

**DEPLOYMENT RELATED STRESS : THE EXPERIENCE OF
NAVAL FAMILIES**

THILANAYAGIE NATHOO

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DECLARATION OF ORIGINALITY

**I hereby declare that this thesis, unless
specifically indicated to the contrary
in the text, is my original work**

THILANAYAGIE NATHOO

UNIVERSITY OF NATAL, DURBAN

1999

ABSTRACT

The sacrifices required of Navy families are substantial. In order to maintain readiness, the Navy must maintain high standards and retain well trained people. To retain experienced and productive service members, family life must be supported and enhanced as much as possible. This study examined deployment related stress as experienced by deployed staff of the SAS SCORPION and their spouses and the Command's responses in terms of alleviating such stresses. A qualitative research methodology was used employing an exploratory, descriptive strategy. The study made use of non-probability purposive sampling for all three samples. To ensure rich data semi-structured interviews were used for samples one and two. Data was collected by means of a workshop for sample three.

Respondents from sample one and two indicated dissatisfaction in the areas of military support, crime, medical problems, military housing, crisis periods, unplanned trips, and prolonged sea service. Sample three responded by acknowledging hardships experienced by samples one and two. They agreed in principle that a deployment seminar be made compulsory for military families and an incumbent be employed as a Naval liaison officer to coordinate problems experienced by deployed members and their families. The findings of this research, indicated the need for support structures and preventative programmes.

DEDICATION

This thesis is dedicated to my late brother, Reuben Pillay, whose memory has been the inspiration for this document. A true gentleman and a wonderful human being.

May he rest in peace.

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CHAPTER ONE

INTRODUCTION TO THE STUDY

THE SOUTH AFRICAN NATIONAL DEFENCE FORCE

The South African National Defence Force (SANDF) is responsible for defending the Republic of South Africa against external military threats.

The Government of National Unity's Reconstruction and Development Programme states that the Defence Force must be non-partisan and bound by clear codes of conduct.

Since 1994, the Department of Defence has been in the process of a comprehensive transformation of its design and structure at all levels, and the re-engineering of all its operations based on business principles and practices. Transformation is driven by the approved *White Paper on Defence* (1995) and a major defence review process following a 'top - down' approach, beginning with the upper levels of the Department.

Dramatic changes have occurred in the external strategic environment from the perspective of South Africa. The country has become involved in many regional and international organisations, and is currently expected to play an active role in peace and security, particularly in South

Africa and in Africa in general. The need for change emanates from the new external environment, current political priorities, financial resource constraints, and international standards and practices for a new and shared organisational culture.

THE NAVY IN DURBAN : THE FOCUS OF THE STUDY

The Naval Base at Salisbury Island is strategically located in Durban harbour, which is the busiest port in Africa. It plays an important role in the protection of the eastern seaboard of South Africa.

Mission Statement

The Mission of the South African Navy is to conduct appropriate naval operations in defence of the Republic of South Africa, for its citizens and their interests, and operations other than war, in support of other relevant and approved national goals.

The Strike Craft Flotilla

SAS SCORPION in Durban is the headquarters of the SA Navy's Strike Craft Flotilla, the fastest and most sophisticated weapons platforms in the inventory of the SA Navy. The Flotilla is divided into two squadrons, the First Strike Craft Squadron is based in Durban with the Second Strike

Craft Squadron based in Simon's Town.

Ships

The Flotilla comprises nine Warrior Class Strike Craft, the majority of which were built locally. Based on a battle-proven design, these vessels possess exceptional surface and air strike capabilities and have, over the years, proven themselves to be highly capable in the various roles they have been called upon to play. These roles include:

1. Maritime operations.
2. Support of landward operations.
3. Law enforcement in our territorial waters and fishery zones.
4. Conducting air/sea rescue operations.
5. Assistance with diplomatic initiatives
6. Pollution watches.

The ships are quite small, being only 58 metres in length and displacing 415 tonnes. They are driven by four high speed turbo-charged diesel engines, which give a maximum speed in excess of 30 knots. The strike craft have a range of 3500 nautical miles at economical speed and carry a complement of eight officers and 44 ratings.

Weapons

The strike craft have highly sophisticated sensors and electronic warfare

systems, and are equipped with a powerful mix of missiles and guns which provide a potent over-the-horizon strike capability backed by effective weapons for close range surface and air defence. Each vessel carries up to eight missiles and two fully established rapid fire 76 mm general purpose guns. Also carried are two 20 mm, and two 12,7 mm machine guns.

Names of the Strike Craft of the SAS SCORPION

The following Strike Craft belong to SAS SCORPION:

BOAT 1	SAS JAN SMUTS	(JSS)
BOAT 2	SAS SHAKA	(SHA)
BOAT 3	SAS ADAM KOK	(AKK)*
BOAT 4	SAS SEKHUKHUNI	(SKI)
BOAT 5	SAS ISAAC DYOBHA	(IDA)
BOAT 6	SAS RENE SETHREN	(RSN)
BOAT 7	SAS GALESHEWE	(GLE)
BOAT 8	SAS JOB MASEGO	(JMO)
BOAT 9	SAS MAKHANDA	(MKA)

* This ship was deployed during the study and the subjects were drawn from here.

Support

The Strike Craft are able to operate from any port in South Africa. They have a modular support system which can be easily transported to wherever needed, thus further enhancing their rapid deployment capabilities, and they have shown remarkable endurance qualities which renders them uniquely self sufficient and extremely versatile.

Operations

Teamwork is essential for the successful operation of Strike Craft Squadron exercises (SQUADEX), which are held at regular intervals throughout the year to have war fighting skills and further to improve teamwork. The location of these exercises is usually shifted around the coastline in order for personnel to become familiar with the various areas in South Africa and to show the flag locally. Strike Craft also participate in the Red Lion exercises held with various other ships of the SA Navy on an annual basis.

Assistance Operations

Apart from their operational role, the Strike Craft have been used extensively in peacetime operations. One of the exercises executed as part of these operations was known as "Grey Diplomat". This involved a number of visits to countries, such as the Republic of China, various South American countries, Mauritius, Kenya, Mombassa, Maputo and

Dar-es-Salaam. The Strike Craft have also taken part in a number of search and rescue missions.

The Future

The Navy has an important part to play in providing for the security of the country. Presently, no direct threat exists from a foreign power. However, this should not preclude the country from developing an effective naval force. Smaller, less well defined threats do exist, such as:

1. The need for fishery protection.
2. The monitoring of shipping.
3. The protection of the maritime environment from pollution.

There is also much that can be done to exploit and develop the maritime estates and to strengthen claims to seas for, if South Africa is to have its claims respected, it must have the means to enforce them.

The government has approved the purchase of corvettes, submarines and maritime helicopters, and operating these will enable the South African Navy to cover a wide sea area in a shorter space of time, thereby increasing its efficiency. It will also mean that in the event of potential violations of fishing quotas or environmental pollution, inspection teams could be landed by helicopter on the vessel concerned. Furthermore, reaction times to potential environmental problems will be reduced. ✓

Moreover, such craft would visibly underscore the South African Navy's

ability to protect South Africa's maritime assets, thus fulfilling a dual, politico-military role.

The Navy is entering one of the most challenging and dynamic periods of its history. The integration of the non-statutory forces has been successfully completed. The workforce in the year 2000 will be more efficient and effective. The downsizing of forces necessitates operating with fewer ships, stations, people and resources. The dynamic environment throughout the world is also changing, having a significant impact on threats and missions. The Navy, of course, is a system within a system, the large macro social system of our society. As this system changes, the Navy will be confronted with change. This will require everyone to be more flexible, and to create a climate which enhances *esprit de corps*, self esteem and teamwork.

Navy Values

When an individual joins an organisation, he or she is expected to take on board the established values of that organisation. The situation is no different when an individual joins the military. This country's military service values are freedom, sacrifice, honour, integrity, duty, loyalty, patriotism, commitment, responsibility, valour, courage, and honesty.

Table 1 : Rank structure of the SA Navy

Commissioned Officers	Non-Commissioned Officers
Admiral	Warrant Officer I
Vice Admiral	Warrant Officer II
Rear Admiral	Chief Petty Officer
Rear Admiral (Junior Grade)	Petty Officer
Captain	Leading Seaman
Commander	Able Seaman
Lieutenant Commander	Seaman
Lieutenant	
Sub Lieutenant	
Ensign	
Midshipman	

Table one indicates the hierarchy of the Navy, the Admiral being the highest, most senior officer of the Navy with the midshipman being the lowest of the officer ranks. As indicated above, there is a very strict demarcation line between commissioned officers and non-commissioned officers. The non-commissioned officers' ranks range from the lowest, that is, Seaman, to the highest, Warrant Officer First Class.

The SANDF is a unique organisation which makes demands on its members and their families that are significantly different to those made by civilian organisations. These demanding aspects of military life include:

1. The risk of injury.
2. Threat of death.

3. Shift work and unpredictable working hours.
4. Long hours of duty.
5. Geographical relocation.
6. Family separation.

Deployment, which is military induced separation, creates stress owing to the commotion accompanying departure, increased caretaking, household responsibilities, disruption of relationships, loss of emotional support, and readjustment of roles upon reunion (Kelley, 1994). The S.A.S. SCORPION Unit situated in Durban has nine Strike Craft, four of which are presently in commission, which deploy for a period of two weeks or more at a time. The subjects for the study were drawn from one of these Strike Craft, the SAS ADAM KOK.

Separation through deployment, where the active duty parent or partner may be deployed for several weeks or months, causes stress which affects seagoing naval families. The present distribution of helping professions at SAS SCORPION, namely, the Padre (military minister), Vipra (Hindu priest), psychologist, and social worker, appear to be inefficient and not working effectively because of heavy caseloads, a lack of coordination and cohesion, as well as confusion and ignorance concerning available services. This has resulted in an inability to meet the needs of sea deployed staff and their families effectively and has

therefore prompted the need for research into the stresses which ship's crew members and their families undergo during deployment. South African Navy research studies have examined the factors which help both males and females to cope more effectively with deployment and have explored the experience of routine Naval separations. This study is very specific in that it aims to explore and describe deployment related stress as experienced by deployed members of the SAS SCORPION Unit and their families. It examines the Unit's attempts to reduce these stresses.

Purpose of the Study

Very little research has been conducted in South Africa with respect to sea deployed personnel and none at the SAS SCORPION UNIT. The purpose of the study was to explore deployment related stresses as experienced by deployed members of the South African Navy and their families, to assess the impact of these deployment related stresses and to examine the SAS SCORPION command level's response to these stresses. The study was guided by the following objectives. It aimed to:

1. Establish the existence and nature of stresses for deployed members and their families.
2. Determine what deployed members and their families saw (if any) as appropriate responses from the Navy in helping them to cope with the stresses.
3. Assess the viability and feasibility of the suggested Navy

responses.

4. Make recommendations regarding the Navy's response to deployment related stresses.
5. Explore the possibility of developing a team response.

Study Questions

The study addressed the following research questions:

1. Do members who are sea deployed experience stresses which they see as being specifically related to deployment?
2. Do the families of deployed Navy members experience stresses that they see as being specifically related to deployment?
3. What are these stresses for deployed persons and their families?
4. What, if any, responses do deployed persons and their families see as appropriate from the Navy?
5. How feasible are these suggested responses to or for the Navy?

DEFINITION OF TERMS

SANDE. The SANDE consists of the army, navy, air force and the medical services which is made up of a defence system collectively known as the military. All military personnel are referred to as soldiers.

SANDE Family. It comprises the serving member with or without

dependants. The family is a social group characterised by common residence, economic cooperation and reproduction. It can include adults of both sexes, at least two of whom maintain a socially approved sexual relationship.

Military Support.

Connected with personnel care services including; religion, medical, welfare, utilisation of leisure, and housing.

Personal Support.

Encompasses personal services for serving members associated with morale, disturbance, dislocation, mobility and stress, and includes professional services (social workers, chaplains and psychologists).

Family Support.

Family support encompasses those measures that strengthen the family unit, maintain its stability and promote its effective functioning.

Deployment.

In a strategic sense, deployment means the relocation of forces to desired areas of operation.

Reunion. Designates that period of adjustment following the return of a soldier from a short or long term deployment.

Adaptation. Is the outcome of the level of fit between family and military life, for example, manifesting fewer stress symptoms and establishing a routine during deployment.

Stressors. A stressor is any discrete life event or transition affecting the family unit that produces, or at least has the potential to produce, significant changes in the family social system. Family life events and crises can be brought about or can occur with major changes, such as death or separation, birth of a child or moving house. Any form of change can be perceived as a stressor.

