

# AUSTRALIAN ARMY TRANSPORT JOURNAL

**PAR ONERI** The Official Journal of the Royal Australian Corps of Transport



Issue 44, 2012



# RACT

*Equal to the Task*

# RACT BANNER PARADE

The Royal Australian Corps of Transport will be conducting a parade on 1 June 2013 to officially present the new Princess Royal Banner.



IMAGE OF PRINCESS ALICE BANNER TO BE LAYED UP ON 2 JUN 13

Further information on the Banner Parade and associated activities will be made available through the RACT website ([www.ract.org.au](http://www.ract.org.au)) from early February 2013.

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## Key appointments 2012

HOC—BRIG Andrew Bottrell, CSC and Bar  
 DHOC—LTCOL Leonard Oei  
 CRSM—WO1 Gregory Collins, CSM  
 Corps Manager—Mr Dale Smith

## Key appointments 2013

HOC—BRIG Paul Nothard, AM, CSC  
 DHOC—LTCOL Leonard Oei  
 CRSM—WO1 Greg Johnson  
 Corps Manager—Mr Dale Smith

Keep up to date with RACT matters in the following way.



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RACT transport

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**DEADLINE**

Material for 2013 edition must reach the Editor by 01 September 2013

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## WELCOME

Welcome to the 2012 issue of the Australian Army Transport Journal. My thanks goes to all those who have contributed articles for this issue and those who have provided editorial and design support. As you will see from this issue it has been another busy year for RACT personnel. With exercises and operations to support, RACT members have been plying their trade supporting the ADF in all corners of the world. The articles in this issue give you an idea of the breadth of support that RACT provides. Next year will be a significant year in the Corps' history for a number of reasons. You can find more information about next year's events inside.

With RACT personnel spread across the world and amongst various commands it can be difficult to keep abreast of what is happening at a Corps level. The Australian Army Transport Journal aims to provide a way for Corps personnel and ex-serving members to keep in touch with what is happening across the Corps. As it is your journal we are always keen to hear from you regarding what you would like to see in the journal. If you have any ideas for new sections or content you would like to see included please let us know.

# HEAD OF CORPS 2012

## Brigadier Andrew Bottrell, CSC and Bar

My congratulations to the Editor for this latest online edition that continues to grow in its effectiveness and remains a progressive example for Army.

2012 has been another big year for the Corps, with continued significant RACT participation in deployed operations and on Australian-based exercises, most notably Exercise Hamel at Shoalwater Bay. Our people have continued to perform to a very high standard and have actively sought opportunities to further develop their trade skills through the conduct of real time tasks.

Perhaps the most significant events impacting the Corps were ones that very few people would know about, because they came in the form of policy decisions taken in the halls of Army Headquarters.

Notwithstanding, there were two very significant policy decisions that will have major impacts on the future operation and relevance of the Corps. These decisions relate to the likelihood of RACT taking responsibility for the operation of the Protected Mobility Vehicles (PMV Bushmasters) in support of infantry within the Multirole Combat Brigades, and the Chief of Army's decision to retain Army watercraft as a future capability. Both of these decisions recognise the deep institutional skill that already exists within the Corps, but they also demand that we continue to develop our expertise in these areas. The opportunity is there for RACT to take, and we must grasp them with both hands if we are to remain relevant for Army into the future.

I was very pleased with the level of commitment to this year's Corps Conference at Bandiana, where each of the trades worked to flesh out some tangible development opportunities. Some of this work has assisted in delivering real results, such as the work to support the review into the Movements trade. We also took the opportunity to farewell six officers and warrant officers, who between then had amassed over 150 years service – they will be missed but not forgotten.

Next year there will be no Corps Conference, but we will use the 40<sup>th</sup> Anniversary Celebrations in Brisbane to bring the Corps together to commemorate the presentation of the new Princess Royal Banner. It promises to be a tremendous occasion and I encourage any and all to attend if possible.

Unfortunately, I will not be able to attend the 40<sup>th</sup> Anniversary celebrations myself, as I will shortly deploy to take over the responsibility for the transition and remediation of the ADF commitment in Afghanistan. By the time you read this I will have handed over the duties of Head of Corps to Brigadier Paul Nothard, who I know will guide the Corps well during his tenure.

My time as the Head of Corps has been extremely rewarding. I have had the pleasure of catching up with quite a few serving and ex-serving RACT members across the country. We continue to produce high quality personnel who represent the Corps exceptionally well, and most of these people take this attitude into civilian life when they eventually leave the Army.

I would like to take the opportunity to wish you and your families a safe and Merry Christmas and a prosperous 2013.

Par Oneri

Head of Corps



# CORPS REGIMENTAL SERGEANT MAJOR 2012

## WO1 Greg Collins, CSM

The end of 2012 will bring my tenure as the Corps RSM to a close. During this time I have seen the Corps from a new perspective and in particular the change that we are undergoing with the advent of new equipment and trade posturing to meet Plan BEERSHEEBA. I know there has been a great deal of uncertainty among elements of the Corps regarding this change. My view is that we need to continue to present the Corps from our point of difference.

As members of the Corps we have the responsibility to the future of soldering within RACT, to ensure that our legacy is seen by everyone as representing a professional corps / trade with soldiers doing an excellent job that is relevant and cannot be done by anyone else in delivering the required effect.

I have been impressed when meeting Corps members in my travels, with the level of motivation and professional mastery of the job / roles being undertaken in the multitude of positions and postings being filled by corps members.

I would like to take this opportunity to formerly congratulate and welcome WO1 Greg Johnson as the Corps RSM WEF 2013. WO1 Johnson takes up the position as the Corps RSM at a very exciting time for the Corps, with the upcoming presentation and dedication of 'The Princess Royal Banner on 1 June 2013 in Brisbane.

To Greg, I wish you all the best and every success in this position.

I leave this position being very proud of our Corps and the members within it.

For those that are being posted or leaving us, please drive safe and arrive in your new locations fit and ready for your new endeavours what ever they maybe. For all members take the opportunity to relax and enjoy the festive season.

To the members of the Corps currently deployed overseas enjoy what ever festivities you can, be safe look after each other and we will see you on your return to Australia.

In closing, to all a merry Christmas and a happy and prosperous new year. I leave you with the challenge to be 'PAR ONERI'.

Good Soldering

Greg Collins





# REPRESENTATIVE COLONEL COMMANDANT

This year has been most eventful. The Corps has emerged from the budgetary and ongoing capability development reviews with additional responsibilities and challenges, and steady numbers. The high regard in which the Corps is held is testament to professionalism and hard work of its members, very ably lead by our outgoing Head of Corps, Brigadier Andrew Bottrell CSC & Bar. On behalf of the RACT Family, I wish Brigadier Bottrell every success while on operations in the Middle East, and thank him for his untiring efforts while at the RACT helm.

A review of Army Colonel Commandant's appointments has resulted in combining Tasmanian Region with Victoria. Colonel Rex Rowe has been assigned the additional responsibilities of Tasmania; now RACT Colonel Commandant Vic/Tas. Colonel Wayne King's term as RACT Colonel Commandant Tasmanian Region has expired. I acknowledge and thank him for his many years leading the Corps in Tasmania.

On 27 November 2012, at the presentation of RACT lanyards to 12 new Royal Military College graduates, Brigadier Paul Nothard AM, CSC was welcomed as our newly appointed Head of Corps. He was presented with the traditional miniature double banners. Brigadier Nothard has a very distinguished RACT posting history and is well known within the RACT Family. He assumes his appointment at a significant time for the Corps as we prepare for the presentation of the Princess Royal's Banner and the laying up of Princess Alice's Banner.

