Demonstrate knowledge and understanding of HIV/AIDS in a workplace, and its effects on a business sub-sector, own organisation and a specific workplace.
- 244581: Describe how to manage substance abuse and addiction in the workplace.
- 244611: Apply problem-solving techniques to make a decision or solve a problem in real life context.
- 244572: Describe how to manage workplace relationships.
- 244589: Identify causes of stress and techniques to manage it in the workplace.
- 230048: Explain the roles of government statutory organisations in relation to the Constitution and the Bill of Rights.
- 115326: Identify and apply the principles of law of evidence.
- 117449: Apply the general principles of criminal law to the investigation of crime.
- 120344: Demonstrate knowledge and understanding of relevant current Occupational Health and Safety legislation.

Air defence elective stream: (Total: 15 credits):

- XXXX: Explain the concepts of Air Power.
- 117985: Demonstrate an understanding of the Law of Armed Conflict during multi-national operations.

EXIT LEVEL OUTCOMES

Persons exiting this qualification before completion, retain the credits for unit standards successfully completed.

Qualifying learners will be able to:

1. Communicate and present information in writing and verbally within a specific designated military field.
2. Demonstrate leadership in a military environment.
3. Apply management principles in performing own duties and utilise resources within the military environment, taking into consideration all applicable governmental and organisational prescripts.
4. Demonstrate knowledge of defence practice and capabilities.

Critical Cross-Field Outcomes:

The Critical Cross-Field Outcomes are incorporated and assessed in the Associated Assessment Criteria and in the various unit standards. This qualification addresses the following Critical Cross- Field Outcomes as detailed in the unit standards:

Identify and solve problems using critical and creative thinking is demonstrated when:

- Applying day-to-day management activities in the workplace during peace or war.
- The appropriate leadership approach is applied according to individual needs and situational requirements.
- Appropriate leadership styles are demonstrated in a given situation e.g. simulated exercises and case studies.
- Applying the tactical military appreciation process to solve military problems.

Working effectively with others as part of a team, group, organisation or community is demonstrated:

- During planning sessions (operational and day-to-day management activities) by applying appropriate negotiation-, problem solving- and conflict handling skills.
- When applying management activities (planning, organising, leading and control) within the military workplace.
- When operational plans are executed in simulated operational circumstances.

Organise and manage oneself and one's activities responsibly and effectively is demonstrated when:

- Planning and conducting research.
- Management functions (planning, organising, leading and control) are applied within the military workplace.
- Time and distance appreciations are done to determine own causes of action.

Collect, organise and critically evaluate information is demonstrated when:

- It must be determined what to do in situations that might occur in the military environment that may have legal implications.
- Fraudulent activities in the workplace are identified and the corrective actions are taken.
- Applying the research process when participating in operations planning and preparing of reports.
- Data is analysed to prepare and present research findings.

Communicate effectively using visual, mathematical and/or language skills in various modes (oral and/or written) is demonstrated through:

- Applying of the management principles in performance of military duties and utilising of resources.
- Writing according to the conventions of service writing during normal day-to-day responsibilities in the military workplace.
- Presenting of research findings, using appropriate graphics and illustrations to support the findings.
- Orders are verbally issued to explain how tactical military plans ought to be executed.

Use science and technology effectively and critically showing responsibility towards the environment and health of others is demonstrated:

- By recognising the consequences of environment deterioration as a result of human activities and structures during military activities and each individual's responsibility.
- By optimally integrate firepower and manoeuvre during military life fire exercises.

Demonstrate an understanding of the world as a set of related systems by recognising that problem-solving contexts do not exist in isolation, is demonstrated by:

- Recognising the consequences of environment deterioration as a result of human activities and structures during military activities and each individual's responsibility.
- Explaining the relationship between military law and other fields of national law.
- Formulating military plans within legal and doctrinal prescripts.

Contribute to full personal development of each learner and the social and economic development of the society at large by:

- Making it the underlying intention to make an individual aware of the importance of being culturally and aesthetically sensitive across a range of social contexts, especially as to how cultural diversity can be accommodated in communication.
- Providing education and career opportunities through developing skills and knowledge necessary to follow a possible career in the Department of Defence.
- Developing low level command and control skills whilst participating in leadership development exercises.
- Cultivating learners reading, speaking and writing skills in the SANDF's operating language.