Command It is a military management process in which the legitimate authority is included according to rank and appointment.

Unit A unit is part of a military organisation, for

example, the SAS SCORPION.

Mission.

Task together with a purpose which clearly indicates the action to be taken and the reason for it.

PRESENTATION OF THE STUDY

Chapter One introduced the study and outlined relevant background information on the military. The study's purpose was presented together with study questions followed by the definition of terms. The literature review and the theoretical framework is presented in Chapter two, followed by a description of the study's methodology in Chapter three. Chapter four focuses on the discussion and presentation of findings of research results. Finally, the conclusions and recommendations are presented in Chapter five.

CHAPTER TWO

LITERATURE REVIEW

There is a vast amount of literature on military related absences and their effects on families in overseas countries, especially in the United States of America. Although South African literature is limited, van Breda (1996) has produced interesting research material on the South African Naval situation in Simon's Town.

THEORETICAL FRAMEWORK

Ecology is a form of general systems theory concerned with the relations among living entities and between entities and other aspects of their environments (Germain, 1979). In the family systems perspective, the focus is on the interaction of the various members of the family system. The health and normal functioning of each member is, to some extent, dependent on the functioning of other members, subsystems and the family system as a whole. Family subsystems interact with one another, and the whole family system interacts with other systems. The family is viewed as a bio-psychosocial unit, including the dimensions of culture and spirituality, all combined into a holistic system. The ecological perspective is concerned with the growth and the potentialities of human beings and with the properties of their environment that support or fail to

support the expression of human potential (Els and van Vuuren, 1998).

A stressor is considered as any discrete life event or transition affecting the family unit that produces or, at least, has the potential to produce significant changes in the family social system. Family life events and crises can be brought about or can occur with major changes, such as death or separation, birth of a child or moving house. Any form of change can be perceived as a stressor.

According to Germain (1979), human beings and other organisms respond to environmentally induced changes as well as to those they have initiated themselves. These reciprocal processes of adaptation result in a goodness-of-fit for both organism and environment when they “work” in harmony with one another and impair the goodness-of-fit of either the organism or the environment or both when they do not work in harmony with one another. Thus organism and environment are regarded as a unitary system each part of which, while different, can only be understood in terms of their mutual interdependence.

Military deployment involves separation which is considered to be a stressor and is usually accompanied by considerable stress as family members adjust to the soldier’s absence and changes in their family roles and routines. The stresses include marital strain, assuming the role of

single parent, child care difficulties, children's behavioural and emotional difficulties, home and vehicle repairs, financial difficulties, and problems accessing military services. They are often accompanied by other conditions, such as loneliness, anger and depression. Changes in physical well-being, such as headaches, menstrual irregularity, weight change, and sleep disturbances, also occur during separation.

Reunion is said to present with considerable strain for families as the soldier reintegrates into the family system. Research shows that anger, resentment, marital estrangement, and behavioural problems among children may accompany reunion. The family members attempt to reintegrate the separated member into the family system by redefining the roles and responsibilities established during the separation. When unprepared for the strains of reunion, family members find themselves coping with unanticipated emotional strain and anxiety. Family members may also manifest the physical symptoms associated with stress (Woods, Scarville, Gravino, 1995).

In an ecological view, social work practice is directed towards improving the transactions between people and environments in order to enhance their adaptive capacities and improve environments for all those that function within them. Adaptation is a reciprocal process in which the environment is dynamically involved (Germain, 1979). For adaptation to

occur in military deployment, there must be two events: (1) the absence of the soldier and (2) the return of the soldier. Adaptation would, therefore, mean that the family has resumed routine operations after separation and manifests fewer stress symptoms and establishes a routine on return (Bell and Quigley, 1991).

The relationship between work and family has an inter-connecting and reciprocal influence between two domains, one on social support and the other on work and family conflict (Adams, King and King 1996). Interactions among family sub-systems play an important role in the military person's life. For example, what a husband feels about his career has a reciprocal effect on family members and the quality of their family life which, in turn, affects how the wife feels about her husband's career and, therefore, would have either a positive or negative affect on how he feels about his career (Tyler, Clay and Langford, 1990). Workers who are involved in their jobs may devote more time and energy to the work role rather than to the family role. This disproportion can lead to work interfering with the family and an associated decrease in family social support. In the military, shift work, unpredictable working hours, long hours of duty and family separations affect the worker's time with his family.

The family as a system interacts with other systems such as extended

family and friends, which can impact on the military person's life and on occupational stress. According to Adams, King and King (1996), family members have a unique opportunity to provide more to the general well being than to specific work related strains.

Work or family conflict is a form of inner role conflict in which the role pressures from the work and family domains are mutually incompatible such that participation in one role is made more difficult by virtue of participation in the other. Work or family conflict may be characterised by a lack of fit between employees and their family responsibilities, and the goals of an organisation (Abbott, De Cieri, Iverson, 1996). The military expects a high degree of loyalty, commitment and dedication, often resulting in conflict between couple and between the family and the organisation. Management strategies must, therefore, endeavour to address this lack of fit by integrating family policies, such as greater flexibility, career planning and supportive work environments, within the organisation.

It is evident that failure to introduce family policies affects organisations and their future growth, and leads to costly consequences of work or family conflict and employee turnover. The effects of conflict between work and family commitments may contribute to the many sea deployed staff of SAS SCORPION leaving the organisation.

In terms of systems theory, the SANDF can be viewed as the macro system and SAS SCORPION as a mezzo system and the individual and the family, as a the micro system (of the macro system). In looking at the overall picture of how the levels of systems interact in working together, it is evident that the individual is a very small entity of this entire macro system. The military has one of the most rigid communication systems which has a "top down" approach and not much change can be brought about within a short space of time. The military is an organisation concerned with accomplishing its mission rather than the welfare of its staff and their families. Although there are communication channels, policy changes at macro level are not effected easily causing frustrations and possibly resignations amongst dissatisfied employees. According to Germain (1979), it would be the social worker's role to "improve environments for all those who function within them" (p. 22). Social workers, therefore, need to be proactive in making recommendations on policy and practice that can support family life.

THE IMPACT OF MILITARY SUPPORT ON FAMILY

Family adaptation to the military way of life is related to the degree to which the military provides formal and informal support to the family. Army spouses' level of satisfaction is positively related to their perception of the services offered to support and help families with problems. Research conducted to examine the role of leadership in creating a

supportive environment finds that a reciprocal relationship is expected and viewed as desirable. "Families want leaders to reduce family stress, and leaders want families to contribute to the mission" (Segal and Harris, 1993, p. 35).

It has been found that families are most concerned about those aspects of military life which affect their ability to function on a day to day basis. Specific issues of concern include medical care, housing, child care, work hours, moves and separations. Thomas and Ganster's (1995) study examined the relationship of social support with work and family conflict, looking at whether supportive workplace programmes could reduce conflict. They found, from a sample of health care providers, that support from supervisors helped reduce both work and family conflict.

Soldiers' perceptions of the amount of support the unit leaders give them and their families has the strongest impact on unit readiness. Supervisors should show their support for soldiers and their families. One way in which this could be done is by allowing time off for personal and family matters when possible for as long as soldiers are doing their jobs. The manner in which Divisional Officers treat their staff affects the way staff behave toward their families and what soldiers tell their spouse about their lives at work affects their spouses' attitudes toward their unit. Families are also affected by unit leaders' attitudes and behaviour;

specifically regarding family issues and activities. Family time can promote family harmony and compensate for longer duty hours experienced at other times (Segal and Harris, 1993).

According to van Breda (1996), unit support was highly correlated with family functioning. People who felt supported had healthy families with clear communication, emotional closeness and healthy general functioning. Soldiers could accept difficulties if their leaders were involved in the military system and were concerned about the mission and their soldiers, as opposed to their own personal advancement and benefits. A clear vision of what the military was about and how its parts related to the overall mission were important for leaders to motivate their soldiers to accept the institutional aspects of military life. It seemed logical that one would be more willing to sacrifice personal freedom for a worthwhile goal, than for a lesser goal. Commanders needed to supply this sort of vision (Schumm, Bell and Tran, 1992).

According to the SAS SCORPION discharge records, 41 seagoing members resigned during the period January 1998 to October 1998. While most of these ascribed their resignations to limited job prospects, a fair number indicated that working conditions were a problem, adding to the stress of sea deployment. Due to the high cost of training recruits, it is in the navy's best interests to provide supportive services for its

members.

Table 2 : Training cost of student

ITEMS	8 STUDENTS
Victuals and Accommodation.	R 2 571, 84
Subsistence and Travel allowances.	R 4 512, 00
Material used during training.	R 250, 00
Transport.	R16 693, 60
Instructor salaries.	R 6 676, 85
TOTAL COSTS	R30 704, 29
COST PER STUDENT	R 3 838, 03

Table two shows the breakdown of costs for training eight students (ship's crew members) in the operation of surface weapons, over a seven week period. The total cost for eight trainees is R30 704 while the cost for each trainee is R3 838. The South African Navy's sea going members are recruited at school leaving age and are given specialist, dedicated training which also inculcates them into the South African Navy culture. The navy considers it impractical to recruit a civilian, of say thirty years of age, and place him on board a ship as an operational member, regardless of his technical skills or previous experience. The high cost of training places greater importance on the need for the SA Navy to retain its seagoing members. During a member's naval career he may be required to complete approximately ten to twenty courses, depending on his mustering. Courses may range from a few days to nine months in duration. The time and cost involved in bringing people to levels of

expertise means that the services must retain those trained personnel for long enough to realise a return on their investment.

The South African Navy, therefore, needs to ensure that effective family programmes and policies are put into place in order to promote the retention of, in particular, its seagoing members. The effects of conflict between work and family commitments have been related to causal factors for turnover, absenteeism, job satisfaction and motivation (Thomas and Ganster, 1995). The loss of productivity before, after and during entry of new employees is a significant cost to employers. Sometimes employees cannot be replaced with individuals with similar skills owing to a lack of applicants. To support the retention of a committed and productive workforce, employers should consider human resource policies and practices which have the potential to reduce stress on the workforce and their families such as reduced hours of work, benefits, and positive interpersonal relationships. The absence of such policies adds to the stress of deployment. Family friendly policies can provide a positive and direct impact on an employee's decision to remain with the organisation (Abbot, De Cieri and Iverson, 1997).

The review of SANDF personnel and family support services

The SANDF is a unique institution which makes demands on members and families that are significantly different to those experienced in most

other institutions in the community. The effectiveness of the helping professions currently rendering services, namely Padre (military minister), Vipra (Hindu priest), social worker and psychologist, is reduced because the system is divided, fragmented, lacks cohesion and, in some areas, there is ignorance among members and their families of available services. Service chaplains provide personal, spiritual and family support and, together with psychologists and social workers, they also offer professional counselling services. Social workers working with naval families can play a crucial role in assisting families in adapting to the demands of naval life. Their mandate is to enable men to go to sea and to perform effectively on the ships. For this reason, dealing with the effects of deployment is a critical issue for naval social workers. Research conducted among naval families indicated that at least 50% of naval families felt distressed by deployment (Van Breda, 1996). Naval social workers can play both a therapeutic and an educational-preventative role with these families. In addition, they are in a position to make recommendations to naval policy makers.

THE IMPACT OF FAMILY ON THE MILITARY

The special nature of service life and the commitment required by military persons imposes special needs, pressures and difficulties on families. Families have the capacity to make a positive or negative contribution to the morale, performance and retention of service personnel. It is often

said that “if you don’t have a happy family, you don’t have a good soldier” (Review of ADF Personnel and Family Support Services Report, 1994, p. 4).

The degree of spouse support for a soldier staying in the army affects retention, intentions and behaviour. There is a reciprocal relationship between soldiers’ and spouses’ attitude to the army. When service members are happy with their work and satisfied with army life, their spouses are more likely to be positively disposed to the soldier staying in the army (Segal and Harris, 1993). Deployed soldiers who believe that their spouses can manage in their absence and have support and assistance when they need it are able to concentrate on their mission. Soldiers who are worried about their families do not perform up to their capability and are serious threats to unit performance and safety (Segal and Harris, 1993).