As one of the most significant and historical milestones of the Corps, the first weekend in June is a "must attend" event for all members. The banner parade will occur on Saturday 1 June 2013, in South Queensland (parade ground to be determined) commencing at 1000 hours followed by lunch and an all ranks dinner in the Brisbane CBD. A service for the laying-up of Princess Alice's Banner will occur at Enoggera on Sunday morning 2 June 2012. Please follow the Corps website for details, and commit to joining the celebrations of this milestone.

I wish you and your families a Safe and Happy Christmas, particularly to those members deployed overseas and away from their loved ones, and look forward to seeing as many as possible at the June celebrations. Par Oneri

BRIG JEFF WILKINSON, AM

## CURRENT RACT PERSONNEL DEPLOYED

OPERATION	NUMBER OF RACT PERSONNEL
OP SLIPPER	100
OP ASTUTE	21
OP PALADIN	1
OP ANODE	4
TOTAL	126

Correct as At: 14 November 2012

# RACT 40th ANNIVERSARY

Preparations are well underway for the Corps 40<sup>th</sup> anniversary celebrations and banner presentation. Given the current fiscal restraints, the disappointment that HRH Princess Anne, the Princess Royal, will not be able to present her banner in person, and the involvement in so many of our members on exercise (HAMEL) at the time of the birthday, our Corps motto is going to be tested to the limit. I am confident however, that in the true RACT spirit, the parade will do the Corps and the banner proud and the supporting events will be well attended and enjoyed to the full.

The presentation of the Princess Royal banner will take place on the Corps 40<sup>th</sup> anniversary itself (1 June 2013) in the Brisbane area. The parade commander will be the Deputy Head of Corps, LTCOL Len Oei. Whilst other key appointments are yet to be determined by the Corps RSM and the Head of Corps, general participation in the parade is open to members of the Corps. Participants and members of the Corps (both past and present) who will be spectators are encouraged to bring family members along to this significant event.

Immediately following the parade all participants, guests and spectators will be invited to join the reviewing officer and other VIP (yet to be confirmed) for a luncheon and the cutting of the anniversary cake. A small fee will be charged for those who are not on duty.

The Princess Royal banner will be in attendance on the evening of the parade, at a gala dinner, being held at the Sofitel Brisbane Central. This dinner is open to all past and present members of the corps and their partners. Whilst it is a venue that can cater for large numbers, early registration is encouraged.

The Princess Alice banner will be laid up on Sunday 2 June 2013. By its nature, the laying up ceremony will be attended by smaller numbers than the parade. Many of those attending will be by invitation, but once again, expressions of interest are sought.

It is noteworthy that there will not be a Corps Conference in 2013. The Corps RSM is taking advantage of the Banner Parade activity to organise the traditional Sergeant's Mess Tobruk Dinner enabling the usual farewells from the Corps to take place. A cocktail party for invited VIP will be hosted by the Head of Corps the evening before the parade.

It is intended to have a website page created where you will be able to register interest for events and make payment where required. This will hopefully be operational by February 2013. Further updates on the launch of this page will be made available through the RACT website and Facebook pages.

As you can see this important milestone in the history of the RACT will be marked in style and we hope with maximum attendance.

L.I. WOODROFFE  
Colonel  
40<sup>th</sup> Anniversary Celebrations Sub Committee

Colonels Commandant	
Representative Colonel Commandant and Colonel Commandant New South Wales, Australian Capital Territory BRIG Jeff Wilkinson, AM	Colonel Commandant Queensland COL Lesley Woodroffe
Colonel Commandant Western Australia COL Doug Webb	Colonel Commandant Victoria, Tasmania COL Rex Rowe
Colonel Commandant South Australia, Northern Territory COL William Denny, AM	

## 2013 RACT REGIONAL REPRESENTATIVES

RACT regional Corps Representatives are appointed in each military region in accordance with Corps Policy Statement Number 13. In each military region specific ARA and GRes appointments are identified to fulfil this function rather than specific individuals. Regional Representatives (current at time of printing) for 2013 are:

Region	Rep	Addl Rep	Region	Rep	Addl Rep
Eastern	MAJ David Toohy <b>OC 176 AD Sqn</b> RAAF BASE Richmond RICHMOND NSW	MAJ Errol Christian <b>OC (3 Tpt Sqn) Tpt Coy 5</b> <b>CSSB</b> Egypt Rd HOLSWORTHY NSW 2173	Central	MAJ John O'Grady <b>OC JMCO Adelaide</b> Building 32 Keswick Barracks Anzac Highway KESWICK SA 5035	MAJ Timothy Pexton <b>OC 8 Tpt Sqn</b> <b>9 CSSB</b> Warradale Barracks Oaklands Road WARRADALE SA 5046
Southern Queensland	MAJ Murray Nelson <b>HQ 1 DIV</b> Enoggera Barracks ENOGGERA QLD 4052	LT Timothy Thomas <b>JMCC Brisbane</b> Enoggera Barracks ENOGGERA QLD 4052	Western	CAPT Sally Bates <b>2IC JMCO Perth</b> Irwin Barracks KARAKATTA WA 6010	MAJ Michael Stewart <b>OC 10 Tpt Sqn</b> <b>13 CSSB</b> HELENA VALLEY WA 6056
Northern Queensland	MAJ Ryan Holmes <b>OC 9 Tpt Sqn</b> <b>3 CSSB</b> Lavarack Barracks MILPO TOWNSVILLE QLD 4813	MAJ Shane Haley <b>OC 35 Water Tpt Sqn 10</b> <b>FSB</b> Ross Island MILPO TOWNSVILLE QLD 4813	ACT	CAPT Sara Robertson <b>Royal Military College,</b> <b>Duntroon</b> Morshead Drive DUNTROON ACT 2600	MAJ Neil Peake <b>CA RACT</b> <b>DOCM-A</b> R8-8-054 Russell Offices CANBERRA ACT 2600
Northern	MAJ Phillip Baldoni <b>OC 1 Tpt Sqn</b> <b>1 CSSB</b> Robertson Barracks PALMERSTON NT 0830	CAPT Natalie Adams <b>OPSO JMCO Darwin</b> Palmerston Barracks Palmerston NT 0820	Tasmania	CAPT Umberto Nadalin <b>2IC 44 Tpt Sqn</b> Kokoda Barracks Gunn Street DEVONPORT TAS 7310	
Victoria	MAJ Scott McMahon <b>SI Road Transport</b> <b>Wing, AST</b> Zeitun Lines Tobruk Barracks PUCKAPUNYAL VIC 3662	MAJ Amelia Knapman <b>OC 7 Tpt Sqn</b> <b>4 CSSB</b> Maygar Barracks Camp Road BROADMEADOWS VIC 3047			



## 2012 AUSTRALIA DAY AWARDS

On behalf of all RACT serving and non - serving members, the Head of Corps wishes to congratulate the following RACT personnel whose hard work and 'Par Oneri' spirit was recognised in the Australia Day Awards



### CONSPICUOUS SERVICE MEDAL (CSM)

#### Warrant Officer Class One Christopher Hodder

In recognition of sustained performance and commitment to duty as the Defence Administrative Assistant, Australian Embassy Saudi Arabia.



### CONSPICUOUS SERVICE CROSS (CSC)

#### Colonel Andrew Constantine

In recognition of sustained performance and commitment to duty in the field of Joint Military Logistics.