ASSOCIATED ASSESSMENT CRITERIA

Associated Assessment Criteria for Exit Level Outcome 1:

- Writing conventions are used according to organisational prescripts.
- Verbal and non-verbal communication methods are used appropriate to the circumstances.
- Reports are prepared and presented using research processes and other applicable methods and resources.

Associated Assessment Criteria for Exit Level Outcome 2:

- Leadership styles for successful operating within the military are evaluated using examples.

- Leadership is explained in terms of its impact on team dynamics in a military environment.
- Appropriate leadership styles are demonstrated in a given situation.
 - Range: Given situation includes but is not limited to simulated exercises, case studies and role-play.
- Officership and mission command are applied according to international military best practice.

Associated Assessment Criteria for Exit Level Outcome 3:

- Management functions are applied within the military workplace.
 - Range: Management functions include planning, organising, leading and control.
- Resources are utilised to achieve the stated goals.
 - Range: Resources include Human Resources (HR), Materiel Resources (MR), Information Resources and Financial Resources.
- The way in which a secure environment in a military unit can be created is demonstrated using knowledge of a security threat and counter measures.
- Fraudulent activities are identified and actions taken in terms of organisational prescripts.
- Knowledge of the Public Financial Management Act is demonstrated in terms of its applicability to the SANDF.
- The role of Public Relations is explained in terms of promoting the corporate image of the organisation.

Associated Assessment Criteria for Exit Level Outcome 4:

- The evolution of warfare, the establishment of the SANDF and the current SANDF posture are described in terms of the continuum of conflict.
 - Range: Continuum of conflict includes ultimate peace to full-scale war.
- The characteristics of a battle space are explained in terms of the strategic environment in which the SANDF could be expected to operate.
- The military and force employment strategies are explained in terms of the Constitution and Defence Review.
- Military capabilities are described in terms of the mission-based approach.
 - Range: Military capabilities include but are not limited to fire power, manoeuvre, protection, sustainment, intelligence and command and control.
- The role, responsibilities, capabilities and organisational structures of the various organisations are explained in terms of military doctrine.
- The execution of missions is described in terms of the doctrine applicable to the designated functional field.
 - Range: Missions include but is not limited to offensive, defensive and military operations other than war.
- The consequences of environment deterioration as a result of human activities and structures during military activities are explained with examples.
- Weapons systems are applied according to safety prescripts and doctrine.

Integrated Assessment:

The applied competence (practical, foundational and reflexive competencies) of this qualification will be achieved if the learner is able to function as an officer on the lower tactical level in the SANDF, solving military problems by utilising military capabilities (within a designated field of operation) in accordance with military doctrine, legal prescripts and procedures under simulated operational conditions.

Integrated assessment at the level of this qualification provides an opportunity for learners to show they are able to integrate concepts, ideas, skills and actions across unit standards to achieve the purpose of the qualification. Assessors should therefore ensure that all specific outcomes, embedded knowledge, critical cross-field outcomes (CCFO) and all exit level outcomes are assessed.

It is proposed that unit standards "clustering" be done in order to assess them simultaneously in an integrated manner to prevent fragmented assessments. The 'Plan and conduct basic research in an office environment', the 'Explain the global history of warfare and its development in Africa' and 'Use communications techniques effectively' can (as an example) be assessed simultaneously through a research project on the historical development of the South African National Defence Force. The knowledge of the historical development, the basic research process, communication skills (written and presentation) can be simultaneously assessed.

Assessment of competence must be done through a combination of formative and summative assessment methods and instruments. Formative and summative assessments must integrate theory with practice, conducted in real or simulated workplace environments. Learners will be assessed on individual work and as part of a team during formative and summative assessments.

Formative assessment aims to determine the progress of the individual. Formative assessments could be in the form of self directed activities and short assignments. An experiential learning approach (natural occurring evidence) must be followed as far as possible. Learners will be required to provide proof of their competence, for example, on-the-job written- and oral communication skills. Written testimonials by the supervisors can be utilised for confirmation of the learners' communication skills in terms of the specific organisation's requirements and as proof of achieving the critical cross field outcomes.

Summative assessment assesses the learner's ability to integrate a large body of knowledge, skills and values.