A spouse’s attitude is consistently reported as an influence on the decision to stay or to leave, for example, wives’ attitudes were an important influence for 90% of married personnel in the Royal New Zealand Navy and for 70% of the New Zealand Army. A spouse’s perceptions of the support given to the family is a condition of willingness to provide support in turn to the member’s career (Tyler, Clay and Langford, 1990). The Defence Force often comes second to the family,

despite the fact that it demands an extraordinary level of loyalty and commitment from its members. Married men found that, if a conflict arose, members would always put their family first. A Royal Australian Navy study of familial separation conducted in 1982 found that about two out of three members who left the navy did so for family reasons (Tyler, Clay and Langford, 1990). The degree to which soldiers find reward in their work has a direct effect on their retention. Included in the measurement of work rewards are soldier ratings of the following: opportunities for advancement, pay, retirement benefits, type of work, treatment by supervisors, opportunities to use abilities, job security, work rules and regulations, opportunity for excitement and adventure, and opportunity to serve the country (Orthner and Bowen, 1990).

SEPARATIONS AND REUNIONS

Certain factors are known to influence adjustment to separation but cannot be changed easily by families or the military. Family resources, such as individual assets (skills and knowledge) and family assets (family cohesion and adaptability), are some critical issues in meeting deployment stresses. Other resources include education, prior experience and family attitudes (Bell and Quigley, 1991). Separation appears to be most difficult the first time, for newly weds and younger families, for junior enlisted members, and for families with difficult children. Coolbaugh and Rosenthal (1992) found a slight negative

relationship between more frequent separations and emotional well being. They also found that younger married couples, especially those facing marital strife or illness, and those where the wife was pregnant, would have more separation difficulties (Schumn, Bell and Tran, 1992). Woods, Scarville and Gravino (1995) found that personality characteristics, such as optimism, were associated with better adjustment. Depression, immaturity and loneliness, on the other hand, were symptoms presented by persons who struggled with separation.

Separation and reunion are challenging facets of military life with which soldiers and their families must cope. The stressor that appears to pose the most serious stress to a family adaptation is separation, which is even more stressful when combined with deployment to a war zone. This will be evident in South Africa as the military becomes more involved in 'peace keeping' roles within regional areas of conflict and with the acquisition of corvettes (state-of-the-art replacement vessels for aging Strike Craft). Separation affects family adaptation during the soldier's absence, prior to departure and during the reunion process. Separation tends to have negative effects on children. Danger increases the stress of separation and poses the threat of permanent loss of the soldier to the family (Schumm, Bell and Tran, 1992).

Reunion also poses considerable strain as family members attempt to reintegrate the soldier into the family system. Research shows that

anger, resentment, marital difficulties and behavioural problems among children may accompany reunion. Members attempt to reintegrate the separated member into the family system by redefining the roles and responsibilities established during separation. When unprepared for the strains of reunion, family members find themselves coping with unanticipated emotional strain and anxiety (Wood, Scarville and Gravino, 1995). The more successful the wife has been at becoming self sufficient and independent, the more difficult it might be for her to give up part of that role and allow the absent one to become a significant person within the family again. Children may also distance themselves from their father as a way of expressing their anger at his departure and having to share their mother again on his return (Schumm, Bell and Tran, 1992).

The Emotional Cycle of Deployment (ECOD) was developed by Logan (1987) whose study attempted to place the issues of separation and reunion into perspective. According to Logan (1987), deployment is an emotional experience but understanding the different stages of emotional flux that families goes through during deployment separation can help normalise situations for many. The seven stages of emotional change families experienced, identified by Logan (1987), is shown in table three which illustrates that the pre-deployment phase starts long before the actual deployment and is marked by tension and despair. During this phase, the couple might argue a lot and distance themselves from one

another. Logan (1987) viewed this as functional since it put an emotional distance between the couple in preparation for living apart.

The deployment phase is characterised by shock initially and then gradually a new routine and independence is established only to be followed by preparation for return. Post deployment is the next phase which can be difficult as well as joyous. It involves major changes on the part of the member, wife and children in readjusting back to routine. This phase is accompanied by many difficulties, for example, giving up roles and adjusting to old routine. Eventually families settle down 'to being a family again', family roles are redefined and intimacy re-established.

According to Logan (1987), experience indicates that men and women undergo the same emotional cycle, with some exceptions, but her observation lacks an empirical foundation. The ECOD can be useful to professionals in the prediction and prevention of problems, and in helping individuals to normalise the emotional demands of deployment. The ECOD helps develop understanding of how the family and the military organisation can work together in carrying out the military mission.

SUPPORT

Social support from friends and family, neighbours, work associates, and the naval unit are important factors for family adaptation to work

Table 3 : Emotional cycle of deployment (ecod)

STAGE	STAGE NAME	TIME PERIOD	SYMPTOMS	ANTICIPATED BEHAVIOUR
PREDEPLOYMENT				
1	Anticipation of loss	One to six weeks before deployment	Crying, tension, depression, irritability. Men feel guilty during this phase.	Crying over insignificant incidents. Tension buildup resulting in arguing over irrelevant issues.
2	Detachment and withdrawal	Last week before deployment	Despair and hopelessness.	Ambivalence over sexual intercourse. Stop sharing feelings and thoughts with each other.
DEPLOYMENT				
3	Emotional disorganisation	First six weeks during deployment	Shock, futility, guilt, numbness.	Relief to see him go. Establishing new routines, withdrawing from friends and neighbours. Feeling of being overwhelmed. Possibly trapped emotionally.
4	Recovery and stabilisation	In the middle of deployment.	Feeling more settled, establishing new patterns, gaining confidence. Enjoyment of new found freedom. Sometimes mildly depressed.	Sense of coping efficiently, reorganisation of responsibilities and roles. Occasional feeling of stress and anxiety.
5	Anticipation of home-coming	Six weeks prior to deployment.	Joy, excitement, foreboding and can become irritable. Husbands are anxious.	Houses must be cleaned. Re-evaluation of the marriage. Do I want him back? Husbands asks themselves, "Am I still needed?"
POST DEPLOYMENT				
6	Renegotiation of marriage contract.	End of deployment to six weeks	Loss of freedom and independence. Feelings of being disorganised. Joyful.	Major adjustments in terms of roles and responsibilities. Renewal of relationship
7	Re-integration and stabilisation.	Six to twelve weeks after deployment	Relaxed and comfortable.	Sense of togetherness and being a family once again.

Adapted from Logan (1987).

organisation demands (Segal and Harris, 1993). Primary support systems for naval wives are their own families and personal friends, but they also rely fairly heavily on other women in the unit with whom they share the common army experience that shapes their personal experience and family lives (Woods, Scarville and Gravino, 1995).

According to Woods, Scarville and Gravino (1995), women who successfully adjusted to separation were often employed, had a social support network of friends and family, and participated in family support group activities. Religion and church community were also important sources of support. In time most naval wives learn to adapt to the separations and strains of the naval life style.

Research shows that family support groups, do a good job in passing information via telephone trees and meetings, providing emotional support and emergency aid, organising activities, and even producing newsletters (Segal and Harris, 1993). Support groups can meet social needs for camaraderie, companionship and up-to-date information. They can also serve as a forum to relieve loneliness and stress during unit separations within an undemanding setting. Support groups are usually more active when the command deploys. Once the unit returns, the support group may diminish the number of get togethers or activities (Navy Family Ombudsman Program Manual, 1994). Having a family

support group also has a positive direct effect on unit readiness (Bell and Quigley, 1991). Women who are ready to work in a group find it a rich and productive experience of sharing and gaining new personal strength (Angless and Shefer, 1995).

MARRIAGE

Marital satisfaction often declines during separation, possibly reaching its lowest level in the middle of the separation. Fears of infidelity are common. Although sexual adjustment is thought to be a problem, little research has been done in this area (Burman, Meredith, Sherbourne, Valdez, and Vernez, 1992). Deployment brings additional responsibilities and expenses which can add to the strain. Wives have reported having to make major decisions alone, as well as having to deal with finances. Being the sole person responsible for all aspects of family life is a new position for many wives. Problems are experienced with children as the wives take on roles of mother and father. Young children frequently feel responsible for the deployed parent's absence. (Blount, Curry and Lubin, 1992).

Families can overcome stress, in general, by being prepared, by keeping themselves well informed and by taking things one day at a time. Marriages in which the spouses work as a team but in which each spouse can function well independently, probably adapt most easily to military life. The military can enhance family adaptations by reducing the

duration of separations, helping families and soldiers communicate during separation, keeping soldiers informed, and allowing soldiers time-off for personal business. A certain type of marital relationship appears to be successful, one in which there is good communication and teamwork, where each partner has the maturity and independence to function adequately on his/her own, if necessary, as themselves, as an individual, parent or employee (Schumm, Bell and Tran, 1992).

According to van Breda (1996), to prevent marital conflict, married people should have clear communication. In his study of 300 people, he found that for 57% the biggest problems concerned unclear or indirect communication. He concluded that promoting and developing communication was crucial to any successful marriage.

COMMUNICATION

Besides being important in marriage, communication between the navy command section and members and their families is essential, especially at stressful times such as deployment. Predeployment briefings are critical stress reducers. Spouses appreciate military efforts to provide information. Information about what families could expect to encounter and what supports would be available were passed via predeployment briefings. Families, in a study done by undermentioned authors rated support services as helpful, but they complained about information

overload, the timeliness of the information and the lack of specific detail about what was most important to them, namely, the location and well being of their soldier (Schumm, Bell and Tran, 1992). Support groups passed information to individual spouses via meetings, newsletters and telephone trees. Increased awareness of their existence and attendance at their functions confirmed their success during war (Navy Family Ombudsman Program Manual, 1994).

It is well known that communication between the soldier and his or her family reduces stress. Spouses attempted to communicate with deployed soldiers during Operation Desert Storm via various electronic media but found they were neither fast nor reliable. This inability to communicate added stress to the family (Lewis, 1984). Spouses had a hunger for accurate information about the real status of their deployed soldier. According to Lewis (1984), what spouses wanted to know was:

1. Where is my soldier?
2. Is he/she in danger?
3. How can I communicate with him/her?
4. When will he/she be home?

Telephoning and writing helped to give the couple an opportunity to think about one another. Communicating frequently also played a major role in keeping all the couples in touch. It enabled them to iron out problems

and share physical and emotional loneliness, involved children with fathers and, in most cases, drew families closer together. The wives felt that keeping the husbands informed frequently about everyday events meant that husbands were intimately involved with life at home and were consulted in household decision making despite their absence . The main negative aspect of the direct dial telephone, was the extraordinarily high cost.

Woods, Scarville and Gravino (1995) found that overall, women had renegotiated family roles successfully. They attributed their success in establishing relatively instant rapport to constant writing and telephone calls during the separation, to the maturity of their husbands and to the continuing strength of their marriage and love relationships. Most found their husbands more sensitive and thoughtful after separation. The husbands appreciated the family even more after the experience of living apart. Many expressed pride in their wives' ability to manage well in their absence. Letter writing and telephoning during the deployment appeared to have lowered the idealised expectations of the reunion (Woods, Scarville and Gravino, 1995).

The Ombudsman Programme in the USA reported newsletters to be an excellent way to disseminate information to the navy staff and families. The programme identifies the ombudsman as a person to assist the

commanding officers in their responsibilities for the morale and welfare of families of the command. The programme created and sustained a sense of family within the command and helped people by providing 'how-to' information, and the latest updates on a variety of navy programmes and services. It also included answers to questions frequently received by telephone which served to lessen routine information calls (Navy Family Ombudsman Program Manual, 1994). The programme gave the following as good reasons for a newsletter:

1. Transmitting messages for family members.
2. Informing family members about community and military services, and resources helpful to their morale and welfare.
3. Helping the family members feel in contact with the command and conveying to them the command's concern for their well being, uplifting, encouraging, and inspiring family members, whenever possible, and keeping them informed about news of common interest.

MILITARY LIFESTYLE

Work Stress

Long duty hours and unit demands were two hardships that were frequently mentioned in the research literature as a problem that made it difficult for the soldier to spend enough time with his or her family. In addition to time spent 'at work', the soldier is subject to call up for special missions or extra duty on a round the clock, 24 hour basis without

any remuneration for overtime. Finally, beside long hours and a perpetual 'on call' status, the soldier's family was faced with unpredictable working hours (Bowen, Griffith and Savell, 1982). This posed a constant threat to ongoing family stability.

Loss of personal freedom

In a variety of ways, military life deprived the soldier of freedom they might take for granted as a civilian. The loss of freedom largely distinguished navy culture from civilian culture, a situation that many soldiers took pride in, while others resented it. For example, soldiers were required to wear uniforms rather than "civvies". The uniform set the soldier apart from civilian society. American soldiers were not allowed to resign, strike or negotiate working conditions and were tied to fixed terms of enlistment. Soldiers were also required to maintain a minimum level of physical fitness. Many navy units fostered a spirit of dedication to the mission, rather than to personal pleasure (Schumn, Bell and Tran, 1992).