## 2012 QUEENS BIRTHDAY HONOURS

On behalf of all RACT serving and non - serving members, the Head of Corps wishes to congratulate the following RACT personnel whose hard work and 'Par Oneri' spirit were recognised in the Queen's Birthday Honours

### CONSPICUOUS SERVICE CROSS (CSC)

#### Colonel James Evans

For outstanding achievement as the Commander Force Support Group and Chief of Staff, Headquarters 17<sup>th</sup> Combat Service Support Brigade.



#### Colonel Simon Tuckerman

For outstanding achievement as the Acting Director General Strategic Logistics and Director Logistics Informations Systems, strategic Logistics Branch, Joint Logistics Command.

### COMMENDATION FOR DISTINGUISHED SERVICE

#### Colonel Andrew Maclean

For outstanding achievement as the Chief of Staff, Headquarters Joint Task Force 633, Operation SLIPPER .

#### Major Paul Royston Rogers

For significantly enhanced support to Combined Team Uruzgan, improved the efficiency with which support was provided, and overcame eth challenges imposed by the extensive disruption caused by runway extensions at Tarin Kot. He nurtured his team following the loss of one of their members, and his outstanding leadership, composure and positive attitude in the face of hardship contributed to the achievement of the mission and enhance the reputation of the Defence Force.



### MEDAL (OAM) IN THE MILITARY DIVISION

#### Warrant Officer Class One Paul Bodsworth

For outstanding achievement as the Regimental Sergeant Major of the 9th Force Support Battalion and Force Support Unit Four.

## 2012 CAPT PETER MCCARTHY RACT AWARD



The recipient for June 2012 was LT Rick Lockwood receiving the award prize from BRIG Bottrell



Captain Peter McCarthy



The recipient for December 2011 was LT Sean Connelly receiving the award prize from BRIG Bottrell

# ROLL OF HONOUR 2012

## STUDENT OF MERIT

### Road Transport Wing

### IET Basic Driver Course

0007 - PTE M. Bruce  
0008 - PTE P. Walker

### Transport Management Course

0040 - LCPL C. Simpson

### Maritime Wing

### IET Operator Movement Course

0028 - SPR D. Ostendorf

### Subject 4 CPL Advanced Operator Movement Course

0021 - PTE J. Farrell  
0022 - LCPL B. Lingard

### IET Cargo Specialist

0023 - PTE R. Roberts

### IET MARINE SPEC

0018—CPL T. Ross

### Subject 4 SGT Supervisor Marine Course

0010—CPL G. Chattington

## 2013 SENIOR RACT APPOINTMENTS

TRADE	Senior Trade Mentor	Subject Matter Advisor
Air Dispatch	LTCOL Mal Brick CO ASLO (TBC)	WO1 Adrian South 176 AD Sqn
Cargo	LTCOL Trevor Davies CSS FMR	WO1 Mark Cockburn HQ AST
Marine	LTCOL Michelle Miller SO1 Log Plans JLC	WO1 Ian Cragan HQ AST
Road	LTCOL Eric Modderman SO1 Log FORCOMD	WO1 Ray Doolan CDI-D (HQ AST)
Movements	LTCOL Lara Bullpitt-Troy SO1 OPS JMOV GP (TBC)	WO1 Kelly Vale HQ AST
Postal	LTCOL Paul Rosenberger CO JLU-N	WO1 Anthony Coughlan AFPO Townsville

The following officers will hold command appointments in 2013

ASLO	LTCOL Brick	9FSB	LTCOL Ludwig	5CSSB	LTCOL Mandic
AST	LTCOL Oei	3CSSB	LTCOL Bassett	11CSSB	LTCOL Walker
JLU(N)	LTCOL Rosenberger	8CSSB	LTCOL McCann	1 JMOV GP	COL Tuckerman

The following Warrant Officers will hold RSM appointments in 2013

### TIER B

ALTC	WO1	Barron
RSM Office VCDF	WO1	Foster
RSM 11 BDE	WO1	Le Lievre
RSM 17 BDE	WO1	Lenika

### TIER A

RSM MUR	WO1	Bodsworth
RSM 9 CSSB	WO1	Walford
RSM AST	WO1	Johnson
RSM 11 CSSB	WO1	Cocking
RSM 5 CSSB	WO1	Killen

RSM 1 CSSB	WO1	Lahey
RSM Ceremonial VIC	WO1	Frampton

*This information is correct at time of printing*

# OBITUARY

41538 LTCOL Kevin Edward Gallasch (retd),  
RAASC  
Passed away 2012



25624 LTCOL John Joseph Merrick (retd).  
RAE/RACT.  
Passed away 6 Aug 12



29704 LTCOL Colin Swinfield (retd).  
Passed away 22 Mar 12



53371 WO2 Morrie (Blue) Corkhill, (retd).  
Passed away 8 Jan 12

Tony (Blue) James (retd)  
Passed away 21 Feb 12

WO1 John (Nicho) Nicholas (retd)  
Passed away 2012

311412 CAPT Dave Armstrong (retd),  
RAASC/RACT  
Passed away 2012

8250136 WO1 John Coomer (Gres),  
4 CSSB.  
Passed away 27 Mar 12

WO1 Ernest Edward Palmer, MM (retd).  
Passed away 31 Oct 11

LCPL Bernie Dunford (retd),  
RAASC/RACT.  
Passed away 24 Dec 11

SGT Jock Tarres (retd).  
Passed away 4 Apr 12

8271825 WO2 Paul (Dutchy) De Boer (Gres),  
44 TPT SQN.  
Passed away 22 Jul 12

315002 WO1 Alan Bloom (retd),  
former RSM 9 TPT REGT.  
Passed away 16 Aug 12

113117 CAPT Athol George Budgen, ED,  
RAASC/RACT

8554358 PTE Michael Smith (Gres),  
176 AD SQN.  
Passed away 16 Sep 12

**As we go to press we have been notified of the passing away of Paul Power.**

# OFFICER CAREER MANAGEMENT UPDATE—RACT

**MAJ Craig Rossiter, Career Advisor Transport and Catering,  
Directorate of Officer Career Management Army (DOCM-A)**

**The DOCM-A mission is to provide effective officer career management in order to contribute to the delivery of the personnel capability of the Army. The Career Advisor Group (CAG) supports this mission by providing tailored career advice to the Army's foundation group of regular officers (ARA LTs, CAPTs and non-psc or RPE MAJs) to best align service need, career development and personal desires.**

My contribution to this edition of Par Oneri is aimed at providing a status update on the RACT Officer Corps and to reinforce key career management issues. It is provided after observing and participating in the many facets of the Career Management Cycle for 2013 (CMC13). My observations of career management decisions and critical process such as the various Personnel Advisory Committees (PAC) that are conducted at DOCM-A during each CMC truly reflect the DOCM-A message of putting officers in command of their own careers. I have also been very pleased to see the place that each officer's merit plays in the selection decisions during the CMC. It is safe to say that merit is the driving factor behind the selection process.

## **RACT Update**

I have been very pleased with how the Corps has performed during CMC13. As a Corps, 121 officers were posted with a success rate of 96% being selected for either their 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> preference. This was reflected during the repechage period which saw very few representations for RACT. Officers from the Corps competed strongly with the other Logistic Corps to secure high profile Corps Code 55 appointments and more broadly across Army. This is demonstrated by the number of RACT officers who have been selected for any Logistic Corps and non-corps Sub-Unit Command (SUC) positions and attendance at overseas Command and Staff College.

