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REPUBLIC OF SIERRA LEONE ARMED FORCES

POSTINGS POLICY

By Command of the
Defense Policy Committee

18 April, 2023

**MINISTRY OF DEFENCE
TOWER HILL
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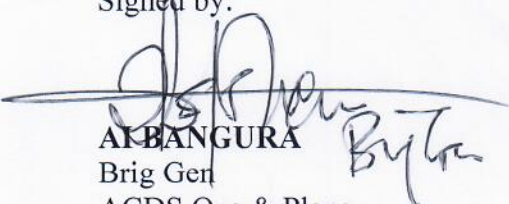
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Signed by:


AKBANGURA
Brig Gen
ACDS Ops & Plans



Authorized to sign on behalf of the Defence Council

Dated: 18 April 2023

Issue 1.0 18 April 2023

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REPUBLIC OF SIERRA LEONE ARMED FORCES POSTING POLICY - 2023

DEFINITION

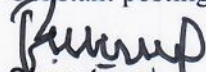
1. For the purpose of this policy, the under mentioned terms are defined as follows:
 - a. Specialist Unit. The following Units and Departments shall be considered specialist Units:
 - (1) Joint Communication Unit (JCU).
 - (2) Joint Provost Unit (JPU).
 - (3) Joint Medical Unit (JMU).
 - (4) Forces Intelligence and Security Unit (FISU).
 - (5) Engineer Regiment (Engr/Regt).
 - (6) Joint Logistics Unit (JLU).
 - (7) Legal Department.
 - (8) Religious Services.
 - (9) Armed Forces Band.
 - (10) Agriculture Unit
 - b. Re-mustering. This refers to transfer of officers from the Maritime and Air Wing to other Units within the RSLAF and vice Versa.

INTRODUCTION

2. Posting of officers is an integral aspect of human resource management within the RSLAF. It is a tool for career development and management of officers and in making the RSLAF more professional in fulfilling its mandate of providing security for the state, thereby enhancing national development. Thus, it is mandatory that postings and transfer of officers within the institution is regulated and carried out in a professional manner.
3. Over the period the frequent posting and transfer of officers has undermined the career development and progression of officers. More especially, the inter postings of officers between Specialist and Infantry Units especially at Senior Command and Staff Appointments has undermined the professional development and output of officers in the RSLAF. As a professional Institution postings within the RSLAF must be done to:
 - a. Maintain or improve the operational effectiveness of the RSLAF.
 - b. Fill an established vacancy in the current rank or on Promotion to fill an established vacancy
 - c. Effectively and efficiently manage the career of Officers.
 - d. Manage Personnel welfare issues (Where applicable).
 - e. Improve on the professionalism of Officers.
 - f. Improve the professionalism of the RSLAF.

RATIONALE

4. The review of this policy is to set the stage of the envisaged tri-service system. Constant posting of officers between different specialities tends to undermine the competence


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and confidence of officers in carrying out their functions. The need to develop the skill set of individuals will create synergy and enhance professionalism and will set the stage for the envisage tri-service system. This policy will therefore, create an enabling environment for individual growth of officers within their career path in the RSLAF.

PURPOSE

5. The purpose of this policy is to establish guidelines and regulate the procedures for the postings and transfers of officers within the RSLAF.

CONDITION(S)

6. The following conditions outline the criteria for which officers are managed to achieve the operational effectiveness of RSLAF:

- a. All officers below the rank of Lt Col are to stay in their unit of Specialty throughout their career. However, postings of officers below the rank of Lt Col could be made for career management reasons and to fill critical Staff appointments at formation level.
- b. RSLAF posting requests must comply with Unit Establishment Tables and vacancies within that unit.
- c. Officers will not be posted between Formations unless on promotion to fill an existing vacancy where there are no suitable candidates in the formation or unit. Despite this requirement, priority may be given to female officers to be posted out to other formations and units to meet with gender balance and requirements of the force.
- d. Officers shall remain with their parent units until they are promoted to a rank where no vacancy exists in the current unit. Notwithstanding the aforementioned, an officer may be posted outside their parent units due to welfare reasons. However, this type of posting may only be considered after the officer may have made the request in writing through the Chain of Command. The posting/appointment Board may only consider such a request after approval by the chain of command and officers are only entitled to one such request during their service except on extenuating circumstances.
- e. Staff selection at formation level will be subject to successful completion of the required Staff Course and selection by the Appropriate Appointment Board.
- f. Priority for staff appointment at Brigades level should be given to officers within those brigades. Staff appointment to fill specialist roles should be allocated to the requisite specialist Unit.
- g. Officers are required to serve a mandatory 2 years in an Infantry Unit before consideration for transfer to a Specialist Unit.
- h. Transfer of officers to specialist Units shall not be approved after the rank of Capt except due to extreme exigencies and must be approved by the CDS. In such