Salary

Since salary is based on rank and seniority rather than market worth, soldiers could only improve their financial position through promotion and patience rather than, as a civilian might, by demanding higher pay lest they transfer to a different organisation.

Benefits

The United State's military accorded special benefits to its members. According to them, the military has virtually always believed that it should compensate for some of its hardships by 'taking care of its own', by establishing services and facilities for use by the families of its members. Free medical care was available for all soldiers and their families through the CHAMPUS programme. A relatively inexpensive dental plan was available for family members, though the dental care of the soldier was free (Schumn, Bell and Tran, 1992).

Housing

The availability of housing is critical to the soldier and his family in the military due to the fact that salaries are inadequate and interest rates fluctuate greatly, thus placing a financial burden on the family. Research indicates that adequate housing is of no less importance than other family related factors, influencing the retention of the soldier within the armed forces (Segal and Harris, 1993).

SUMMARY

The review highlighted the lifestyle of sea deployed staff and their families and the hardships they experienced as a result of separation. In the theoretical framework, separation as a result of deployment is a stressor affecting roles, routine and adjustment of family life to military life

style. The South African National Defence Force as a macro-system with its rigid structures and policies affects the employee, being part of a micro-system. In this chapter, factors such as military support, emotions experienced as a result of deployment, marital satisfaction, communication, family and group support and military lifestyle were looked at in terms of influencing military persons commitment to military life.

CHAPTER THREE

METHODOLOGY

The term research methodology refers to techniques or procedures used in the collection, analysis and interpretation of data (Babbie, 1989). In this study, a qualitative exploratory, descriptive research design was used. According to Grinnell (1993), strategies may overlap in research in the quest for knowledge. Exploratory designs are chosen when very little is known on the subject. The researcher used the exploratory design to obtain as much information as possible on the stresses being experienced by staff and their families on deployment.

According to Grinnell (1993), a descriptive design is used when the researcher seeks comprehensive information on the topic in order to be directly informed on particular aspects within the study. The purpose of using a descriptive strategy in this study was to examine the problems experienced by sea deployed staff and their families as a consequence of deployment. Table 4 illustrates the research process followed in this study.

Table 4 : Research Process

STAGE	RESEARCH PROCESS
1. Exploration and Planning.	1. Background information of the study. 2. Identification of the problem for study. 3. Preliminary discussions with the Officer Commanding SAS SCORPION. 4. Preliminary discussions with seagoing personnel. 5. Preliminary discussions with the Officer Commanding SAS ADAM KOK. 6. Statement of the problem and formulation of research questions. 7. Literature Review.
2. Planning data collection and analysis	8. Selection of samples for study. 9. Data collection using semi structured interviews with samples one and two. 10. Analysis of data from samples one and two. 11. Presentation of findings from samples one and two, to sample three (Cos). 12. Data collection from sample three. 13. Analysis of findings from sample three.
3. Presentation of findings and conclusions.	14. Compilation of findings and dissemination of results.

From Table four it can be seen that the research process followed three stages namely, exploration and planning; planning data collection and analysis; and presentation of findings and conclusions. This provides us with an overview of the methodology used in this study.

SAMPLING

This study made use of a non-probability sampling method. Although this type of sampling limits the extent to which researchers can claim their samples are representative of the larger population (Bailey, 1982; Patton, 1990), this was not a major concern of this particular study since its aim was to improve practice within a specific context. Guba and Lincoln (1994) and Patton (1990) suggested that participants who were known or judged to be good sources of information should be sought out and specifically selected for the sample. In this research, participants were selected in terms of their potential to contribute to the purposes of the study as outlined in Chapter One.

According to Marlow (1998), the sample size should not be larger than that needed for the information of interest. Patton (1990) noted that the merit of purposive sampling lay in the "selection of rich cases" (p. 181) which could provide valuable information for the purpose of the research. The aim of the research was to ascertain stress related problems as a result of deployment and to help alleviate these by improving the situation.

Sample one consisted of sea deployed staff who were selected using non-probability purposive sampling. A list of all married or cohabiting persons was compiled from the crew of SAS ADAM KOK, a Strike Craft of the SAS SCORPION Unit. All persons from the list who were to set sail on 15 September 1998 were selected. Fifteen crew members were interviewed. Two, however,

remained behind for personal reasons.

Table 5 : Composition of Sample One

Comm- -ander	Warra nt Officer	Chief Petty Officer	Petty Officer	Leading Seaman	Total:
1	1	5	6	2	15

Table five shows the size of the rank groups which made up sample one. It shows that only one officer was involved, with the remainder being non-commissioned officers.

Sample two consisted of the wives and partners of sea deployed staff from sample one. Non-probability purposive sampling was used. All respondents, except two, were interviewed whilst their husband were deployed thus making their exposure to the stresses related to deployment very real for them.

Sample three comprised the SAS SCORPION command level. The researcher again used purposive sampling in the selection of the sample. Participants were persons with authority and power to effect changes within the organisation and who had the responsibility for the health, welfare, morale, and discipline of assigned personnel. The following comprised the sample:

1. The Officer Commanding SAS SCORPION who was responsible for providing operational Strike Craft to the operating authority by the utilisation of all available resources, which included equipment and

personnel, involving the health, welfare, morale, and efficient and effective utilisation of such resources. This included the training and motivation of crew members for deployment at sea.

2. The Officer Commanding of SAS ADAM KOK, (the ship which provided the data collected in the survey of Sample one), who was responsible for the command and control of resources in support of the mission of the S A Navy.
3. The Executive Officer of SAS SCORPION who was responsible for providing a secondary role in support of his Officer Commanding.
4. The Personnel Officer of the unit who was responsible for providing human resources to Strike Craft in support of their mission.
5. The Logistics representative who was responsible for providing material support.
6. The Chaplains to the naval community in the Durban area who were responsible for providing spiritual support, counselling and guidance to naval families.
7. The Base Master at Arms who was the most senior non- commissioned officer of the unit and was responsible for both discipline and morale within the unit.

DATA COLLECTION

Table 6 illustrates the data collection process used in the study. Data was

gathered by means of researcher conducted interviews using semi-structured questionnaires for samples one and two and a research workshop for sample

Table 6 : Data collection process

METHODOLOGICAL ASPECTS	SAMPLE ONE	SAMPLE TWO	SAMPLE THREE
Sample Size	N = 15	N = 15	N = 8
Sample method	Purposive non probability sample was guided by field knowledge, experience, and availability of deployed members. All persons were directly involved with actual deployment. The population under study was SAS SCORPION'S staff who were sea deployed.	Purposive non probability sample was guided by knowledge, experience, and availability of wives. All persons were spouses of sample one, who were directly involved with the experiences of separation during deployment.	Purposive non probability sample. Management involvement in decision making, which will have an impact on Samples One and Two. Non probability sampling was guided by the legitimate authority of military management who are concerned with the welfare, morale and discipline of the staff.
Instruments	Questionnaires. With mostly open ended questions.	Questionnaires. With mostly open ended questions.	Workshop. Presentation and discussions through the use of overhead projector.
Source of data	Members' experiences perceptions, and reported facts on difficulties and stresses experienced.	Members' experiences perceptions, and reported facts on difficulties and stresses experienced.	Their knowledge, expertise and informed decisions.
Data collection method	Survey method - semi-structured interviews conducted	Survey method - semi-structured interviews conducted	Presentation of background information on research and findings by means of discussion and manually recorded responses (a workshop).
Knowledge sought	Comprehensive details, knowledge and insight, perceptions, experiences, and facts of stresses experienced.	Comprehensive details, knowledge and insight, perceptions, experiences, and facts of stresses experienced.	Their knowledge, expertise, experience and decision making power.
Presentation format	Tables, quotations and discussion.	Quotations and discussion.	Tables and discussion.
Reliability	The instrument was in its initial use, and its reliability could not be established.	The instrument was in its initial use, and its reliability could not be established.	Based on the group's knowledge and expertise.
Validity	The measuring instrument will have sufficient linking items to ensure that the questionnaires and the interviews do measure the experiences and perceptions of respondents	The measuring instrument will have sufficient linking items to ensure that the questionnaires and the interviews do measure the experiences and perceptions of respondents	High validity, experienced persons in knowledge of deployment and professional judgement.

three, with the exception of four sea deployed staff in sample one where the data was collected by the clinical psychologist. In sample one, all interviews were conducted at the Sick Bay of the SAS SCORPION Unit. In sample two, all wives were contacted telephonically after their spouses had informed them of the purpose of the study, they expected the researcher to contact them when their husbands were at sea. Appointments were made and interviews were either conducted in their homes or at their workplace. Of the 15 subjects interviewed in sample two, only three (20%) were unemployed. The same questionnaire was used for both sample groups in stage two. The questionnaire comprised four sections. (see Appendix 1). The first part of the questionnaire requested demographic details, such as duration of marriage or cohabitation, number of children, rank of sea deployed person, and their number of years at sea. The second part of the questionnaire was divided into three sections:

1. Pre deployment.
2. Deployment.
3. Post deployment.

The first two sections viz, predeployment and deployment, sought information on stress relating to family, marital, financial sources, support, and “other” issues. The post deployment section asked two questions, a closed ended question, on whether respondents experienced any problems during post deployment. The open ended question related to the issues of concern by respondents during post deployment.

Semi-structured interview guide

A semi-structured interview guide was used as the method of data collection because of its flexibility. The researcher initiated discussion by explaining the purpose of the study and summarising the main ideas to be discussed in the interview. The research interview ensured a high response rate following personal contact between the researcher and the interviewees. The research interview allowed for increased dialogue which might not have been possible with a mailed questionnaire (Patton, 1990). A disadvantage was that the administration of the interview guide was time consuming. However, open ended responses were able to capture the stresses, concerns and anxieties experienced by sea deployed staff and their families. Background and demographic questions were included to provide a profile of samples one and two. The initial questions focused on non-controversial behaviours and experiences. Respondents were encouraged to describe their experiences. Probes were used to elicit detailed responses. Respondents were asked to give their opinion and interpretation of events. Factual information was also sought.

ANALYSIS OF DATA

Data analysis is a process of bringing order, structure and meaning to the mass of collected data. It is a search for general statements about relationships among categories of data (Marshall and Rossman 1989) and involves the development of themes, patterns and categories (Marlow, 1993). Content analysis was employed in identifying and categorising the primary patterns in the

data (Patton, 1990) from which researcher-constructed categories were derived. The responses of both sample one (deployed members) and sample two (their wives) were categorised in terms of three phases of separation, namely, predeployment, deployment and post deployment phases. In the predeployment phase they were categorised under the following headings, namely, crime, separation and unplanned trips. In the deployment phase they were categorised as separation, support, communication, finance, parenting, medical, duty, housing, working conditions, prolonged service, crime and unrealistic expectations; in the post deployment phase reintegration, readjustment and attitudes. The reliability of the data in qualitative research relates to the accuracy with which the findings reflect the experience of the subjects under study. Every attempt was made to develop a thorough understanding of the effects of deployment on navy families.

LIMITATIONS OF THE STUDY

Participation in the study was not voluntary. All married couples and people living together from the crew of the SAS ADAM KOK together with their spouses were instructed to participate by their Officer Commanding. Although respondents did not voice their reluctance, it is possible that there were some participants who did not want to share their information. Because the researcher was a commissioned officer and most of the respondents were non-commissioned officers, respondents may not have felt comfortable to answer questions freely. This would seem more likely for lower ranking non-

commissioned officers.

Sample one had too many senior and experienced staff. The researcher would have preferred the views of more junior staff who would be expected to experience many more stress related problems with respect to deployment due to the fact that they were newly married and had less experience at sea. The researcher did not take into account single parents and single sailors with fiancés, or include parents and family as respondents as, only those people who were married or cohabiting participated in this research. This would have affected the representativeness of the sample. Respondents tended to discuss other stress related matters such as career limitations, salaries, loans and poor working conditions. This was possibly because the questions were too broad.

ETHICAL ISSUES

The researcher exercised caution to avoid being biased and was guided by social work ethics and values in conducting the research. Respondents in samples one and two were assured of confidentiality in that their identities would not be disclosed with regard to any issues raised by them.

RELIABILITY AND VALIDITY

Reliability could not be established as it was the first time that the questionnaire was used. The reliability of data was enhanced through proper documentation of the methods of data collection and through reliable recording of data. The

researcher exercised her own judgement and self analysis in order to represent the data fairly, given the purpose of the study.