The DOCM-A posting process continues to be influenced during each CMC by different personnel FIC factors. In CMC13, the key influences were APEP and the Chief of Army's staffing priorities. What we saw during the CMC was a significant increase in the number of gazetted positions that were allocated as APEP D and we were therefore unable to post officers against these positions. From a Corps perspective this did not impact heavily of RACT positions, however it did limit the number of non-corps CAPT appointments available in higher HQ.

In identifying trends throughout the year, it has become very apparent that a significant number of officers within the Corps are very keen on being involved in the ADF's emerging amphibious capability. Throughout the career interview tour, I was overwhelmed by the number of officers, at all rank levels, who expressed an interest in 'getting on board' the future amphibious capability. We have also seen a number of the Corps officers selected to attend courses overseas aimed at developing the Army's corporate amphibious knowledge. I anticipate this level of interest will only continue to grow as the first of the LHDs is delivered. For RACT and its junior officers it is undoubtedly a very exciting time to be serving.

The second issue that needs to be highlighted is attendance on career courses. In managing the RACT portfolio it is concerning the number of officers that have been unable to meet the requirements for promotion by attending their career courses in a timely manner. These courses are prerequisites for promotion and the All Corps Officer Training Continuum and the RACT Corps model both provide clear direction on the windows for course attendance. It is the individual officer's responsibility to ensure that they engage with their Chain of Command to be released to attend these courses. So, develop a plan to attend your courses and communicate your desires to your Chain of Command.

# OFFICER CAREER MANAGEMENT UPDATE—RACT Cont....

**MAJ Craig Rossiter, Career Advisor Transport and Catering,  
Directorate of Officer Career Management Army (DOCM-A)**

## Workforce Planning Data

Tables 1 and 2 are an update from the table provided in the 2011 edition of Par Oneri. It shows that there has been relatively little movement in Corps numbers over the past 12 months. This information is drawn from strategic workforce data provided by the Defence Workforce Modelling, Forecasting and Analysis (Army) webpage on the DRN.

Table1: RACT (Officer) Rank by Cohort

RANK/ TiR	0	1	2	3	4	5	6	7	8	9	10/1 0+	Total
LT	24	16	16									56
CAPT	18	23	14	16	17	17				1		106
MAJ	8	16	16	9	12	8	6	8	1	6	19	109
LTCOL		6	5	4	3	3	8	5		5	4	43
COL+		2	2	3	1	1	1					10
												324

Table 1 shows the Corps' officer workforce by rank and cohort. Once again there has been little movement from the figures provided in the 2011 DOCM-A article. Concerns remain over the ability of some junior cohorts to support the liability to fill SUC and C&SC allocations in the future. DOCM-A is well aware of this issue and has instigated strategies to ensure the Corps is well served with graduates from RACT that provide appropriate numbers of officers for future liability.

Table 2: RACT (Officer) Asset and Liability

	Asset by Gender		Total Asset	Corps Establish- ment	Non-corps Allocation	Total Required	Trained Force Gap
	M	F					
LT	45	11	56	45	6	51	5
CAPT	81	25	106	59	34	93	13
MAJ	83	26	109	38	49	87	22
LTCOL	35	8	43	4	11	15	28
COL+	10		10		0	0	10
<b>Total</b>	<b>254</b>	<b>70</b>	<b>324</b>	<b>146</b>	<b>100</b>	<b>246</b>	<b>78</b>

Table 2 details the Asset (Officers) vs. the liability (positions) equation for RACT. Based on data (WEF 01 Aug 2012) the Corps is over its establishment by 68 officers (06 ranks not considered). This creates pressure on the RACT component of the ARA officer workforce, such as: very few ARES and ASWOCS transfers being approved into RACT in 2012; competition for non-corps appointments at the rank of MAJ is strong; promotion from MAJ to LTCOL has slowed; and lateral recruitment to the Corps is specifically targeting specialised skill sets.

## Influencing Career Management Decisions

As stated earlier in this article, my observations of the DOCM-A career management process and decisions support the message of putting officers in command of their careers. However, each officer's merit is the key factor that supports and informs selection decisions.



# OFFICER CAREER MANAGEMENT UPDATE—RACT Cont....

**MAJ Craig Rossiter, Career Advisor Transport and Catering,  
Directorate of Officer Career Management Army (DOCM-A)**

I believe the following points are enduring areas through which officers in the RACT portfolio can actively influence their Careers Advisor and their own career management outcomes:

1. Understand the DOCM-A Career Management Cycle and when certain decisions points occur through out it. If you don't understand the cycle it will ultimately limit you ability to influence your CA.
2. Communicate openly with your Careers Advisor and take advantage of all the communication mediums used during the CMC (Career Advisor Tour Central Briefs, DOCM-A webpage, individual interviews, etc). Inform your Career Advisor when your circumstances change, either personal or professional.
3. Have a plan on where you want to take your career and in doing so, be realistic. Review the gazette regularly and understand the options that are available to you at your present rank and seniority. Discuss your goals and milestones with your chain of command, mentors and the Career Advisor.
4. Understand a balance must be found in the trinity of service need, professional development and personal desires. Don't limit your posting options solely by geography or niche appointments and understand the long term implications of career decisions that suit your immediate circumstances.
5. Understand the RACT Corps Career Model and ACOTC requirements. Engage with your Chain of Command early in the year regarding attendance on career courses.
6. Listen to the advice provided by the Career Advisor and your Chain of Command. You may just be surprised at the options that an alternative point of view may provide.

Ultimately, the key to a successful and effective partnership between each officer and the Career Advisor is open and honest communication. I have certainly tried to ensure I have filled my end of the partnership this year with the advice I have provided to the portfolio and I am sure that MAJ Neil Peake will do so as he take on the role in 2013.

It has been a professionally rewarding experience to be the Career Advisor RACT in 2012 and I have thoroughly enjoyed my interaction with all the officers in the portfolio. I wish you all success as you move towards achieving you particular career milestones.

## **Specific Recognition**

### **Command and Staff College 2013**

The following officers are to be congratulated on their selection for C&SC in 2013:

MAJ Meegan Olding (US Army C&SC Midyear 2013)  
MAJ Phillip Cox  
MAJ Dan Turner  
MAJ Emma Maiden  
MAJ Andy Harrison-Wyatt  
MAJ Charmaine Benfield (Service Need: Defer until 2014)



# OFFICER CAREER MANAGEMENT UPDATE—RACT Cont....

**MAJ Craig Rossiter, Career Advisor Transport and Catering,  
Directorate of Officer Career Management Army (DOCM-A)**

## Sub Unit Command Appointments for 2013

The following officers are to be congratulated on their selection for Sub Unit Command in 2013:

9 Tpt Sqn – MAJ Ryan Holmes  
 35 Water Transport Sqn – MAJ Shane Haley  
 SI MW ALTC – MAJ Gary Edwards  
 JMCC – MAJ Garry Smith  
 JMCO Sydney – MAJ Lucas Jahne  
 SAD HMAS Tobruk – MAJ Nick Aplin  
 SAD HMAS Choules – MAJ Michael Barany (12 month extension)  
 LAND 121 Training Team – MAJ Christine Pope  
 AMTDU – MAJ Ben Smith  
 15 Tpt Sqn – MAJ Mark Eastgate  
 Special Operations Logistic Sqn – MAJ Kel O'Brien  
 Logistic Support Sqn, 7 CSR – MAJ Vivian Dolan  
 Bravo Coy, ARTC – MAJ Cindy Hinds  
 Echo Coy, ARTC – MAJ Philippa Cleary

## Instructional posts for 2013

The following officers are to be congratulated on their selection for instructional postings in 2013.