Assessment methods must include observation (during group exercises and presentations e.g. appropriate leadership styles are demonstrated in simulated exercises), product evaluation (portfolio of evidence e.g. knowledge of a security threat and counter measures are demonstrated in compiling a tactical security plan and the letters produced in the workplace) and questioning (oral and or written) to provide sufficient opportunity to the learner to demonstrate applied competence.

Simulated scenarios must be utilised (e.g. appropriate leadership styles are demonstrated in a given situation) to enable the learner to demonstrate the ability to integrate the knowledge, concepts and ideas and put into practise the learning outcomes achieved across the unit standards.

In formative assessment a greater weighting should be given to the understanding of theory (theoretical examinations). A greater weighting in summative assessment should be given to the application of knowledge and skills in the workplace or simulated situations.

Even though learners will retain credits for those unit standards successfully completed, the learner must, in order to successfully complete the qualification, demonstrate applied competence through an integrated summative assessment of the exit level outcomes of the qualification.

Summative assessments are only conducted once the learner has demonstrated competence during the formative assessments.

INTERNATIONAL COMPARABILITY

This qualification was developed after an extensive outcomes analysis and the key focus areas that were identified are communication, management, leadership and defence practice and capabilities. Defence Intelligence provided a list of "best practice" countries whose Defence Forces could be compared against the SA National Defence Force. The Department of Defence is however dependent on Military Attachés and Military Advisors to obtain information on the

identified defence forces from the countries where they are appointed. No information has however been obtained. The information that could be utilised was obtained from the internet, visiting groups from foreign defence forces and visits to other defence forces internationally and is therefore not specifically from the countries identified by Defence Intelligence. Information regarding entry level training for Candidate Officers could not be obtained from any of the SADC defence forces.

Ireland Armed Force:

The military training program at the Military College Cadet School is to develop character and leadership and instil a sense of duty and responsibility in the cadets. To benefit from training, which is conducted in an environment of strict discipline the cadet needs mental acuity and physical agility. The fifteen-month program provides the basis for the individual Services (the Army, Air Corps and Naval Service) to conduct further training and development after completion.

The Cadet Course provides military programs simultaneously to the young officers of all three armed Services. The common military training that is similar to the training for the SANDF junior officers includes the following: Tactics which includes conventional, internal security and counter insurgency. Leadership Studies that develop leadership potential and prepare cadets to take their places as officers in the Ireland Armed Force; Military Communication which increases the cadet's confidence in oral and written communication skills. It also includes the SANDF equivalent of Conventions of Service Writing that introduces cadets to the style and forms of written communication used by the Defence; Human Resource Management which aims at providing the cadet with the necessary skills to manage human resources; Irish and Military History which provides the cadet with knowledge of the history of Ireland and the Ireland Armed Forces; Politics instils upon the cadet the mandate the Irish Armed Force has and the civilian control executed over the Irish Armed Force.

The SANDF officer's formative program is different from the Cadet Course in that the Cadet Course is a fifteen month programme that does not separate the SANDF equivalent of Basic Military Training and Officers Formative whilst in the SANDF they are two separate programs. The following course content are therefore part of the SANDF Basic Military Training program and therefore not part of this qualification: Arms and Foot Drills that promotes reaction to command, self-discipline and teamwork through knowledge and practice of the customs and traditions of military ceremonies; Weapon Handling that gives cadets training in the operation and maintenance of small arms Service weapons; Physical and Recreational Training that teaches fitness, strength and agility.

United Kingdom Ministry of Defence:

The Commissioning Course program presented at the Sandhurst Royal Military Academy is designed to provide Army Officer Cadets with the fundamental knowledge, skills and attitudes required by junior officers in the United Kingdom Army. The programme is forty-two weeks in duration and provides the basis for the UK Army to conduct further training and development. The military training program consists primarily of Single Service Training:

- Candidate Officers attending this program are university graduates. Sandhurst Royal Military Academy provides military training for the Army only. The military training that are similar to the training for the SANDF junior officers includes the following: Personal Skills that includes decision making, negotiation, self confidence, mental agility, leadership and communication that enable the cadets to think on their feet and make complex decisions while earning the respect of the soldiers they lead. Leadership Studies that aims to develop leadership skills and to prepare cadets to take their places as junior officers in the United Kingdom Ministry of Defence; Military Communication that is designed to develop confidence and effectiveness in oral and written communication skills, which are necessary for their military careers and also introduces cadets

to the style and forms of written communication used by the Defence; Decision Making Skills which empowers the Candidate Officer to make informed and timely decisions.