SUMMARY

In this chapter, the researcher discussed the methodology used in this study. The following was covered : Sampling of the population studied, data collection, the research process, analysis of data, limitations of the research, ethical, reliability and validity issues. The findings are presented in chapter four.

CHAPTER FOUR

DISCUSSION AND PRESENTATION OF FINDINGS

In this chapter data is presented in three sections as follows:

1. Findings from sample one and two : deployed members and their wives.
2. Solutions proposed by samples one and two.
3. Command group's (sample three) response.

First a profile of the sample is given in table 7, thereafter, the results from stage 2 of the research (see table four) namely, data from the deployed members and their wives (sample one and two), followed by the workshop with the Command Group, sample three (table ten). The main purpose of the workshop was to facilitate the command group's understanding of and response to deployment related stresses as experienced by deployed members and their families. The most commonly mentioned concerns expressed by respondents in samples one and two are listed in table eight. Husbands and wives expressed similar concerns. These concerns are discussed in terms of three phases of separation, namely, predeployment, deployment and postdeployment phase. The main concerns raised were crime, separation and unplanned trips in the predeployment phase. In the deployment phase, separation, support, communication, finance, parenting, marital, medical, duty, housing,

working conditions, prolonged sea time, crime, and unrealistic expectations. In the post deployment phase, re-integration, re-adjustments and attitude problems emerged. Table nine summarises the major solutions to stress suggested by respondents from samples one and two and table 11 displays the decisions taken by the Command Group with respect to the suggested solutions.

Sample profile

Table No 7 : Demographic Profile of the Samples one and two

RANK	YEARS MARRIED OR COHABITATING	NUMBER OF CHILDREN	YEARS AT SEA
CDR	3	0	16
WO	15	3	9
CPO	3	1	12
CPO	8	1	17
CPO	8	2	10
CPO	15	2	15
CPO	9	2	10
PO	5	1	8
PO	9	2	6
PO	2	1	6
PO	11	2	9
PO	9	3	8
PO	4	1	7
LS	0.33	0	6
LS	3	0	4

Table seven shows that most respondents (13) were senior staff (Petty Officer and upwards), only two were junior members. The duration of the

respondents' sea experience ranged from four to 17 years, with a mean of 9,53 years. It must, however, be noted that data only indicates years of actual sea experience. Some have worked only at sea, while others have worked on both land and sea. Duration of marriage or cohabitation ranged from three months to 15 years, with six (49%) of the respondents having been in permanent relationships for less than five years and the remaining nine (51%) enjoying five years and longer. All but three of the partnerships had produced children and, of those, one wife was pregnant at the time of the survey. Twelve (80%) of the wives were employed. Despite coping with deployment duties and other service obligations, these wives showed resilience in being able to juggle their roles as parent, wife and employee.

FINDINGS FROM SAMPLES ONE AND TWO : DEPLOYED SEAMAN AND THEIR WIVES

Table 8 : Stresses experienced by sea deployed staff and their wives

STRESSES		
PHASE	SAMPLE ONE Deployed members	SAMPLE TWO Wives
PREDEPLOYMENT	Crime separation Unplanned trips	Separation anxiety Unplanned trips
DEPLOYMENT	Separation Support Communication Finance Parenting Marital Medical Duty Housing Working conditions	Separation anxiety Support Communication Finance Parenting Marital Medical Crime Prolonged sea time Unrealistic expectations
POST DEPLOYMENT	Re-integration	Re-adjustment Attitudes

PREDEPLOYMENT

Crime

In this study, all respondents in sample one articulated their concerns about the safety and security of their families. The following are some verbatim responses:

"I am concerned over my family's health and safety".

"There have been a few burglaries in the neighbourhood and I am concerned that this could happen to my family whilst I am away".

"My house was broken into twice, I am very concerned about my wife's safety".

Two respondent's houses were burgled twice. These findings confirm that the crime situation in South Africa is adding to the stresses of deployment.

Separation

According to Schumm, Bell and Tran (1992), "separation is somewhat a problem for the soldier who often experiences guilt about leaving and missing his family" (p. 50). This study indicated similar findings. Men tended to feel or experience guilt about leaving their families during the predeployment phase. They wanted to get everything done before departure. Responses were:

"I feel guilty about leaving my wife and child".

"There is a lot of pressure on me during this time. I have to get everything fixed because I cannot afford the additional financial strain".

Men also shared their wife's reactions during the predeployment phase. Like their wives, they experienced high levels of tension and irritability prior to separation. Logan (1987) called this first stage anticipation of loss.

"When deployment is mentioned, my wife withdraws and doesn't confront the issues immediately. It takes time for her to digest the information and she discusses it with me two days later".

"My wife gets irritable a couple of weeks before we sail. I get stressed out and arguments start".

It was evident from the women's results in sample two that during this phase most of them went through the "emotional cycles of deployment" mentioned in stage one and two by Logan (1987). Responses were:

"I get anxious when I hear he's going. I start to worry whether he'll be fine".

"When I hear he's going away, the sooner I prepare myself the better. At the end of the day, it is his career. I emotionally start to prepare myself and I feel sad. The longer the trip, the sadder I feel. I am concerned as to whether I can cope or not".

"I get angry when I hear he's going away to sea. I fight about him going away as the children constantly ask for their father". "Tension builds up. The day of departure is sad for the children" Lots of explaining to do to the children. My husband gets snappy prior to deployment".

"We get disappointed when we hear that he has to go".

Unplanned trips

Although only two respondents in sample one mentioned unplanned trips as a stressor, unpredictable work (e.g. having to cancel leave or personal plans) was perceived as unreasonable since it had consistently negative effects on a number of deployed members and their families.

Respondents expressed the following in this regard:

"I always stress out even when my ship is alongside as other ships can call you up because they're short-staffed".

"My family and I get stressed over unexpected trips. Too short notice to put off my plans which causes stress in my relationship with my wife".

During this phase women in sample two said that besides long hours and the fact that soldiers were on twenty four hour call, families were faced with unpredictable working hours and the fact that they were not informed timeously about forthcoming trips. One wife said:

"We are not informed timeously of my husband's sailing, which is unfair to wives".

DEPLOYMENT

Separation

During the separation phase of deployment respondents in sample one again stated their concerns for the safety and security of their families. Men expressed marked concern about the family's ability to cope for most of the separation. Their responses were:

"I am concerned as to whether my wife will cope financially and about her safety as she is alone".

"I am concerned as to whether my wife and children are OK".

"I am concerned about my son should he become ill in my absence".

"I am concerned that I am unable to spend sufficient time with my child and I can do nothing about problems which arise in my absence".

The separation phase, according to van Breda (1997), was characterised by longing and loneliness. This was very evident in this study when men spoke of the feelings of missing their wives. They said:

"Loneliness is bad, you must be around people. Some people drink excessively to get over the stress of separation then sleep it off".

"I'm getting used to missing the person during deployment".

Some wives in sample two experienced feelings corresponding to stages three, four and five of Logan's (1987) phases of the "emotional cycle of deployment".

"I miss him for the first week, second week adapt, third week look forward to him coming back".

"First week is OK as it gives me time to be by myself however, its starts to get lonely after that. I sometimes get depressed and miss him".

"First week I have to re-adjust and prepare myself for accepting that he's not here. After the first week I come to terms with him not being here and keep myself busy".

"After this week I can come to terms with him not being here". I have accepted that he's going to sea. It is a pattern and it gives me a break".

According to Logan (1987), during the emotional disorganisation of stage three, no matter how prepared wives are, the actual deployment comes as a shock. There is an initial sense of relief followed by guilt after saying goodbye. Many wives are depressed during this phase. Stage four (recovery and stabilisation), which is in the middle of deployment, is characterised by independence, and sometimes depression and anxiety.

Sample two's responses were:

"I keep myself very busy when he's away. I have learnt to cope on my own".

"I have learned to be independent because of his job. Have learned to cope through experience".

Stage five or anticipation of home coming, occurs one week prior to the husband's return and is characterised by excitement, tension and joy.

"Children are thrilled and can not wait to see their father".

"We prepare for his return".

Support

Six respondents from sample one said that they had no naval support and their responses were:

"No contact from the Navy".

"The military gives no support".

"No support from ship's company".

"The family does not receive much support, it depends who the boss is".

Twelve women from sample two received support from family and from some friends, three received no support however, it was noted that although the respondents appreciated family support, they felt that more support should be forthcoming from the Base.

"Family is comforting but they don't know what I go through."

Communication

According to research, communication during deployment plays a critical role in keeping couples in touch and maintaining an emotional presence when a member is physically absent. Most respondents in both samples were concerned about the lack of communication with their spouses. Some responses from sample one were:

"Mail arrangements for long trips should be made".

"Letters will help especially on long term deployment so that I know how my family are".

"We must have decent contact with our families to put our minds at ease".

Some responses from sample two were :

"I am concerned about not having communication with the military during my husband's deployment".

"There is no contact with the navy, especially with overseas trips".

"The navy should be able to tell the wife where the husband is at any point in time. Shorter trips are better. I must be able to communicate with my husband via the navy. We need a link between us".

"We need a stable telephone number - some place we can call in an emergency".

Finance

Most respondents in sample one felt that deployment was an added financial burden to them. Twelve (80%) experienced financial problems as a result of deployment, three did not. They utilised their money for phone bills, transport, entertainment and food (mess food was not suitable). They complained that subsistence and travel allowances (S & T) were too meagre. A general feeling was that there was no incentive to be at sea as they earned almost the same salary as a person who worked ashore. Another complaint was that they were not paid for "after hours" work. Some responses were:

"No incentive for seagoing staff, land and sea staff get the same money".

"At times you work after eight hours and you don't get paid".

"Deployment causes increased costs which puts a financial strain on the family".

"Finances are always a problem with deployment especially overseas deployments".

"Added expenses are telephone and food. Salaries are low compared to other navies".

"Daily allowance is not enough".

"I spend lots of money on phone calls. S & T is worth nothing".

Seven respondents of sample two complained of added financial problems with regard to deployment.

"Husband spends hundreds of rand on telephone calls".

"Expenses increase because he phones me every night".

"State deploys staff so why should we have an horrendous telephone account".

Parenting

Deployment affects children differently to adults. Fathers in sample one expressed the following concerns regarding their children:

"I get anxious at the prospect of having to tell my son of deployment because the child becomes withdrawn."

"My wife accuses me of being a part-time father. The first few years of my son's life I spent away from home".

"I am worried about my son forgetting me".

"I hardly saw my children grow up. My son still has a baby attitude as if he wants me to make up for lost time". Separation affects my children, they get depressed and don't eat".

"It takes a while before my children readjust to my return".

From the study it was noted that the working mother carries many roles, sometimes aggravated by children who present with psychosomatic conditions as a result of separation anxiety. One parent in sample two said:

"Being a single parent is stressful".

Deployment brings additional responsibilities for sailor's wives which could also add to the strain. Household jobs that were done by the deployed member become the sole responsibility of the remaining spouse, such as child-care responsibilities and repairs and maintenance.

Five mothers in sample two spoke of their children's reaction to separation:

"My daughter feels that the father does not love her as he is never here for her birthday."

"My children have problems to cope when he is not here. They get sick and are constantly asking for their fathers".

"Daughter presents with tummy ache and does not do well at school during this period. She gets affected psychologically".

Marital

Although wives reported problems with having to make major decisions, as well as dealing with finances alone, being the sole person responsible for all aspects of family life was a new position. Respondents in sample one expressed pride in their wives' ability to manage in their absence.

"My wife handles the finances".

"My wife does the budgeting and deals with the finances".

Respondents in sample one acknowledged that some of their wives experienced stress and loneliness during deployment. There was concern about infidelity from both samples. Husbands spoke about their fear about the possibility of their wives' infidelity and wives mistrust in them. Some respondents from sample one said:

"Wives' mistrust with me being deployed causes problems".

"Both my wife and I are concerned about infidelity".

"My wife is sometimes afraid I'll have an affair".

Medical

The SANDF provides free medical and professional services to the staff. Five respondents in sample one were dissatisfied with the medical service.

"Doctors are not punctual. My wife has to wait long periods to see a doctor and for prescribed medication."

"My wife has a transport difficulty getting to a sickbay".

"I worry about who will take my children for medical help when I'm deployed".

"Medical problems are experienced during deployment as the medical procedures are constantly changing which causes confusion".

"There are unclear procedures during emergencies. Even when it is an emergency, the private doctors refuse to see patients without the necessary authorities".