CAPT Marcus Luciani – Instructor, Army School of Logistic Operations  
 CAPT Phillip Bearzatto - Instructor, Army School of Logistic Operations  
 CAPT Geoffry Price – Instructor, Royal Military College – Duntroon  
 CAPT Finley Stone - Instructor, Royal Military College – Duntroon

## Farewells

The following officers have transitioned to the ARES or Corps transferred from the foundation group portfolio in 2012. Farewell and good luck for the future.

MAJ Karen Turner (Dev Gp, ALTC)  
 MAJ Michael Virtue (AMTDU)  
 CAPT Vivian Law (13 CSSB)  
 CAPT Mark Hogan (JLC)  
 CAPT Matthew Pascoe (9 FSB)  
 CAPT Richard Miller (DMO)  
 CAPT Andrew Jones (HQ 1 Bde)  
 CAPT Mathew Dempsey (10 FSB)  
 CAPT Andrea Tyrrell (RAAMC)

## Welcomes

RMC-D graduated 10 officers to RACT from the 2011 end of year class and they are joined by 7 officers from the 2012 mid year class. Current indications are that RMC-D will graduate a further 12 officers to RACT from the 2012 end of year class.

# OFFICER CAREER MANAGEMENT UPDATE—RACT Cont....

**MAJ Craig Rossiter, Career Advisor Transport and Catering,  
Directorate of Officer Career Management Army (DOCM-A)**

## RMC-D Graduates

### End of Year 2011



LT Jessica McKinnon  
(JMCO Sydney)



LT David Hindmarsh  
(9 FSB)



LT Blair Krieger  
(9 FSB)



LT Matthew Hayward-  
Wright (JMCO Darwin)



LT Alasdair Neman  
(1 CSSB)



LT Justin Pacione  
(ADFA)



LT Sean Connelly  
(7 CSSB)



LT Lyndal Day  
(JMCO Townsville)



LT Nicholas Reynolds  
(ADFA)

# OFFICER CAREER MANAGEMENT UPDATE—RACT Cont....

**MAJ Craig Rossiter, Career Advisor Transport and Catering,  
Directorate of Officer Career Management Army (DOCM-A)**

## RMC-D Graduates

### Mid Year 2012



LT Rick Lockwood  
(JMCO Brisbane)



LT Tashna Anderson  
(JMCO Townsville)



LT Jordan Kirk  
(10 FSB)



LT Justin Langford  
(9 FSB)



LT Cameron Scott  
(9 FSB)



LT Aaron Porebski  
(15 Tpt Sqn, 2 FSB)



LT Jacob Reynolds  
(1 CSSB)

# DIRECTORATE SOLDIER CAREER MANAGEMENT— ARMY

MAJ Justin Burdett

Ladies and Gentlemen of the Corps,

It was with great pleasure I was appointed as the Senior Career Advisor RACT at DSCM-A in 2012. The opportunity to be integrally involved in the career management of RACT soldiers has been very gratifying. This year has been a very busy year for DSCM-A, we have commenced amendment of the Career Management Cycle in order to provide more contemporary advice, and be more responsive to both the soldier and the Chain of Command (CoC). As a result, we have had to limit our Career Guidance Interviews to realign the business processes within DSCM-A. To achieve this, DSCM-A had to conduct two Personnel Advisory Committee series in 2012 for promotion eligibility in 2013 and 2014.

This article will aim to develop further understanding of DSCM-A, the new processes in soldier career management and highlight Corps issues affecting soldiers.

**DSCM-A Vision:** DSCM-A delivers excellence in career advice and management of Army's soldiers, is a trusted agency in support of the chain of command, and is a sought after posting for officers, soldiers and APS.

**DSCM-A's Values:** In addition to 'Army's Values', we must live DSCM-A specific values in our everyday dealings. These are encapsulated in the acronym ACRE:

**Accountable** - The actions of DSCM-A staff are open to appropriate scrutiny. All staff document records of their dealings and are answerable to appropriate authority for their actions.

**Consistent** - There are no surprises for the CoC or soldiers when dealing with DSCM-A; and DSCM-A delivers a consistent service in staffing the Army and exercising delegations for personnel management. Any issues are dealt with on a case by case basis.

**Responsive** - The CoC and soldiers can expect timely and accurate responses to their enquiries by DSCM-A staff.

**Ethical** - DSCM-A staff believe in doing the right thing and are guided in their dealings by these values as well as those of the APS and wider defence force. DSCM-A staff also apply their personal experiences and values to problem solving and decision making. Where DSCM-A and personal values conflict, staff will seek guidance from their peers and supervisors before making final recommendations or decisions.

## What does this mean?

In short, it means DSCM-A staff are to conduct themselves with the utmost professionalism and ensure that the soldier's career management is handled above all with transparency and involvement of not only the CoC but also the individual soldier.

## What is new?

DSCM-A are moving in 2013 to Brindabella Park, ACT. This will enable significant synergies to occur with all Army Career Directorates co-located including our reserve brethren, DRSCM-A. PAC Boards are now conducted approximately 18 months ahead of the Career Management Cycle. In 2013, DSCM-A will recommence the targeted career guidance interviews focusing on those soldiers that are in the Promotion Eligibility Zone (PEZ) for SNCOs and are posted WEF Jan 2014.

# DIRECTORATE SOLDIER CAREER MANAGEMENT – ARMY Cont....

MAJ Justin Burdett



On the 27 Sep 2011, the Defence Minister announced in five years all roles would be open to women in the ADF. This is a phased approach and further information is contained in the CA's Directive 15/12. Needless to say, for those current serving females in the Corps; if you are considering employment in a combat role in order to ensure your success in the transition, individuals need to be able to meet all of the physical and psychological prerequisites. An application for trade/Corps transfer, PE166-1, needs to be submitted to your Career Advisor once these prerequisites have been completed.

### Health of the Corps

<b>ECN 035</b>	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	35	6	32	33	25	12	143
Asset	59	7	29	24	16	12	147
<b>ECN 099</b>	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	53	9	15	14	9	3	103
Asset	73	12	14	15	10	3	127
<b>ECN 171</b>	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	79	14	28	14	7	5	145
Asset	75	15	27	13	9	4	143
<b>ECN 218</b>	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	51	8	32	23	9	3	126
Asset	66	7	31	22	7	2	135
<b>ECN 274</b>	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	657	142	265	124	77	10	1275
Asset	725	108	236	116	82	7	1274



# DIRECTORATE SOLDIER CAREER MANAGEMENT – ARMY Cont.... MAJ Justin Burdett

Currently, RACT is in a very healthy state; most ECNs are over-establishment at the rank of PTE. We are also very healthy in most ranks for all our trades. The only exception is ECN 274-5 and ECN 274-6. For those aspiring to drive the Corps' larger fleet of vehicles, the removal of the Return of Service Obligation (ROSO) should encourage more drivers to become qualified. Currently, the numbers of soldiers trained versus the liability for this skill are below the liability. However, it is hopeful once the trained asset is in excess of the liability it will enable soldiers to more freely post to other locations and trade roles within ECN 274.

