

## Ethics Paper

### Ethical Problem Facing The Zambian Army Today

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15 October 2004

Ethics are principles we follow that lead us to do the right things. Ethical leaders do the right things for a number of reasons. Doing the right thing is not always easy, but it is one key factor a leader needs to fulfill duty requirements, to maintain integrity and to serve honorably. Any leader should be able to apply ethical reasoning to excel to higher standards. Leaders set example in their actions for others to follow and show signs of care for their subordinates. The four basic elements that make up the professional Army ethics are duty, loyalty, selfless service and integrity.

The four basic elements mentioned above, if complied to by the leaders at various Levels can prove to be the best effective and efficient method to handle any given situation to satisfy the needs of the Army. Non adherence to Army ethics, policies and

values may lead to any organization violating workers rights and freedom.

The ethical problem faced by the Zambian Army today is the acute accommodation problem. As you may be aware, that the Zambian Army is based on the British establishment therefore all the existing infrastructure reflects what was put in place by our colonial masters. For a number of years since attaining independence in 1964, the figures in terms of officers and soldiers have tremendously gone higher therefore causing this acute accommodation problem. The existing infrastructure in terms of housing cannot cater for all officers and soldiers. Officers and soldiers without accommodation in military cantonments are meant to rent houses outside base which is not a health idea.

However, in every barrack there is a housing committee that receives applications from officers and soldiers to occupy quarters that are left vacant by retirees when they are repatriated to their intended destinations to settle. Considerations for allocation of quarters is based on rank, marital status, years of service and number of children. The housing committees in every barracks have been criticized and victimized

that they do not follow the procedure when allocating quarters. Officers and soldiers have cited favors as one biggest problem. Investigations on the alleged corrupt practices were instituted but officers and soldiers were not satisfied with the answers given after the findings. Bickering and complaints are still coming up from from the concerned members to the extent that even anonymous letters are received pertaining the issue.

To alleviate the accommodation problem, the Army has a policy in place for soldiers living in sub standard houses draw housing allowance and officers who own houses draw own occupier housing allowance which is higher than the housing allowance soldiers living in sub standard houses draw. This brought about an out cry from soldiers who own houses also. They started complaining and contemplating to be drawing the same allowance(own occupier). The command leadership looked into their plight and authorized those soldiers with valid title deeds to be drawing the allowance.

To find a lasting solution to the problem of housing, the Army Commander initiated a meeting with all Brigade Commanders and other high ranking officers to discuss the matter because the exercise of paying rentals for officers and soldiers was

found to be costly on the part of the Government due to the high number of personnel eligible for housing allowance. A report was submitted to the Ministry of Defense on estimates of expenditure for a project of constructing new houses in all the barracks. The Government studied the report and approved the plan and funds were allocated to the Army to commence the project. The Zambia Army Corps of Engineers were tasked with the project and they are spread out in various barracks to construct new houses. The project has managed to show its intended purpose because a number of houses have completed and occupied immediately. The Corps of Engineers has been highly praised by the Government leadership, command and military personnel and their families for the commendable job.

In summary, every institution on this earth faces some type of ethical dilemma in one way or another. Using the decision-making process in ethical situations can help identify the course of action that can result in the lasting solution. Choosing the course of action that best serves the interest of the people you lead and implement it correctly leads to achieve your goals.