The medical situation within the Navy also presented many problems for deployed sailor's wives. Wives experienced problems with administration procedures and other problems as listed below:

"Wives do not know what is required in terms of medical. We are worse off if we are working and husbands get deployed. SANDF does not stop to think of how disruptive it is for families to go to Pretoria for minor things that can be sorted out in Durban".

"Why are we not notified when changes in the medical system occur".

"Authorisation is a major problem and we often use a private doctor to avoid the hassle of all the red tape. What must be done in emergencies?"

Duty

The special nature of military life according to sample one, and the commitment required of them, imposed special needs, pressures and difficulties on them and their families. Hours were long and irregular and compensation for overtime was limited. Respondents expressed the following:

"Normal working day is 7:30 to 16:00. What about seagoing staff who work from 16:00 to 22:00? Who pays for this? Duties cause disruption for us".

"The military expects us to do duties and attend parades before we are due to sail, affecting our family time".

"Junior members do a lot of duties, (example, one in three), which affects our family time".

Housing

Research showed that adequate housing was as important as other family-related factors influencing the retention of military personnel (Tyler, Clay and Langford 1990). Four respondents in sample one were dissatisfied with housing.

"Rentals are excessively high for our salaries."

"With interest hikes I cannot afford to keep my house".

Crime

Wives in sample two were also concerned about their safety and security and complained of the lack of support from the navy.

"The Base must do more when the husband is deployed. Security is important."

Many wives lived on their own and some stayed with family whilst their husbands were deployed.

Working Conditions

Two respondents in sample one were concerned about their working conditions, especially heat and noise in the engine room and living and working in a confined space during deployment. They said:

"Working conditions are terrible. To sit in a room for hours with heat and noise is stressful".

"I experience stress from living in confined space".

According to Grobler and Hiemstra (1998), a World Health Organisation reported some factors which affected job satisfaction were poor working conditions, shift work and physical danger.

Prolonged sea time

Two wives felt that their husbands had had their fair share of seagoing time and now needed to be based ashore.

"I want my husband to come home every day. Deployment is now taking it's toll on him".

Unrealistic Expectations

Two respondents of sample two said that their husbands were too militarised and had unreal expectations from family members. They complained that their husband's expected them to run their homes like a ship.

POST DEPLOYMENT

According to Logan (1987), the last two stages of deployment, namely, re-negotiation of the marriage contract and re-integration and stabilisation, had serious implications for the integration and re-adjustment of the returned member. The following are some sentiments expressed by respondents of sample one which correspond to the last two stages, according to Logan (1987):

"There is a readjustment phase".

"Upon return to the unit there are always broken items around the home which have to be fixed".

"I'm happy and want to celebrate and resume my role in the family".

"I have to adjust to normality of home life".

"It's like being on honeymoon again".

"Happy to be home and I try to make up lost time".

"Wife and children are distant. They feel deserted and concerned that it will re-occur".

"It takes a while for the children to readjust to my return. Initially they reject me".

"My family are both happy and angry on my return".

Respondents of sample two also spoke of adjusting and re-adjusting during this phase which is characterised by the following symptoms; excitement, emotional distance, loss of independence and eventually establishment of roles and routine.

"I find him strange when he gets back. I have to get to know him all over again".

"Returning home from families' home, unpacking and re-adjusting all over again. It's difficult for my child to adapt because we are constantly moving houses".

"The first week after returning, we have missed him so much that we'll do anything for him. We mostly re-adjust to routine, washing and cooking for an extra person".

"It takes time for me and the children to re-adjust to the old routine when my husband returns".

"Get into a routine. Husband tries to make up because he left us, so he wants to do all he can to make up".

Although respondents in sample one and two felt positive about post deployment, and this stage brought much joy and happiness, it was obvious that there was a lot of readjustment to normality that needed to be done during this phase, such as resuming parental roles and rekindling of relationships.

SAS SCORPION deployments are short and frequent. Logan (1987) noted that when men who deployed for regular, brief periods might never achieve adequate levels of family adjustment. Some of sample two's comments were:

"When they return from deployment I don't spend much time and have to start preparing all over again".

"I just get used to him being here when off he goes again".

"Adjustment with short deployments are a problem as we have to get to know each other all over again and then he leaves. This cycle is too soon".

Attitudes

Respondents of sample two complained of unsympathetic attitudes by some Commanding Officers towards their husbands.

SOLUTIONS TO CONCERNS EXPRESSED BY SAMPLES ONE AND TWO

PREDEPLOYMENT

Crime

Over the past few years, the crime situation in South Africa has reached immense proportions. This has added to the stress of sea deployed staff especially as they are required to be away from their families constantly for many weeks and several months in the year. Sample one's solution was that the military police patrol deployed members homes.

Table nine indicates the problems identified by the sea going sample and their partners, together with proposed solutions in the three phases of deployment.

Table 9 : Concerns of deployed members and their wives

	PROBLEMS	SOLUTIONS
PREDEPLOYMENT	Crime Separation Unplanned trips	Military police do rounds Support system from SA Navy needed Staff should be informed well in advance of deployments
DEPLOYMENT	Separation Anxiety Support Communication Finance Parenting Marital Medical Duty Housing Crime Working conditions Long service Unreal expectations	Planned social activities for families Organise support groups & courses for wives. Request for technical support from the SA Navy Request for support from welfare & the Base. Deployed members should reside in their home towns Provide better communication between OPS Room & deployed members families. Introduce deployment awareness courses. Requested stable contact number in case of emergencies. Incentives to be given to sea deployed staff. Deployment regulations made readily available to all deployed members. Request for counselling & support networks. Provide counselling & support network and courses for wives. Be given permission to use doctors in the area. Request for transport for families during deployment. Request for more information. Request for an appointment system. Compensation for deployed staff. Provide incentives to military housing. More support from the military. Rotation of ship's crew Drafts ashore in times of crisis Draft long serving members ashore. Provide counselling for husbands
POSTDEPLOYMENT	Re-adjustment/Reintegration Attitudes	Request for time off for crew. Longer periods between deployment OC's to show more interest in welfare of crews & families

Separation

Problems do not just appear the day after the service member departs. This study found that approximately two to four weeks prior to departure, navy wives in sample two experienced anger, hostility, increased family tensions and marital arguments prior to departure. In this study it was also found that both men and women underwent emotional changes before, during and after separation. Both samples requested support from the navy, some respondents suggested counselling and courses to help them understand and cope with deployment.

Unplanned trips

Respondents in sample one and two were of the opinion that being well informed and prepared for deployment was important and they requested to be given advanced knowledge about future trips to help them take charge and plan ahead. The availability of support from the navy and the predictability of separation appeared to assist couples to make effective role changes. (van Breda, 1997). Both samples requested to be informed well in advance.

DEPLOYMENT

Separation

Men talked of their involvement in their work during deployment to cope with separation. According to van Breda (1997) "a task of work orientation serves as strong protective mechanism during this time"

(p. 59), According to respondents:

"I stay busy all the time to keep my mind occupied".

"Some get used to a routine which they follow when they are away".

Both samples felt the need for planned social activities for the wives of deployed members whilst members are deployed.

Support

Men and women requested military support, more especially for overseas deployment. Having contact with their families in some way they said, would give them peace of mind. They suggested planned activities for their families, support groups, technical support and requests for military police protection during hours of darkness. Many of the respondents in sample one felt the need for their wives to receive support from a support group for companionship and updated information, which could serve as a forum to help relieve loneliness and stress during unit separations. Respondents in sample one also requested more support from support personnel. They said:

"Counselling for wives on how to overcome difficulties with separation will help".

"People in support services must rotate their support to the families. For example, the Vipra, the Padre and the Base Master At Arms".

"A support system will help my wife understand more about deployment. If this is done, she will be less stressed and more at ease if she knows someone will help her".

"The navy must visit or telephone the wife to give support".

The more experienced women, with respect to deployment, were prepared to share their knowledge and skills. Sample two suggested the following solutions:

1. Support Groups: Most felt the need for support from others who are in the same position. *"The support group in Gordon's Bay amongst wives was good."* *"Support does not need to come from base as we wives can support each other".* *" We need support from other wives whose husbands are also deployed. Maybe just to talk on the phone".* *"*
- 2 Courses : *"A good course on deployment will help us to cope".* *"Support programmes will be good so people know what to expect".* *"We should have a course to inform people what to expect".¹*
3. Planned activities: *"Activities should be planned for us when husbands are deployed, get-together, fun days and outings.*
"Navy should provide more programmes for fun days during holidays".

Communication

Wives in sample two were very concerned about how to reach their husbands during times of emergencies. They requested better communication especially for overseas deployments from SAS SCORPION. Some responses were:

"There is a need for the navy to keep in contact with us especially for overseas trips. The navy must be able to tell us where he is and how he is".

" It helps to know where they are as I can be with them in my mind and follow with the dates to know where they are and where they are going".

"navy staff should be able to tell us where they are and if they are OK.

Op's Room staff should be more courteous".

"The navy must be a link between the husband and wife".

Research suggests that a lack of control over important events and a lack of communication during deployment were main stresses. Both samples requested the need for accurate information about the real status of their family. Both husband and wife felt that there was a need for greater communication for overseas deployments and made it clear how they wanted the unit to support them with these requests.

Finance

Respondents in sample one and two felt that deployment was an added financial strain. They requested for incentives and regulations to be made available to assist them. Both samples suggested incentives by way of finance for deployed members. The following are some responses from sample two:

"State deploys staff so why should we have an horrendous telephone account? State should provide Officers Commanding with cell phones"

"Require incentives for sea deployed staff".

Parenting

Children sometimes presented with emotional distress expressed in fear, grief or anger related to separation.

Both samples were concerned about the effects of separation on children and requested counselling services to help them deal with this issue.

Marital

Respondents in sample one spoke of strained relationships and felt the need for their wives to receive counselling, support and a network amongst themselves in order to understand more about deployment and receive support in their absence. According to van Breda (1997), 57% of the biggest problems concerned unclear and indirect communication.

Some quotes were:

"At the end of the day I accept that it is his career. I have accepted that he goes to sea."

"I cope by focussing on the fact that deployment and the military is my husband's career. I focus on this and it helps me cope with the stresses of deployment."

"My husband's job is important to him and if he is happy, we are."

Medical

SAS SCORPION naval staff, in general, experienced many problems with medical services. Sample one respondents were concerned for the following reasons, there was no transport available for wives and administration procedures were constantly changing which wives were unaware of especially during deployment. Sample one and two made various requests with regard to improving medical services.

Duty

Respondents of sample one said that long hours of duty and unit demands were hardships that made it difficult for deployed members to spend time with their families. In addition, time spent at work with respect to special missions, extra duty, on 24-hour call, posed a constant threat to ongoing family activities without any added remuneration. They requested financial compensation and time off for the hardships they experienced.

Housing

Respondents of sample one stated that deployment is an added financial burden to many deployed staff. Their present financial position was aggravated by high rentals and high bond interest rates. Because of this, and their sea deployment status they felt that there was a need for them to get priority housing.

Crime

Many wives either stayed alone or went to stay with relatives during deployment. Respondents of sample two requested more support from the navy as they feared for their security during deployment.

Working conditions

Respondents complained of uncomfortable conditions onboard ship such as overcrowding, heat and lack of privacy. They suggested that ship's

crews should be rotated on a regular basis to give them some relief.

Prolonged sea time

According to van Breda (1997), prolonged seagoing duties would have a significant effect on the morale of experienced sea deployed members and their families. Wives spoke of the long service at sea and felt repeated deployments and long term service at sea was affecting their relationships as they wanted more stability. They requested that their husbands be drafted ashore.

Unrealistic Expectations

Wives in sample two complained that husbands expected perfection on their return and required that their homes be run by military style. Wives felt that counselling may help their husbands to become more sensitive to family needs and situations.

POST DEPLOYMENT

Although respondents in sample one felt positively about post deployment, it was obvious that there was a lot of readjustment to normality that needed to be done during this phase, such as resuming parental roles and rekindling relationships. Sample one and two requested time off to spend with the family on their return from deployment. Sample two requested longer periods between deployments.

Attitudes

Respondents of sample two appreciated the contact they received from the Commanding Officer of their husband's ship at that time, since Officer's Commanding, in the past, had appeared disinterested in the welfare of their crews and their families. The personality of the Commanding Officer is an important factor in helping staff cope with deployment. An effective support system must have the support of the command unit leadership and a caring climate for families within the unit. Respondents of sample one were very appreciative of the manner in which their Commanding Officer displayed interest and concern in their personal and professional lives.