## **Current Corps figures Correct as at 1 Aug 12**

*Note: asset figures for all ranks include soldiers posted to non-corps positions and do not include trainees allocated to the Corps.*

## **Message to Soldiers.**

It is critical for all soldiers to take ownership of their career and that they take all opportunities to ensure that not only the CoC but DSCM-A are appraised of all personal circumstances and future career aspirations. The tools that are utilised by the Career Advisors are the AD148-ADF Employment Preferences and Restrictions (EPAR) and PMKEYS. It is critical that any change to circumstances are reflected in your EPAR, that you inform your CoC and Career Advisor through the submission of an updated EPAR and the information reflected on PMKEYS is accurate and current.

## **Posting.**

EPAR is a tool utilized to ensure that your individual needs are represented in the decision making process made by the Career Advisors. Therefore, when filling out these forms it is critical that you are realistic and understand your Employment Specifications (ES) by ECN contained within the Manual of Army Employment. For example, an ECN 171 Cargo Specialist, the ES specifies that an ECN 171 is to be deployable by sea, onboard a Naval vessel. If Sydney is selected as an undesired locality (Garden Island) you may be being unrealistic in your expectations as the MAE requires you to post to a Ships Army Detachment. Whilst setting realistic expectations for undesired localities it is also critical for soldiers to understand realistic expectations of service need versus personal want. If a member gains the skills of an ECN 274-5 or ECN 274-6, they need to have realistic expectations that the Service need will require you to serve in Darwin or Brisbane, not just Brisbane. You should utilize Army People Central, through PMKeyS, to assist you in identifying what positions are available in localities for when you are due to be posted.

## **PAR.**

Understanding the role of your PAR in the PAC process is critical. If you receive a PAR that summarises your performance in only one or two paragraphs, you will not compete as well as a peer who has a detailed and thorough word picture providing examples and detailed descriptions on HOW well your performance was. If you receive a PAR with insufficient detail in the word picture, DO NOT accept it; instead discuss your concerns with your assessing officer before making representation.



# DIRECTORATE SOLDIER CAREER MANAGEMENT – ARMY Cont.... MAJ Justin Burdett

## Message to Supervisors

Supervisors have a responsibility to set realistic soldier expectations for career development, progression and possible posting locations. Supervisors need to understand the ES and be realistic in what expectations they are providing their subordinates. The EPAR Supervisor comment is critical and if the supervisor does not understand the ES, likelihood of creating false hopes and expectations is very high. When an EPAR is submitted to you as the supervisor, you need to be realistic in your comments when considering where the member wishes to be posted. This is why it is critical for supervisors to counsel soldiers on what is a realistic and reasonable career/posting plan.

## PAR

A well written PAR answers the Who, What, When and Where; but importantly it details HOW they have performed their duties. It is critical that when the PAR is written it is based on your observations or from a Supplementary report that has been written by other observers. All too often, when reviewing soldiers PARs, Career Advisors notice that documents have been cut and paste from word pictures of other individuals or not enough detail in HOW the soldier has performed. This is unprofessional and severely disadvantages the soldier when compared to their peers. It is also important to understand the importance of the Assessing Officer and Senior Assessing Officer recommendations. Recommendations for not suitable for promotion or likely to become suitable for promotion should **NOT** be based on time in rank or completion of promotion courses. It must be based on their future capacity to perform at the next rank.

## Personnel Advisory Committee

Highlighted in previous issues of the Corps Journal, there is a Standard Minimum Time in Rank where soldiers enter the PEZ. To be promoted the soldier must be found suitable at a PAC and there must be a vacancy. Given the current vacancies, the vast majority of soldiers should not expect to be promoted at the earliest opportunity. The main driving factor in this is a lack of vacant positions. Each year more soldiers enter the PEZ, which means they are competing with more soldiers for promotion; some of these soldiers may have a stronger reporting history than another. As a result of this, there is even greater scrutiny of their performance at PAC.

The role of the PAC is to consider all eligible soldiers for promotion to SGT and above. To be considered at PAC they must meet the minimum time in rank, have the required number of annual PARs and have a promotion recommendation on their most recent PAR from their Senior Assessing Officer. If they do not meet these requirements, they are not considered at PAC. In the PAC the Career Advisor is the soldiers' representative; they present a summary of the soldiers' key strengths and weaknesses, how well they have performed in their postings and provide a promotion/banding recommendation. An important point to note is that the PAC is only authorised to consider factual information. This factual information is drawn from PMKeyS, career history, postings, your EPAR and your PARs.

This year there was another change to the PAC format. Your Career Advisor presents all soldiers that have entered the PEZ to the arbitrator, who places them into either category A, B or C. Category A are soldiers eligible to go to PAC. Category B are soldiers who are not eligible to go to PAC this year and Category C are those soldiers that are no longer to be considered having received a Band 4 determination in previous years.

Every soldier taken to PAC receives a banding from 1 – 4. With promotion being highly competitive, DSCM-A is conscious of giving soldiers timely, accurate and realistic feedback on the likelihood of promotion given the current environment. This is based on the vacancy to promote and your performance against your peers. We understand that it can be a shock when a soldier is advised they are not as competitive as they may have thought. This allows soldiers to better plan their career and consider their posting options. DSCM-A has also determined that on entering the PEZ for your respective rank you will have six years to acquire the next rank. If you are not successful you may be taken to PAC and receive a Band 4 determination.

If you have any questions regarding this matter you should speak directly to your Career Advisor.

# DIRECTORATE SOLDIER CAREER MANAGEMENT – ARMY Cont.... MAJ Justin Burdett

## Postings

DSCM-A's mission is to provide effective soldier career management in order to contribute to the delivery of the personnel dimension of capability to the Army. While we attempt to ensure that your personal goals and desires are accommodated, our key task is to put the right soldier in the right place at the right time. So that we are aware of what your preferences are, you should regularly submit an AD148 ADF Employment Preferences and Restrictions (EPAR) and ensure PMKEYS is current and accurate.

## Consequences of your Actions!

To reinforce previous advice, but is a re-occurring issue; as a member of the Corps, all soldiers are required to hold a current drivers licence. When your civilian drivers licence is cancelled or suspended, this will result in your military drivers licence being cancelled (except in exceptional circumstances). When a soldier loses their civilian drivers licence for a period greater than six months; the unit commander is required to make a recommendation to DSCM-A advising if the soldier should be re-trained, re-allocated or their service terminated. Whilst every case is assessed on its merits, the large majority of soldiers who have their licence suspended for greater than six months are required to transfer to another corps or to be terminated from the Army.

If you are in this situation, remember, your decisions have put you in this position. As members of the Royal Australian Corps of Transport we have a professional and moral obligation to set the standard when it comes to professionalism on the roads. If you speed, or drink and drive, you're a **'bloody idiot'** and it is quite possible you will no longer be a member of the Corps. Negative career action as a result of unacceptable conduct is not a dual punishment!

## Conclusion

In summary, the Corps is in a very healthy state, with promotions at all ranks being highly competitive. The submission of accurate and detailed PARs are critical. As Career Advisors we review every soldier's PAR when it is submitted to DSCM-A, and the PARs reflect that the vast majority of the Corps continues to be **Par Oneri!**



# RACT HOC CELL / CENTRAL FUND UPDATE

Dale Smith

It has been another busy year for the staff at the RACT HOC Cell. Preparation for next year's Banner Parade has been high on the agenda. The cell provides support to the Banner sub-committee who have been doing a great deal of work for the event. The organisation that goes into the conduct of an activity like a Banner parade is extensive and this is being undertaken without the normal supports that could be drawn on in a unit. Like any large project there are always unforeseen challenges that arise. It is a testimony to the skill and effort of the sub-committee, that these challenges are resolved prior to turning into major problems.