The following course content presented on the Candidate Course forms part of the SANDF's Basic Military Training: Drill and Ceremonial that promotes reaction to command, self-discipline and teamwork; Fieldcraft that introduces cadets to living and surviving in the field; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

United States of America:

Military Academies:

The military training programs presented at the various Arms of Service Military Academies are designed to provide cadets with the fundamental knowledge, skills and attitudes required by junior officers in the United States Department of Defence. The respective Military Academies are US Military Academy at West Point (Army), US Naval Academy at Annapolis (Navy) and US Air Force Academy at Colorado (Air Force). The three-year programs (military training and university education) provides the basis for the individual services (the US Army, the US Air Force and the US Navy) to conduct further training and development after graduation. The military training program consists of two key components - Common Military Training ie military training unique to all services and Single Service Training ie military training unique to the US Army, the US Air Force or US Navy:

- The common military training that are similar to the training for the SANDF junior officers includes the following: Joint Warfare which includes an introduction to the respective services and an appreciation for the impact of technology in the battle space, knowledge of joint force structures, capabilities and operations. Leadership Studies that aims to develop leadership skills and to prepare cadets to take their places as junior officers in the United States Department of Defence; Management Studies which provides the cadet with an introduction to management studies and the application thereof in a military environment.

The following course content presented on the Candidate Course forms part of the SANDF's Basic Military Training: Drill and Ceremonial that promotes reaction to command, self-discipline and teamwork through knowledge and practice of the customs and traditions of military ceremonies; First Aid and Health that examines the impact on society of drug and alcohol abuse and teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field as a member of a group and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Officer Candidate School:

The Commissioning Course program presented at the various Officer Candidate Schools of the various Arms of Service are developed for college graduates who wish to become military officers in the United States Department of Defence. The twenty-week programme provides the basis for the individual services to conduct further training and development after completion ie infantry platoon commander training ect.

The common military training that is similar to the training for the SANDF candidate officers is similar to the military content presented at the Military Academies and includes the following: Joint Warfare which includes an introduction to the respective services and an appreciation for the impact of technology in the battle space, knowledge of joint force structures, capabilities and operations. Leadership Studies that aims to develop leadership skills and to prepare cadets to take their places as junior officers in the United States Department of Defence; Management

Studies which provides the cadet with an introduction to management studies and the application thereof in a military environment.

As with the Military Academies the following course content presented on the Candidate Course forms part of the SANDF's Basic Military Training: Drill and Ceremonial that promotes reaction to command, self-discipline and teamwork through knowledge and practice of the customs and traditions of military ceremonies; First Aid and Health that examines the impact on society of drug and alcohol abuse and teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field as a member of a group and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Canadian Armed Force:

Royal Military College:

The military training program at the Royal Military College is designed to provide cadets with the fundamental competencies required by junior officers in the Canadian Armed Forces. The three-year program (military training and university education) provides the basis for all the Services to conduct further training and development after Graduation. The military training program consists of two key components - Common Military Training and Single Service Training:

The Royal Military College provides military and academic programs simultaneously to the young officers of all three arms of service ie the Royal Canadian Army, Air Force and Navy.

The common military training that is similar to the training for the SANDF junior officers includes the following: Leadership Studies that develops leadership skills; Equity and Diversity training provides cadets with the skills to live, study and develop in a healthy academic and social environment by teaching them how to treat people fairly and with respect in accordance with Canadian Armed Forces policies; Military Law that introduces cadets to the Defence Force Discipline Act and the Geneva Conventions. This subject is designed to enable cadets to function in the Academy environment. More detailed training is provided nearer the time of their commissioning.

Further common military training presented at the Royal Military College is presented in the SANDF during Basic Military Training. This content is as follows: Drill and Ceremonial that promotes reaction to command, self-discipline and teamwork; First Aid and Health teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field, fighting in the field and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Canadian Forces Leadership and Recruitment School:

The Cadet Training Course for post graduate and non-graduate cadets is a military training program presented at the Canadian Forces Leadership and Recruitment School and is designed to provide the cadet with the skills required by junior officers in the Canadian Armed Forces. The twenty-two week programme provides the basis for the individual services to conduct further training and development after completion.