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circumstances, the officer must have been duly trained, qualified and certified in that specialty. Notwithstanding that, the interest of the institution rather than that of the individual shall be prioritised in taking such decision. However, officers could be attached to support units to carry out staff and administrative functions and the transfer to the specialist unit has been approved in accordance with extant unit establishment.

i. For Infantry officers their Brigades should be considered their parent units though effort should be made to keep them within their Brigade as a preference except where no vacancy exists.

j. As a guide, the career management of officers should ensure that officers become highly skilled and professional within their chosen career path in the RSLAF. Hence, it is expected that officers should fill appointments that they are trained and qualified for during their service in the RSLAF. Therefore, the ACDS Pers/MS shall ensure that officers are posted to fill vacancies at the strategic, operational and tactical levels based on their specialty.

k. As a guide, postings to fill Command and Staff appointments shall not be more than 2 years at a time.

l. Officers below the rank of Lt Col should be posted to their parent formation/unit after serving in staff and training appointments.

m. D Def Pers to ensure that officers are posted to fill appointments in a progressive manner; from Battalion to Brigade and onward to HQ JFC and/ or MoD.

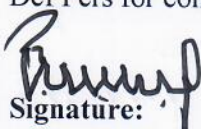
n. Postings of specialist officers should be done in close collaboration with the specialist unit commanders.

o. After re-mustering officers in the Maritime Wing and Air Wing will follow their career path of their specialty within their respective services.

p. D Def Pers to ensure that postings of officers should enhance career progression and development; i.e. officers must be posted to fulfil staff, training and command appointments during their career especially in the early years of their career.

7. Transfer of Officers to the Maritime and Air Wing. Should the manning situation demand it junior officers required by the Maritime or Air Wing can be selected direct from the Training School by suitably convened selection boards, and are not required to serve for 2 years after commissioning within the RSLAF.

8. Serving officers wishing to be transferred to the Maritime or Air Wing and specialist Units can apply for transfer after serving the required time. All applications to transfer irrespective of recommendation by the candidate's command chain, are to be forwarded to D Def Pers for consideration by a properly convened board (eg. Number 3 or 4 Board).


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AUTHORITY.

9. Postings and transfer of officers shall be managed by the D Def Pers with authority from the appropriate board.

PROCEDURE

10. Posting of officers is the responsibility of D Def Pers, who is responsible for officer career management as part of the RSLAF MS system. The MS staff at the MOD shall prepare briefing notes and recommendations to the Boards quoting the relevant Line Serial Number (LSN). The postings and transfer board will then make decision for the posting of officers. Postings of officers shall only be authorised by the relevant Appointment Boards as detailed below:

- a. No 1 Board — Postings and Appointments for Cols and above.
- b. No 2 Board — Postings and Appointments for Lt Cdrs
- c. No 3 Board — Postings and Appointments for Majs
- d. No 4 Board — Postings and Appointments for 2Lt, Lt & Cpts.

11. After the promulgation of the posting by the D Def Pers, AFPC shall release the posting order. No posting/transfer can be effected without the AFPC Posting Order.

12. Formation and specialist Units Commanders may request that Officers serving within their Area of Responsibility (AOR) be moved internally. This request can only be formalised with the expressed permission of the D Def Pers following an approval by the RSLAF chain of command. Formation Commanders may request from the D Def Pers the detachment and attachment of Officers for a period not exceeding 6 months within their AOR. The D Def Pers will then issue a detachment notice to AFPC for wider promulgation.

REFERENCES:

- A. CDS Convening Orders Dated 7 November, 2022.
- B. RSLAF Extant Policies Review Committee meeting of 22 November, 2022.
- C. RSLAF 1961 Act.


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