To support Corps wide communication, an RACT iArmy page has been developed and deployed this year. If you had visited the RACT website late last year, you may have found problems using the forums that were attached to the website. This could not be resolved and led to their removal from the website. Providing a forum where RACT members can communicate openly about RACT issues is a key objective for the HOC and as such, he was keen to ensure that there was a way in which this could occur. iArmy is the ideal vehicle for this, as it provides an environment within the DRN which can be easily accessed by members of the Corps. The RACT iArmy page is a place where you can find a number of discussion papers on issues that are relevant to the future of RACT trades. Each trade has a section where you can upload photos, relevant documents or start trade specific discussions. For the iArmy site to be its most effective it requires your input. This could be as simple as posting a question about a Corps or trade related matter that you can't find the answer to or posting pictures of anything RACT related.

The iArmy site supports the RACT website which is the main portal for RACT related information. For those a bit more technically inclined, the site has an RSS feed you can subscribe to, rather than having to visit the site now and then to find out what is happening. Alternatively you could 'Like' the RACT FaceBook page and be kept up-to-date with Corps matters that way. It is hoped that by the end of this year a 40<sup>th</sup> Anniversary page will be active which will allow you to register and pay for events like the Parade and the Dinner. More information will be made available through the website and other means when this page becomes active.

With respect to Corps subs, this year has seen a large number of new members joining. This has helped maintain the healthy financial position that the RACT Central Fund is in (approximately \$320,000). Some of this money will be used to support 40<sup>th</sup> Anniversary activities. Please remember that you can request support from the fund for RACT related gatherings or activities. Corps Policy Statement number five, available on the website, provides guidance on what the funds can be used for. I am pleased to say that there has been an increase in the number of units requesting support from the fund but it would be good to see more.

I would like to thank CPL Justin McKay, PTE Matt Manson and Lyn Gallagher for their assistance in the cell throughout this year. I would also like to thank WO1 Greg Collins for his support and sage advice as he moves on to the next big adventure. Good luck Greg.

## QUICK LINKS

RACT website

[www.ract.org.au](http://www.ract.org.au)

RACT Facebook page

<http://www.facebook.com/racthoc>

RACT iArmy page (only accessible from the DRN)

<http://legacy/TeamWeb2010/ARMY/iarmy/RACT/Pages/Home.aspx>

# PROMOTIONS—2012

## Promotion to LCPL

8496116	Robins,Brendan Christopher
8541809	Hassall,Mitchell John
8537301	Print,Marion Alyce
8542370	Stibbe,Jarryd Lee
8541763	Johns,Christopher Lee
8232037	Burbank,Benjamin James
8222533	Pendlebury,Timothy George
8544901	Randall,Sonia Joan
8333304	Hamilton,Ian James
8513486	Saludes,Christian Rodolfo
8515542	Warhurst,Cheyne Leslie
8492460	Kent,Toby
8533529	Stevenson,Ronald Leslie
8533678	Ogier,David Anthony
8528980	Ellis,Bryce Henry
8527408	Baldock,Keith Anthony
8522660	Lee,Bruce Heatack
8504527	Wells,Adrian Raymond
8268610	Ritchie,Renee Leigh
8508533	Organ,Daniel Paul Leslie
8533114	Anderson,Cameron James
8284313	Fennell,Benjamin
8552040	Noake,Anthony Paul
8533154	Murphy,Shaun Phillip
8535689	Francisco,Jeodito Diones
8529518	Crittenden,John Robert
8485276	Fealy,Martin
8561600	McPherson,James
8507017	Mengel,Jason Andrew
8564408	Short,Sean Jeffery
8531010	Raz,Vanessa
8540503	Wesvin-Tod,Mary Rosina
8518429	Pratt,Arron John
8250702	Lynch,Kym Elsa
8538061	Robinson,Tiffany Jane
8558463	Camilleri,Ricki Alexander
8535693	Bourke,Cait Roseanne
8549238	Batten,Jade Wendy
8540289	Howard,Alex Wayne
8244491	Levick,Daniel Nathan
8508074	Sweetman,Leon Michael William
8511576	Lacey,Carol Ann
8542334	Duncan,Mariah Lisa
8542408	Bell,Hayden James Keith
8442839	Doorey,Mitchell
8553454	Kempster,Timothy John
8214844	Kent,Sharon Maree

8545543	Wells,Nicole Alison
8517340	Charlwood,Drew Raymond
8260470	Dickson,Aaron Thomas John
8506984	Eichorn,Christopher John
8250702	Lynch,Kym Elsa
8558552	Higgs,Ashley James
8543108	Gouge,Scott Stephen
8222240	Reid,Michael Sidney
8508595	Buckley,Michael Daniel
8530237	Langbein,Kurt Charles
8548894	Neville,Kassie Lorraine
8560785	Steward,Adrian John
8377677	Eivers,Fiona LeeAnne
8526379	Jewell,Dallas Lee
8540543	Smith,Joshua Terrance Frank
8561610	Wood,Jonathan Noel
8519256	McFarlane,Joshua
8507090	Mackenna,Simon Luke
8527317	Winch,Zachary John Gilbert
8259384	Coombs,Kim Raymond
8441171	Sammut,Michael Anthony
8499912	Collins,Peter Geoffrey
8184021	Willis,Andrew Paul
8216598	Blake,Paul John
8555212	Paull,James David
8528863	Neilsen,Glenn

## Promotion to CPL

8530709	Busch,Rhiannon Grace
8490977	Baker,Kriss Grantly
8495216	Mulder,Adam John
8489041	Ferguson,Brenton Alexander
8510942	Hooker,Jayson Paul
8392201	Green,Peter John
8506192	Senner,Scott David Ronald
8542346	Smith,Luke John George
8539420	Walsh,Adam William
8515589	Fenn,Stephen Alan
8493463	Smith,Paula Lee
8511591	Brunet,Robert James
8546592	Hartnett,Michael John
8553670	Oates,Eliza Louise
8436282	Jongedyk,Caroline Jane
8227080	Knight,Christine Rose
8490624	Gallagher,Timothy Joseph
8548910	Neville,Hayley Jane
8516113	Burgin,Glenn William



# PROMOTIONS—2012

## Promotion to CPL Cont...

8542351	Heape,Brendon John
8227315	Lucas,Ashley Richard
8532645	Parker,Grant Colin
8512930	Murphy,James Thomas
8543457	Moore,Christopher Adam
8516407	McIntyre,Jamie Allan Frederick
8322754	Muller,Vincent George
8221993	Putan,John Douglas
8485185	Young,David Wayne
8503009	Shortland,Chantel Anne
8529522	Taylor,Jaime Lloyd
8540518	Davies,Nicole Maree
8530331	Spottswood,Dylan John
8540737	Hastie,Daman Patrick Leo
8269315	Foster,David John
8533453	Jensen,Nicholas Frisenette
8222365	Cooper,Phillip Edward
8242292	Gulbin,David Wayne
8522591	Seidel,Daniel Martin
8234146	Horton,George John
8484888	Inion,Sheril
8242292	Gulbin,David Wayne
8522591	Seidel,Daniel Martin
8529421	Larkin,John Julian
8494524	Daykin,James Christopher
8493463	Smith,Paula Lee
8519983	Lee, Irevor Mark
8258679	Conquest,Timothy Geoffrey Peter
8550594	Lee,Justin James
8296175	Rowland,Todd James
8525813	Currey,Richard Ashley
8524177	Bingley,Jade Douglas
8526279	Beattie,Kyle James
8532913	Mulley,Jacob William
8523675	White,Rachael Elizabeth
8526983	Maynard,Mathew Timothy Dale
8529361	Wood,Emma Lee Elizabeth
8526375	Donald,Bradley Arthur
8533453	Jensen,Nicholas Frisenette
8526627	McLaughlin,Matthew James
8541796	Warsing,Daniel Richard
8490154	Redpath,Leigh Bruce
8536514	Davie,Benjamin James William
8217339	McKendrick,Martin Hugh
8212620	Ramage,Simon William
8496405	Meiselbach,Andrew Morrison