Candidate Officers attending this program are university graduates or Candidate Officers not requiring a graduate degree. The Cadet Training Course provides military training for each Arm of Service. The military content of this programme is similar to that of the Royal Military College and includes the following subjects which are also presented by the SANDF: Leadership Studies that develops leadership skills; Equity and Diversity training provides cadets with the skills to

live, study and develop in a healthy academic and social environment by teaching them how to treat people fairly and with respect in accordance with Canadian Armed Forces policies; Military Law that introduces cadets to the Defence Force Discipline Act and the Geneva Conventions. This subject is designed to enable cadets to function in the Academy environment. More detailed training is provided nearer the time of their commissioning.

Further, as at the Royal Military College, common military training presented at the Canadian Forces Leadership and Recruitment School is presented in the SANDF during Basic Military Training. This content is as follows: Drill and Ceremonial that promotes reaction to command, self-discipline and teamwork; First Aid and Health teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field, fighting in the field and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Bangladesh Defence Force:

The military training program at the Joint Service Commission Course is designed to provide cadets with the fundamental knowledge, skills and attitudes required to command subordinates in the Bangladesh Defence Force. The three-year program (military training and university education) provides the basis for the individual arms of services to conduct further training and development after graduation at the respective arms of service training centres. The military training program consists of a common defence force component and an arm of service component and it provides military and academic programs simultaneously to the cadets of all three arms of services.

The common military training that are similar to the training for the SANDF junior officers includes the following: military structure and capabilities; Leadership Studies that prepares the cadet to lead subordinates in all situations where they will find themselves in; Management Studies which provides the cadet with an introduction to management studies and the application thereof in the military environment.

The common military training that is different to the training for the SANDF cadets is only different in the sense that the training in Bangladesh Defence Force is a three-year programme that does not separate the Basic Military Training programme and Officers Formative program whilst in the SANDF these are two separate courses. The following course content are therefore part of the SANDF Basic Military Training programme: Drill and Ceremonial that promotes reaction to command and self-discipline; First Aid and health that teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field, fighting in the field and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Indian Defence Force:

The military training program at the National Defence Academy is designed to provide the cadet with the knowledge, skills and attitudes required by junior officers in the Indian Defence Force. The three-year Military Degree program provides the basis for the various arms of service to conduct further training and development after graduation. The military training program consists of a defence force common component and an arm of service specific component. The arms of service specific components are unique to each arm of service.

The common military training that is similar to the training for the SANDF candidates includes: defence organisational structure, defence capabilities and defence responsibilities towards the Indian government; Leadership Studies that aims to develop leadership skills and to prepare cadets to take their places as junior officers in the Indian Defence Force.

The following course content, which is not part of this qualification but part of the SANDF's Basic Military Training programme, but however form part of the Indian Defence Force program are: Drill and Ceremonial that promotes reaction to command, self-discipline and teamwork through knowledge and practice of the customs and traditions of military ceremonies; First Aid and health that teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field as a member of a group and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Australian Defence Force:

The military training program at the Australian Defence Force Academy (ADFA) is designed to provide Midshipmen and Officer Cadets with the fundamental knowledge, skills and attitudes required by junior officers in the Australian Defence Force. The three-year program (military training and university education) provides the basis for the individual Services to conduct further training and development after Graduation. The military training program consists of two key components - Common Military Training and Single Service Training:

A program of common and single Service military studies is provided to all cadets.

An undergraduate academic studies program is provided through arrangements with the University of New South Wales in a range of degree discipline areas covering the sciences, engineering, technology, humanities and social sciences. ADFA is unusual amongst western military officer training institutions in that it provides military and academic programs simultaneously to the young officers of all three armed Services.

The common military training that are similar to the training for the SANDF junior officers includes the following: Leadership Studies that aims to develop leadership skills and to prepare cadets to take their places as junior officers in the Australian Defence Force; Military Communication that is designed to develop confidence and effectiveness in oral and written communication skills, which are necessary for their military careers and also introduces cadets to the style and forms of written communication used by the Defence; Equity and Diversity training provides cadets with the skills to live, study and develop in a healthy academic and social environment by teaching them how to treat people fairly and with respect in accordance with Australian Defence Force policies; Military Law that introduces cadets to the Defence Force Discipline Act and the Geneva Conventions. This subject is designed to enable cadets to function in the Academy environment. More detailed training is provided nearer the time of their commissioning.

