

MOD RSLAF DPC RESTRICTED



MINISTRY OF DEFENCE AND THE REPUBLIC OF
SIERRA LEONE ARMED FORCES

**POLICY ON THE ENTRY
REQUIREMENT OF OFFICER
CADET**

Review Date: 2017 or on Demand

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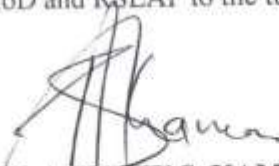
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 Deputy Secretary for Policy and Procurement prepared the details for promulgation with the concurrence
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Dated: 20 August 2014

INTRODUCTION

1. The meeting of the Defence Policy Committee (DPC) held in the Ministry of Defence on Thursday 17 July 2014, unanimously endorsed and adopted the proposal on the Entry Requirement for Officer Cadet into policy. Ministry of Defence/ Republic of Sierra Leone Armed Forces (MoD/RSLAF) has come of age just as other military forces within the sub region. The history of the MoD/RSLAF goes a little beyond more than fifty to sixty years. Over the years, MoD/RSLAF has seen the gradual emergence of the force from soldiers and officers, who could not read, write or communicate in English to almost an elitist force with every one clamoring for further academic education.
2. MOD/RSLAF has been conducting its recruitment process on approved direction; counting academic qualification in addition to other laid down requirements for Cadet and Recruit (5 WASSCE and BECE respectively).
3. The eleven years of civil strife within the country was accompanied by serious problems with regards to the academic quality of both Cadets and Recruits. For obvious reason(s), there has been a Grand Strategic call from His Excellence (HE) and Commander-In-Chief of RSLAF for the academic requirement for cadet to be upgraded from 5 WASSCE to graduate degree for future MoD/RSLAF Cadet intakes. Hence the review of the entry requirement for Officer Cadet.

STATEMENT OF THE PROBLEM

4. It is could be perceived that the overall output of the present crop of young officers in terms of every standard is appalling. Standards have been said to have fallen with the start of the eleven years of civil strife. More indicting after the Civil War period of MoD/RSLAF is the common belief among many quarters that the level of maturity displayed by young officers has left very little desired qualities on the minds of the leadership of the MOD/RSLAF. His Excellence in his wisdom and as the Constitutional Head of MoD/ RSLAF has advised that MoD/RSLAF have FIRST DEGREE as the entry academic requirement for officer cadet candidates.
5. The number of young officers opting for further studies has doubled over the years and this has had much financial strained on the limited MOD annual budget. A number of overseas and local students are not finding it easy in terms of their allowance remittances due to the huge financial burden on the ACDS Pers/Trg's allocated training budget. In the theatre of training, another contentious issue is the relationship between a very young academically qualified trainee and an old experienced NCO and or an officer who may not be so academically qualified. This may call for an early addressing of the issue of raising the instructional standards of the instructors who may lack the academic qualification(s), by exposing them to both local and

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international training. The RSLAF should be made to look attractive to majority of the young and qualified Sierra Leoneans from both sexes. This calls for a serious rethink of what MoD/RSLAF can and cannot do within set time limits. It is always advisable to concentrate on what we know how to do best in terms of value for money.

6. The MoD/RSLAF has seen an upsurge in the number of applicants for further academic studies in the recent past; particularly following the MoD/RSLAF Study Leave Policy and the provision of the Sierra Leone Government Grant (SLG)-in-Aid exercises.

AIM

7. This aims at selling FIRST DEGREE academic entry requirement for officer cadets in MoD/RSLAF.

SIGNIFICANCE OF GRADUATE REQUIREMENT FOR CADET

8. This scheme will reward MoD/RSLAF in many ways. Firstly the idea will further add academic face-lift to the army from the view point of the wider public. It will also enable officers to better compete with sister militaries in the sub-region and beyond, particularly within the framework of PSO.

9. Additionally, the concept will be cost effective to the army as it will reduce the rush to pursue in-service graduate degree. It will also alleviate potential manning gap and enhance operational efficiency and effectiveness. Conversely, the army will enlist self-developed officers that will require only military related courses or trainings, thereby limiting the tendency to have low quality officers.

ENTRY REQUIREMENT FOR OFFICER CADET

10. Until otherwise decided, the entry requirement for Officer Cadet shall from this publication and forward be as show below:

- a. First degree from a recognised university and so verified by the DDTER shall be the academic requirement. Any other higher qualification is an added advantage. The GCE 'O' Levels(**to mean the London examination**)/WASSCE Candidate(not more than two results), shall also in the short term form part of the entry requirement for Officer Cadet, until a wider recognition of the first degree requirement.

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an emergency meeting to be chaired by the ACDS Pers/Trg and invite the full participation of the DS Pol/Proc or representative to clear the way for the best GCE 'O' Levels/WASSCE Candidate(s) in order to make the target.

c. First assessment test shall be held for all potential Officer Cadets. In an event that the GCE 'O' Levels/WASSCE Candidate score higher grade in the military entrance exams, priority should be given in favour of the GCE 'O' Levels/WASSCE holders.

d. Enlisted degree holders should be given Ante-dated seniority as stated in the MoD/RSLAF Terms and Conditions of Service. Serving personnel opting to be enlisted as Officer Cadet from the ranks and meeting the requirement shall in addition to cumulative considerations prescribed by MoD/RSLAF, benefit as the newly enlisted persons:

- (1) 1st Class Honours Degree/Division 1 – 36 months.
- (2) 2nd Class Honours Degree/Division 2 – 24 months.
- (3) 3rd Class Honours Degree/Division 3 – 12 months.

e. The age bracket of 18-25 years and other considerations (academic, medical and physical fulfillments) shall form part of this requirement

f. Personnel who after enlistment opts to pursue a non-career course could be considered for seniority in rank and pay.

g. The process should ensure gender parity and equity.

h. MOD/RSLAF to ensure new terms and conditions of service, in order to attract and retain the much needed young men and women for the future development of the force.

CONCLUSION

11. The Entry Requirement for Officer Cadets Policy aims at getting the officer core within MoD/RSLAF to a standard that prevails in almost every army in the world. It has benefits of closing the manning gap and placing RSLAF in a better position with sister forces.

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