"The Captain always boosts us and we love working with him. He knows when to work and when to play".

"The Commanding Officer's concern for staff makes deployment easier".

COMMAND GROUP'S RESPONSE (SAMPLE THREE)

Table 10 shows stage two of the research process. The workshop with the third sample (the command group) was held in SAS SCORPION's conference room. The research workshop had six main purposes they were to:

1. Provide background findings and purpose of the research.
2. Explain the assumptions underlying the study.
3. Present the findings of samples one and two.

Table 10 : Format of workshop for Commanding Officers

RESEARCHER'S INPUT AND OUTCOME OF WORKSHOP					
INTRODUCE CO'S TO THE STUDY & EXPLAIN PURPOSE OF RESEARCH	ASSUPTIONS UNDERLYING THE STUDY	PRESENT FINDINGS FROM SAMPLES ONE & TWO	RECOMMENDED SOLUTIONS BY RESEARCHER	PRESENTATION OF PROPOSED SOLUTIONS BY DEPLOYED MEMBERS AND THEIR WIVES	CONCLUSION AND RECOMMENDATIONS MADE BY THE COMMAND GROUP
<ol style="list-style-type: none"> 1. Provide background findings on the research and information on deployment. 2. Explore SAS SCORPION's Commands responses to stresses mentioned by sea deployed staff & their wives. 3. Make recommendations with regard to the feasibility of these stresses. 4. Explore the possibility of developing a team response. 	<ol style="list-style-type: none"> 1. The SANDF is a unique institution which makes demands on members and families that are significantly different to those experienced in institutions in the community. 2. The military induced separation creates stress owing to the accompanying departure, increased caretaking, household responsibilities, disruptions of relationships, loss of emotional support and readjustment of roles. 3. The military therefore needs to care for the wellbeing of naval families and assist them to be better prepared with the absence and subsequent return of deployed members. 	<ol style="list-style-type: none"> 1. Navy unsympathetic to problems military life creates. 2. Respondents contribution to the SANDF is not valued. 3. Dissatisfaction on the part of the family led to low morale. 4. Forty one resignations from January to October 1998. 5. Problemsexperienced by sample one & two were: Separation anxiety, crime, support & communication, other problems, medical, finance, marital, parenting, duties and housing. 	<ol style="list-style-type: none"> 1. A Deployment Resilience Seminar be presented to help sea deployed staff's readiness for missions & to help alleviate separation anxiety issues concerning finance, marital and parenting. 2. The seminar be made compulsory in terms of an order. 3. A Naval liaison officer be employed with the following functions: <ol style="list-style-type: none"> a. Coordinate deployment activities between deployed members & their families. b. Develop support groups amongst deployed member's wives. c. Be a central source of information. d. Mobilise volunteers. e. Develop a network of support. 	Data as presented in Table 9	<ol style="list-style-type: none"> 1. Employ a naval liaison officer. 2. Make Deployment Resilience Seminar Compulsory for all Deployed staff. 3. Respond as a team (Padre, Vipra, social Worker and Master at Arms) for deployments

4. Recommend solutions to the command officers.
5. Present proposed solutions by deployed members and their wives.
6. Explore the command's recommendations to these solutions.

The findings of the first and second sample were presented to them by means of an overhead projector. They were asked how feasible it would be for them to act upon the stresses mentioned by samples one and two. The solutions suggested by sample three were recorded by the researcher (Table 11). Their main recommendations were to employ a Naval Liaison Officer, make the Deployment Resilience Seminar compulsory and ensure that support services respond, as a team, to sea deployed staff.

PREDEPLOYMENT

Crime

Prior to deployment, respondents in sample one expressed about crime. The Command's response was that not much could be done from the military except that the Military Police could patrol the Bluff maisonettes (military duplexes). Practically, it was impossible for Military Police to patrol all households of deployed persons because they were resident all over KwaZulu-Natal. The command, however, gave its assurance that staff could install burglar guards in military properties.

Table 11 : Command Group's response

	PROBLEMS	SOLUTIONS	DECISIONS
PREDEPLOYMENT	<p>Crime: all persons in sample one & some in sample two were concerned about safety & security</p> <p>Separation: placed demands on military persons & their families which causes stress.</p> <p>Unplanned trips: Unpredictable work was perceived as unreasonable as it affected family life.</p>	<p>Military police do rounds.</p> <p>Support system from SA Navy needed.</p> <p>Staff should be informed well in advance of deployments</p>	<p>Is being done in military housing units.</p> <p>A course on deployment will be made compulsory & presented by Social work officer.</p> <p>Staff informed as early as possible but security takes priority over personal need</p>
DEPLOYMENT	<p>Separation Anxiety: Respondents in both samples underwent emotional changes before, during & after separation.</p> <p>Support: Sample one was keener for support to be given to their wives. Both samples had very strong feelings that the SA Navy should play a more important role wrt deployment.</p> <p>Communication: Sample one & two indicated the lack of communication for overseas deployment.</p> <p>Finance: Deployment affected financial position of most military personnel as indicated in samples one & two.</p> <p>Parenting: Separation affects children & parental roles.</p> <p>Marital: Couples experienced difficulties in coping with issues pertaining to deployment.</p> <p>Medical: Naval personnel & their wives experienced problems wrt medical services aggravated by deployment.</p> <p>Duty: Sample one respondents indicated that duties aggravated time spent with families.</p> <p>Housing: High rentals & bond rate interest aggravated financial position of deployed staff.</p> <p>Crime: Security presented major problems for sample two during deployment.</p> <p>Working conditions: Two respondents in sample one complained of poor working conditions. Two respondents in sample two complained of prolonged sea duty performed by their husbands.</p> <p>Unrealistic expectations: Sample two respondents were concerned about the militarised attitude displayed by their husbands.</p>	<p>Planned social activities for families</p> <p>Request for technical support from the SA Navy Request for support from support services & the Base. Deployed members should reside in their home towns Organise support groups for wives.</p> <p>Provide better communication between OPS Room & deployed members families. Inform families of delays. Requested stable contact number in case of emergencies.</p> <p>Incentives to be given to sea deployed staff. Subsidised telephone bills. Deployment regulations made readily available to all deployed members.</p> <p>Provide counselling & support network for wives.</p> <p>Courses on parenting, marriage & finances need to be conducted.</p> <p>Be given permission to use doctors in the area. Request for more information. Request for an appointment system. Request for transport for families during deployment.</p> <p>Compensation for deployed staff.</p> <p>Provide incentives to military housing.</p> <p>Visits and phone calls requested for families during deployment.</p> <p>Rotate staff. Draft member ashore during crisis Draft long serving members ashore.</p> <p>Provide counselling to husbands.</p>	<p>Approval in principle to appoint a Deployment Liaison Officer whose task will involve the mentioned solutions.</p> <p>Is possible to provide more support by way of better communication & assistance during deployment.</p> <p>This has been accepted for the future. They agreed to make the Deployment is being done. Agreed to supply OPS Room contact number.</p> <p>Seagoing allowances being investigated at HQ level. Lack of funds Regulations will be distributed to staff.</p> <p>Approval given to provide the Deployment Resilience Seminar to assist parents & children cope with the issues of separation.</p> <p>Approval given to provide the Deployment Resilience Seminar.</p> <p>These matters are being dealt with at HQ level. Role of DLO These matters are being dealt with at HQ level This has been approved.</p> <p>Funds not available due to budget constraints. Time off not possible.</p> <p>Operational staff given priority wrt allocating of military housing.</p> <p>This can be made possible by support staff.</p> <p>Not possible - lack of trained personnel. Is being practised.</p> <p>Not possible - lack of trained personnel.</p> <p>Deployment Resilience Seminar will assist in coping with deployment.</p>
POSTDEPLOYMENT	<p>Re-adjustment/re-integration: Sample one & two experienced problems during this phase.</p> <p>Attitudes</p>	<p>Request for time off for crew.</p> <p>Longer periods between deployments.</p> <p>Positive attitudes of OC's on staff's welfare</p>	<p>Not possible to provide time off for long periods. Acquisition of corvettes will prevent short cycles of deployment The Seminar would provide education to cope with these problems.</p> <p>They were in agreement.</p>

Table 11 indicates the Command Group's decisions with respect to concerns experienced and solutions suggested by samples one and two.

Separation

Many respondents in sample one experienced feelings of guilt pending separation. Wives discussed their disappointment and anxiety and their children's anxiety due to anticipated separation. The command acknowledged this and responded by taking a decision to make a course on deployment resilience compulsory to help staff and their families understand deployment and cope more effectively with separation.

Unplanned trips

Respondents requested for sufficient notice for unplanned trips. According to the command group, all overseas deployments were planned, hence families were aware well in advance of these trips. However, unplanned trips would occur in the military owing to changing political, military and humanitarian reasons.

DEPLOYMENT

Separation

During deployment most respondents in sample one were concerned about the health, welfare and safety of their wives.

Some respondents requested assistance on the part of the SA Navy by means of arranging social activities and support groups for wives. The Command acknowledged and approved of appointing an incumbent to the post of Naval Liaison Officer whose duty it would be to fulfil the abovementioned roles.

Support

The respondents in sample one and two were very clear on requests for support group activities, which the command acknowledged. For those who lack support from families and friends they recommended that they be kept in their home area, however, according to the Command this is not possible as military personnel are transferable. It will be the role of the Deployment Liaison Officer to co-ordinate the functions, set up networks and co-ordinate activities. Respondents felt the need for navy intervention for support in terms of security, programmes and courses which the Command approved. One respondent said : *"there is a need for the military to be more supportive as our first priority is our family which cannot be replaced"*.

They also requested technical support, such as, fixing vehicles, which according to the Command, was not possible for the SA Navy to provide this service as there is not sufficient manpower.

Communication

Respondents from sample one and two were particular about the need for interventions from SAS SCORPION in terms of communication, especially

for overseas deployments. The command acknowledged and accepted the need for such interventions. Respondents requested for the navy to timeously inform their families of delays. The navy indicated that it does so. Delay of schedule returns occurs due to weather and other circumstances. They requested for an emergency contact number when husbands are deployed. The Command said that this is in place but will improve as Deployment Liaison Officer will timeously remind people of emergency contact numbers.

Finance

Respondents of sample one and two felt that deployment was an added financial strain. According to the Command sea-going allowances is being investigated by Naval Head Quarters which will, if accepted, would increase salaries of sea deployed people. Sample one also requested to know more about regulations pertaining to deployment, especially in terms of financial benefits. The Command agreed to make this available to them. All wives complained of increases in telephone bills during deployment. They requested for the Command to subsidise their telephone bills or give the Ship's Commanding Officer a cellular phone. This was not accepted by the Command because of the lack of funds.

Parenting

Children presented with separation anxiety and psychosomatic symptoms during this phase.

Both samples requested intervention by the military by means of counselling on how to deal with these problems. The decision to implement Deployment Resilience Seminar was taken by the Navy. This course will help deployed parents cope with children who experience separation anxiety and other deployment-related problems.

Marital

Respondents of sample one spoke of strained relationships and felt the need for their wives to receive counselling, support and network amongst themselves in order to understand more about deployment and receive support in their absence. The Command indicated that the Deployment Resilience course which will be run by the Social Work Officer will assist, as well as the appointment of the Deployment Liaison Officer, whose task it will be to initiate support groups and provide support to deployed members and their families..

Medical

The following decisions were taken by the Command with respect to medical problems experienced by sample one and two:

To provide transport where difficulties are experienced. -

To pursue medical problems experienced by naval staff is being dealt with at Naval Headquarters.

The changes in administrative medical procedures can be dealt with at unit level. They suggested it should be part of the Deployment Liaison Officer's duties.

Duty

According to respondents of sample one, duties further aggravate the time spent with their families, hence, they felt the need to be compensated for in some way by means of over-time pay or duty allowance increase or time off. The matter of sea-going allowance is being pursued at Naval Headquarters. According to the Command, it was not practical to pay overtime to seagoing staff or allow time off. Financial compensation by way of sea going allowance is being pursued.

Housing

Deployment is an added financial burden to many deployed staff. According to sample one, high rentals and interest on bond rates further aggravated the sea deployed persons financial situation. They requested to be allocated priority military housing which the Command acknowledged and indicated that this is already practised.

Crime

Support was requested by sample two from the military in terms of security, programmes and courses from the support personnel, which the Command approved of.