The common military training that is different to the training for the SANDF junior officers are only different in the sense that the training in Australia Defence Force is a three-year programme that does not separate the basic training and officer training whilst in the SANDF these are two separate programmes. The following course content are therefore part of the SANDF Basic Military Training programme: Drill and Ceremonial that promotes reaction to command and self-discipline; First Aid and health that examines the impact on society of drug and alcohol abuse and teaches first aid and preventative health techniques; Field Craft that introduces cadets to living in the field as a member of a group and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Since a high standard of physical fitness is regarded as an important part of Service life in the Australian Defence Force, cadets are encouraged to obtain a coaching or refereeing qualification for at least one sport. This is not followed in the SANDF.

New Zealand Defence Force:

The military training program at the New Zealand Defence Academy is designed to provide graduate and non-graduate Officer Cadets with the moral, mental and physical attributes on which good leadership depends in the New Zealand Army. The nine-month program provides the basis for the Army to conduct further training and development after completion. The military training program consists of a common Defence Force component and an Army component:

The common military training that is similar to the training for the SANDF cadets includes the following: Leadership Studies that aims to develop leadership skills and to prepare cadets to take their places as junior officers in the New Zealand Defence Force; Military Communication that is designed to develop confidence and effectiveness in oral and written communication skills, which are necessary for their military careers and also introduces cadets to the style and forms of written communication used by the Defence; Equity and Diversity training provides cadets with the skills to live, study and develop in a healthy academic and social environment by teaching them how to treat people fairly and with respect in accordance with New Zealand Defence Force policies; Military Law that introduces cadets to the Defence Force Discipline Act and the Geneva Conventions. This subject is designed to enable cadets to function in the Academy environment. More detailed training is provided nearer the time of their commissioning.

The following course content is part of the SANDF Basic Military Training course but which also takes place at the New Zealand Defence Academy: Drill and Ceremonial that promotes reaction to command and self-discipline; First Aid and health that teaches first aid and preventative health techniques; Field Craft and Battle Craft that introduces cadets to living in the field, fighting in the field and survival in adverse circumstances; Physical and Recreational Training that teaches fitness, strength and agility; Weapon Training that gives cadets training in the operation and maintenance of small arms Service weapons.

Conclusion:

In analysing and comparing the content of the courses designed for the individual entering the various foreign defence forces, it is concluded that the difference between the various courses is not specifically in the content itself but rather in the duration and the construction of the courses. The duration of the foreign defence force courses varies between 9 months at a defence force school and 3 years at a University. It seems that candidate officers are selected to follow the "Officers Career Path" before they commence with training and not as in the case of the SANDF where recruits enter the SANDF, complete a Basic Military Training course and are then selected to commence with the Officers Formative Training. Only after successful completion of the Officers Formative Training Course do learners go to the Military Academy to commence with a three year degree course at the University of Stellenbosch.

Military Strategy which is presented at most of the foreign defence forces to introduce the candidate officer to military doctrine and strategy are only presented in the SANDF after the Officers Formative Course when the candidate officers attend the degree course at the Military Academy. Even though the SANDF also regard a high standard of physical fitness as an important part of Service life as in the Australian Defence Force, the SANDF does not expect of the Candidate Officer or any other Officer attending courses presented in the SANDF, to obtain a coaching or refereeing qualification for at least one sport.

ARTICULATION OPTIONS

This qualification articulates horizontally with the following qualifications:

- ID 57712: Further Education and Training Certificate: Generic Management, NQF Level 4.
- FETC: Security Management NQF Level 4.
- ID 57713: Further Education and Training Certificate: Specialist Security Practices, NQF Level 4.
- FETC: Corrections Science NQF Level 4.

This qualification articulates vertically with the following qualifications:

- ID 59201: National Certificate: Generic Management, NQF Level 5.
- National Certificate: Military Operations NQF Level 5.

MODERATION OPTIONS

- Anyone assessing a learner or moderating the assessment of a learner against this qualification must be registered as an assessor with a relevant Education and Training Quality Assurance (ETQA) Body or with an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- Any institution offering learning that will enable the achievement of this qualification must be accredited as a provider with the relevant ETQA or with an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- The provider will conduct integrated summative assessment internally with moderation being done by the relevant ETQA Body or by an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- Verification of assessments and moderation conducted will be overseen by the relevant ETQA or by an ETQA that has a Memorandum of Understanding with the relevant ETQA, according to the ETQA's policies and guidelines for assessment and moderation.
- Moderation must include internal and external moderating of assessments at exit level points of the Qualification, unless ETQA policies specify otherwise.

CRITERIA FOR THE REGISTRATION OF ASSESSORS

Assessors must be:

- Registered as assessors with the relevant ETQA.
- Have a military qualification at NQF Level 5 or higher.
- Have served as an officer in the SANDF.

NOTES

N/A

UNIT STANDARDS

	ID	UNIT STANDARD TITLE	LEVEL	CREDITS
Fundamental	119472	Accommodate audience and context needs in oral/signed communication	Level 3	5
Fundamental	119458	Analyse and respond to a variety of literary texts	Level 3	5
Fundamental	119457	Interpret and use information from texts	Level 3	5
Fundamental	119465	Write/present/sign texts for a range of communicative contexts	Level 3	5
Fundamental	12155	Apply comprehension skills to engage written texts in a business environment	Level 4	5
Fundamental	9015	Apply knowledge of statistics and probability to critically interrogate and effectively communicate findings on life related problems	Level 4	6
Fundamental	119462	Engage in sustained oral/signed communication and evaluate spoken/signed texts	Level 4	5
Fundamental	119469	Read/view, analyse and respond to a variety of texts	Level 4	5
Fundamental	9016	Represent analyse and calculate shape and motion in 2- and 3-dimensional space in different contexts	Level 4	4
Fundamental	7468	Use mathematics to investigate and monitor the financial aspects of personal, business, national and international issues	Level 4	6
Fundamental	119459	Write/present/sign for a wide range of contexts	Level 4	5

Source: National Learners' Records Database

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	ID	UNIT STANDARD TITLE	LEVEL	CREDITS
Core	13935	Plan and conduct basic research in an office environment	Level 3	6
Core	242824	Apply leadership concepts in a work context	Level 4	12
Core	253878	Apply officership in a military environment	Level 4	6
Core	253881	Demonstrate an understanding of international humanitarian law applicable during armed conflict and peace support operations	Level 4	2
Core	253914	Demonstrate an understanding of the framework underpinning the South African military in a democratic society	Level 4	10
Core	14667	Describe and apply the management functions of an organization	Level 4	10
Core	110026	Describe and assist in the control of fraud in an office environment	Level 4	4
Core	230047	Describe security awareness practices within a South African Statutory environment	Level 4	3
Core	253894	Enforce and maintain discipline	Level 4	3
Core	230046	Explain the evolution of warfare and its development in Africa	Level 4	3
Core	12433	Use communication techniques effectively	Level 5	8
Elective	116483	Apply moral decision making and problem solving strategies	Level 3	6
Elective	244611	Apply problem-solving techniques to make a decision or solve a problem in a real life context	Level 3	2
Elective	13915	Demonstrate knowledge and understanding of HIV/AIDS in a workplace, and its effects on a business sub-sector, own organisation and a specific workplace	Level 3	4
Elective	244581	Describe how to manage substance abuse and addiction in the workplace	Level 3	2
Elective	244572	Describe how to manage workplace relationships	Level 3	2
Elective	244589	Identify causes of stress and techniques to manage it in the workplace	Level 3	2
Elective	120344	Demonstrate knowledge and understanding of relevant current occupational health and safety legislation	Level 4	4
Elective	253882	Explain the concept of air power	Level 4	5
Elective	230048	Explain the roles of government statutory security organisations in relation to the Constitution and the Bill of Rights	Level 4	5
Elective	116489	Identify and operate within ethical boundaries for human sexual behaviour	Level 4	5
Elective	117449	Apply the general principles of criminal law to the investigation of crime	Level 5	8
Elective	117985	Demonstrate an understanding of the Law of Armed Conflict during multi-national operations	Level 5	10
Elective	115326	Identify and apply the principles of law of evidence	Level 5	6
Elective	116488	Justify disclosure or non-disclosure of information in an ethical framework	Level 5	5

LEARNING PROGRAMMES RECORDED AGAINST THIS QUALIFICATION**None**



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:***Apply officership in a military environment***

SAQA US ID	UNIT STANDARD TITLE		
253878	Apply officership in a military environment		
ORIGINATOR		PROVIDER	
SGB Military Professional Development			
FIELD		SUBFIELD	
8 - Law, Military Science and Security		Sovereignty of the State	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 4	6

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1

Demonstrate an understanding of officership.