Working conditions

Respondents in sample one who requested to be based ashore were turned down by the Command as they were unable to rotate staff due to

insufficient skilled persons. They also felt the need to be accommodated during crisis periods of their lives such as, medical problems, marital discord and pregnancies are some events that contribute to adjustment difficulties owing to separation which the Command indicated is being practised.

Prolonged sea time

Wives in sample two requested that their husbands to be drafted ashore which the Command responded to by stating that this was not possible because of the lack of manpower.

Unrealistic Expectations

Wives complained that husbands expected perfection on their return and required that their homes be run by military style. The Command felt that courses will help debrief husbands or make them more sensitive to family needs and situations.

POST DEPLOYMENT

Respondents of sample one spoke of adjustment and re-adjustment during this phase. Their return is marked by adjusting to normality and re-integration into the family. The Command acknowledged respondents requests to be given time off to be with their family during the post deployment phase, however, they are not able to give them more than a few days off. Sample two also experienced adjustment and readjustment

problems during this phase as husbands return and take on their roles. The Command's response was that courses in education for sea deployed staff and their families would help them cope with these problems, understand deployment-related issues and therefore be able to cope with separation. Wives requested for longer time with deployed members before the next deployment. The Command responded by saying that the acquisition of corvettes will change the short cycles of deployment.

Attitude

Respondents in sample two complained of unsympathetic attitudes of some of the Officers Commanding, making wives feel very negative towards the military. The Command acknowledged the need for commanding officers to maintain a positive attitude towards their staff and their families.

SUMMARY

In this chapter results of data was presented and discussed. The chapter dealt with three sections, namely, findings from samples one and two, deployed members and their wives, solutions proposed by samples one and two and Command Group's response (sample three). Sample one and two dealt with the stresses and solutions sea deployed staff and their families experienced during deployment. Sample three responded to

these stresses and solutions in order to make it more feasible and to alleviate some of these stresses. Sample one and two experienced almost identical concerns in the three phases of deployment (see table eight). Only the most relevant quotations given to the researchers were listed from Sample one and two. The conclusions drawn and the recommendations emerging from this study will be discussed in Chapter five.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATIONS

This study was guided by the need to understand the stress which ship's crew members and their families endured during deployment and their perceptions of the navy's responses to assist in alleviating these stresses. The researcher believed that there were many issues of concern about deployment experienced by staff and their families which had not been addressed by the military system. By conducting research into deployment, these issues would be highlighted and solutions would be found which would improve the lifestyle of naval personnel and their families. This chapter highlights the major concerns of sea deployed staff and their families and makes recommendations as to how they might be addressed by the SANDF. Although some attempt has already been made to address problems relating to deployment, more needs to be done to relieve the stress of family separation which occurs in the course of duty.

The overall impression the researcher gained from interviewing the respondents and spouses during this study, was that they felt that their contributions to the SANDF were not valued. They perceived the navy as generally unsympathetic and inflexible to special problems that military life creates for the family. It was quite clear that during interviews with

most respondents, dissatisfaction on the part of the families was having a significant impact on morale and, in some cases, was an important cause for resignation. Hence the resignation of skilled members of staff: forty one seagoing staff resigned during 1998. Both the deployed members and their wives appeared grateful for the opportunity to share their concerns with the researcher and showed appreciation that someone had taken the trouble to acknowledge their hardships. Most respondents of this research lacked basic information that could make their lives easier and appeared to have no point of access within the service systems.

CONCLUSIONS

It was evident from the themes that arose that both samples one and two experienced similar problems. Both men and women were concerned about high levels of crime, the upheaval of separation, the frequency of unplanned trips, the lack of support, insufficient communication, financial difficulties, parenting problems, marital relationships, medical needs and readjustment as issues of joint concern. Other issues raised related to the naval lifestyle, namely, the duty to serve, the need for housing, stressful working conditions, long service, unrealistic expectations and negative attitudes.

1. Crime: All men voiced concern about this but only three women

mentioned this topic. This is possibly because of the paternalistic roles that men play and their feelings of helplessness and guilt when on deployment because they are not physically present to care for their families.

- 2, Separation: Both men and women undergo emotional changes before, during and after separation. According to Logan (1987), not much research has been done with respect to men's experience of separation. However, it is obvious from this study that men and women experience similar emotions such as depression, loneliness and longing although it was found that men were restricted in verbalising their emotions as compared to women who spoke more of their experiences of separation. Men only spoke of stages one, six and seven and women spoke of all seven stages of Logan's (1987) "emotional cycles of deployment".
3. Unplanned trips: were perceived as being unreasonable and having negative effects on sea deployed staff and their families. This was aggravated by long hours of duty and being on twenty four hour call.
4. Support: Men were keener for support to be given to their wives than themselves. It was evident that both sample one and sample two had very strong feelings that the South African Navy should play a more important role with respect to support, after all, it is the Navy who deploys. Both wives and husbands were very grateful

for the support they received from family and friends and it is obvious that this support helped families a great deal during deployment.

5. Communication: Both husband and wife felt that there was a need for greater communication for overseas deployments and made it clear how they wanted the unit to support them with these requests.
6. Finance: It is evident that deployment affects the financial position of most military personal. Respondents felt strongly about incentives being given to sea deployed staff because of the hardships and stresses encountered during deployment. Since salary is based on rank and seniority rather than market worth, soldiers could only improve their financial condition through promotion and patience.
7. Parenting: When separation affects children and parental roles, education, support and counselling can help parents and children cope better in dealing with.
8. Marital : The difficulties couples experience arising from deployment need to be addressed. Courses on finances, parenting and marriage could assist them. The researcher found that wives who were more positive about deployment were also found to be clear about their finances, relationships and the discipline of their children, and coped more effectively with

deployment than the other wives.

9. **Medical:** Many Naval personnel at SAS SCORPION experience problems with respect to the medical services. This issue is of major concern to sea deployed staff and their families as it aggravates the stresses of deployment. Wives, during deployment, are carrying the added burden of additional roles and thus do not need to be faced with unnecessary medical problems.
10. **Housing :** Respondents felt that receiving priority military housing would provide them with a greater sense of community as well as security for their wives.
11. **Working conditions:** Working conditions had an effect on the morale and wellbeing of staff and families.

RECOMMENDATIONS

The military must be responsive, sensitive and understanding of the deployed soldier's plight and the hardships he and his family experience. Members who serve the military through operational support should be able to enjoy the benefits of their country they have pledged to defend and it is the moral responsibility of the SANDF to support their families.

1. **Crime:** In view of the fact that it is the military who deploys staff, it is therefore recommended that the military do more to safeguard the members and their families.
2. **Separation:** Helping families to understand the emotional cycles

of separation is important in identifying and preventing problems for navy families, and in helping them to understand that this was a natural reaction to separation. According to Logan (1987), it was important to understand these emotional reactions as it would help the family and the military organisation to meet reciprocal needs in carrying out the military mission. The Deployment Resilience Seminar educates spouses and deployed members on coping with separation. If routinely implemented, it could help to normalise deployment situations and enable families to cope better with separation.

3. Unplanned trips: Since family separation is necessitated by the naval mission, separations for other reasons should be kept as short and infrequent as possible. The military must allow families as much control as possible over their situation, such as allowing long distance telephone calls between sailor and spouse and ensuring that they have time off for personal business. This can be facilitated by giving families advance knowledge about future assignments so that they can take charge and plan ahead.
4. Support : SAS SCORPION must continue to provide services, such as transport for spouses, counselling, spiritual help, support and time off for staff. The SANDF has a system of personnel and family support which lacks cohesion. An effective support system must understandable to those who use it. Service providers must

be accessible to all families and personnel. It is recommended that the role of the Deployment Liaison Officer be to co-ordinate functions and activities and to establish support and networks. This person would be the first point of contact for families of deployed staff and act as an information referral point and be accessible to all families of deployed staff, regardless of rank, of deployed staff. Some duties of the Deployment Liaison Officer (DLO) would be to:

1. Develop family support groups.
 2. Coordinate family days.
 3. Be a central source of information with updated information.
 4. Liaise with the public relations department.
 5. Mobilise support on volunteers (wive's of members).
 6. Establish a fund.
 7. Consultative arrangements with spouses on decisions that have particular impact to them.
 8. Develop a network of support.
 9. Develop support groups within ships.
5. Communication : Communication during deployment plays a major role in keeping couples in touch. It enables couples to resolve problems, involves children with fathers by sharing physical and emotional loneliness, and draws families together. The military should also have a co-coordinated approach to establishing family

support plans. This is essential in demonstrating commitment to families and maintaining open lines of communication. Sea deployed staff and their families need practical information to stabilise family life and prevent anxiety.

6. **Finance:** Managing financial affairs in the military can be a challenge, especially with sea deployed personnel because husbands and wives are frequently changing roles. A partnership should exist between the couples so that they can work out a mutually satisfactory way of dealing with their finances which will have a greater chance of creating a happy and successful marriage. One of the aims of the Deployment Resilience Seminar is to assist couples in this respect. The economic situation in South Africa, with inflation and high interest rates, is driving many families to financial ruin. Military staff earn low salaries compared to the private sector. Forty one sea-going personnel left in 1998, a large percentage of whom found lucrative employment in the private sector. Incentives for sea deployed staff are very necessary and would prevent the loss of skills to the private sector.
7. **Marriage/Parenting:** Preventative programmes should be developed bringing to bear members and their families special knowledge of service life and preventing families from experiencing crisis. Policies, programmes and practices should

make families feel supported and help them to adapt to navy life. The Deployment Resilience Seminar is one such programme which would help families understand navy life. In addition, marriage and parent enrichment programmes, should focus on promoting family stability and specific ways to adapt to separation. Other family programmes, such as stress management should also be designed, for example, to give the service members and families advice on managing family commitment and a demanding career. Programmes should be designed and developed by support personnel in consultation with the Deployment Liaison Officer. Family support programmes would certainly improve the retention of experienced and skilled personnel in the SANDF. Adequate resources and facilities must be made available by the government hierarchy, who should also make funds available for programmes to be run.

8. Medical : Navy wives who experienced separation anxiety as a result of deployment should not be exposed to medical problems, which further aggravate and compound deployment stress. Although medical matters have been taken up by higher authorities, issues such as sickbay hours and procedures during emergencies, can be improved at Unit level with the information being relayed to staff timeously. This should be the task of the Deployment Liaison Officer.

9. Housing : Priority military housing is given as an incentive to sea-deployed staff. However, this should become policy because sea deployed staff perceive a discrepancy in the way in which military housing is allocated. Living in a military environment would provide a greater sense of community during periods when the serving member was absent. Providing housing in the maisonettes, for example, would assist as they are secure and patrolled by military police.
10. Navy lifestyle: Prolonged sea service presents many problems for some sea deployed persons and their families who long for stability in their lives. This could have a significant effect and impact on their morale and possibly lead to resignation. The Navy seriously needs to accommodate its members which have given many years of their lives to service on board ships of the SA Navy. There is a need for SAS SCORPION to accommodate crisis periods in the life of a sea deployed person and his family. For example, marital discord, pregnancies, financial difficulties, and medical problems present stresses that prevent adjustment to separation. Although the command indicated that people were accommodated during crisis periods, respondents indicated otherwise. There should be consistent and uniform decisions about these issues. Incentives to make up for the after hours sailing, special duties and assignments should be compensated

with “family time”.

In conclusion, Fakir (1997) recommended that the military must establish a task group to monitor, investigate, advise and recommend on military policy and practice and its affects on family life. Social workers, she said, must be a part of this group. A bond should exist between the Navy Command and navy families and they must work towards the goal of building a strong partnership. The Navy must be committed to assuring adequate support to families in order to promote their wellbeing to develop a sense of community and to strengthen the mutually reinforcing bonds between the military and its families.

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APPENDIX

APPENDIX

Questionnaire

NAME:

AGE:

RANK:

MARRIED:

COHABITING:

NUMBER OF YEARS TOGETHER:

PRE-DEPLOYMENT PHASE

Do you experience any stress with respect to the undermentioned factors during pre-deployment:

	Explain	How do you think the Navy can help you with the problem
Family (Wife/Children)		
Marital		
Finance		
Support System (Friend/Family? Navy Support)		
Other : List and discuss		

DEPLOYMENT PHASE

During Deployment Phase which of the following causes you concern:

	Explain	How do you think the Navy can help you with the problem
Family (Wife/Children)		
Marital		
Finance		
Support System (Friend/Family? Navy Support)		
Other : List and discuss		

POST-DEPLOYMENT PHASE

On your return from deployment do you experience any problems:

On your husband's return do you experience any problems

YES		NO	
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If Yes	How do you think the Navy can assist you