SPECIFIC OUTCOME 2

Apply command in conducting missions and achieving objectives.

SPECIFIC OUTCOME 3

Advance a military culture.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	59889	Further Education and Training Certificate: Military Operations	Level 4



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Demonstrate an understanding of international humanitarian law applicable during armed conflict and peace support operations

SAQA US ID		UNIT STANDARD TITLE	
253881		Demonstrate an understanding of international humanitarian law applicable during armed conflict and peace support operations	
ORIGINATOR		PROVIDER	
SGB Military Professional Development			
FIELD		SUBFIELD	
8 - Law, Military Science and Security		Sovereignty of the State	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 4	2

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1

Demonstrate understanding of the sources of and the four overriding principles of International Humanitarian Law (IHL).

SPECIFIC OUTCOME 2

Discuss the legal position of persons and objects recognized by IHL.

SPECIFIC OUTCOME 3

Discuss the legality of the means and methods of warfare employed during armed conflict in terms of International Humanitarian Law.

SPECIFIC OUTCOME 4

Demonstrate knowledge of IHL applicable to specific types of operations.

SPECIFIC OUTCOME 5

Demonstrate an understanding of criminal liability under International law.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	59889	Further Education and Training Certificate: Military Operations	Level 4



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:*Explain the concept of air power*

SAQA US ID		UNIT STANDARD TITLE	
253882		Explain the concept of air power	
ORIGINATOR		PROVIDER	
SGB Military Professional Development			
FIELD		SUBFIELD	
8 - Law, Military Science and Security		Sovereignty of the State	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 4	5

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1

Describe the evolution of Air Power.

SPECIFIC OUTCOME 2

Explain the core components of Air Power.

SPECIFIC OUTCOME 3

Explain the factors that influence or impact the application of Air Power.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	59889	Further Education and Training Certificate: Military Operations	Level 4



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:***Enforce and maintain discipline***

SAQA US ID	UNIT STANDARD TITLE		
253894	Enforce and maintain discipline		
ORIGINATOR	PROVIDER		
SGB Military Professional Development			
FIELD	SUBFIELD		
8 - Law, Military Science and Security	Sovereignty of the State		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 4	3

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1

Demonstrate knowledge of the general principles of South African criminal law.

SPECIFIC OUTCOME 2

Demonstrate an understanding of military law with reference to its sources and purpose.

SPECIFIC OUTCOME 3

Apply the pre-arraignment process of military justice as stated in military law.

SPECIFIC OUTCOME 4

Demonstrate understanding of arraignment and the different pre-trial investigations under military law.

SPECIFIC OUTCOME 5

Demonstrate knowledge of military court procedure.

SPECIFIC OUTCOME 6

Demonstrate an understanding of Grievance Procedures utilised in the South African National Defence Force.

SPECIFIC OUTCOME 7

Perform functions of ex officio commissioners of oaths.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	59889	Further Education and Training Certificate: Military Operations	Level 4



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Demonstrate an understanding of the framework underpinning the South African military in a democratic society

SAQA US ID	UNIT STANDARD TITLE		
253914	Demonstrate an understanding of the framework underpinning the South African military in a democratic society		
ORIGINATOR		PROVIDER	
SGB Military Professional Development			
FIELD		SUBFIELD	
8 - Law, Military Science and Security		Sovereignty of the State	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 4	10

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1

Explain the strategic context in which the SANDF operates.

SPECIFIC OUTCOME 2

Explain the SANDF capabilities in terms of operational systems.

SPECIFIC OUTCOME 3

Explain the DODs macro structure in terms of the national management framework.

SPECIFIC OUTCOME 4

Explain SANDF doctrinal concepts pertaining to conflict.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	59889	Further Education and Training Certificate: Military Operations	Level 4