8438177	Foord,Matthew James
8517359	Howe,Scott Leonard
8230246	Beyer,Susanna Katarina
8511270	Howarth,Davyd
8263130	Napier,Carolyn Denyse
8251695	Davis,Zephaniah Michael James
8234505	Pearce,Garth Ray
8503814	Pendlebury,Lee
8492573	Sheather,Mathew John
8540737	Hastie,Daman Patrick Leo
8229747	Lynn,Lara
8488998	McCabe,David Allen
8533705	Allen,Matthew Stephen
8551139	Goodall,Stacey Camille
8530602	James-Moody,Tahneal Alyce
8529361	Wood,Emma Lee Elizabeth
8549596	Padgham,Laura Anne
8499156	Stephensen,Brett Aaron
8513208	Simpson,Craig Anthony
8232464	Percy,Christopher Jarrod Thomas
8213401	Nabbs,Taffy John
8215324	Patterson,Patricia Margaret
8542351	Heape,Brendon John
8516509	Mason,Daniel James
8545531	Templeton,Daniel Peter
8542346	Smith,Luke John George

## Promotion to SGT

8240145	Stahl,Robert
8239712	Marchese,David John
8213845	Dudman,Natalie Jean
8249665	Brookes,Rohan David
8256453	Avery,Andrew Luke
8224644	Hockley,Ian Mark
8218311	Starr,Preston Harry
8251823	Dembon,Stuart Jonathan
8217586	Duncan,Mark Justin
8245212	Clouting,Simon Richard
8219838	Davis,Matthew Luke James
8439614	Zagami,Caleb Aaron
8249410	Van Den Driesschen,Timothy
8246660	Lucas,Melissa June
8496545	Thomas,Beaudene David

# PROMOTIONS—2012

## Promotion to SGT Cont.....

8248179	O'Connor,Patrick Francis
8214774	Drummond,Darren James
8223775	Morgan,Scott Andrew
8254051	McAnelly,Paul Anthony
8491230	Marcus,John Robert
8234245	Corocher,David Bernard
8234855	Reeves,Dale Bruce
8261686	Shevchenko,David Mark
8231341	Lean,Scott Alexander
8227752	Biggs,Annastassia Rebecca
8442903	Ferguson,Michael Anthony
8239164	Eivers,Dion Robert
8484872	Scott,Kody Leonard
8270223	Dunbar,Mark Richard
8502807	Dalton,Jay Trevor
8499874	Hampson,Joshua Eric James
8219474	McLaren,Leah Jeanette
8243111	Menteith,Adam David
8217633	Blott,Elysia
8246391	Bryant,Gillian Anne
8491781	Hammett,Michael Anthony Peter
8240341	Chattington,Gareth Thomas

## Promotion to WO2

8263627	Cooper,Dale Jeffrey
8245269	Lay,Michael John
8218604	Curby,Brian Peter
8213809	Fuery,Matthew Jacob
8238555	Coss,Shannon John
8248347	Fox,Darren Mark
8267151	Conolly,Luke Du Moulin Alexander
8267852	Blair,David Henry
8248072	Wynne,David Andrew
8221793	Faraway,James
8230091	Morritt,Peter John
8545358	Hesk,Paul Anthony
8255287	Pringle,Merryl Ann
8271004	Bowen,Cindy Ann
8234697	Boniface,Kenneth Anthony
8544458	Galea,Stephen
8228645	Grogan,Sean Raymond Arthur
8241342	Parker,Claire Nadine
8269952	Jones,Brian William
8233045	Edwards,Micheal Wayne
8233545	Boyd,Jeffrey Nicholas
8225325	Shipley,Christopher John

## Promotion to WO1

8233615	Simmons,Geoffrey Mark
8212988	Cocking,Justin Shawn
8242109	Lambe,Martin Geoffrey
8234192	Killen,Andrew
8243112	Winters,Peter Terrance
8246409	Brannan,Neville James

## Promotion to LT

8521545	Brown,Kieran Andrew
8530955	Geddes,Luke Roy
8487719	Kirk,Jordan Thomas
8568017	Porebski,Aaron Peter
8573259	Langford,Justin Glen
8568108	Reynolds,Jacob Michael
8568044	Anderson,Tashna Jaicine
8268189	Lockwood,Rick
8554754	Hannan,Kirstin Eliza
8556069	Jordan,Anthony Michael
8561609	Higgins,Wade
8558204	Kimpton,Andrew Martin
8568421	Wachsmann,John Thomas Plimsoll

## Promotion to CAPT

8515763	Cason,Scott Donald
8497697	Lilwall,Paul Anthony
8233811	Luciani,Marcus Alexander
8235251	Vinning,Roderick Thorn
8440685	Williamson,Sally
8497334	Freeman,Lyndsay Scollay
8531218	Nicol,Jared Mackay
8497580	Morrison,William Michael
8523325	Stokes,Andrew John
8502337	Nielsen,Sarah Louise
8523333	Phan,Huynh Quang
8530929	Nadalín,Umberto Paola
8530984	Schreiber,Alex Johann
8496622	Morgan,Benjamin James
8228013	Vakalahi,Caroline Fidelis
8254002	Spence,Alexander Murray
8487849	Boyd,Andrew Michael James
8507820	Boyd,Jessica Lee
8506001	Price,Jonas
8216241	Carney,Shane Michael
8487849	Boyd,Andrew Michael James



# PROMOTIONS—2012

## Promotion to CAPT Cont.....

8496622	Morgan,Benjamin James
8497260	Salerno,Belinda Teresa
8241986	Hogan,Mark Noel
8254002	Spence,Alexander Murray
8530984	Schreiber,Alex Johann

## Promotion to LTCOL

8218535	Skinner,Kirsty Marie
8217688	Rouwhorst,Tamara Joy
8262211	Carman,Wayne John
8219509	Bassett,Colin Darryl
8230428	Nathan,David John

## Promotion to MAJ

8214836	Knapman,Amelia Jane
8214619	Eastgate,Mark Andrew
8256134	Field,Susan Jean
8231855	Baldoni,Phillip Mark
8271695	Killen,Prudence Irma
8249332	Edwards,Carl
8227906	Gassdorf,Jody Natasha
8227103	Skipper,Craig Andrew
8236161	Condon,Luke Philip
8238068	Cleary,Philippa Rachel
8224297	Ellis,David Allan
8236727	Farmer,Lynn Rose

## Promotion to COL

8251660	Bruce,Paul Andrew
8266688	Constantine,Andrew William
8272103	Donohue,Craig Laurance

*Head of Corps, Deputy Head of Corps and the Corps RSM congratulate all those officers and soldiers who were promoted this year.*

# PROMOTIONS—2013

## ECN 035

Sergeant	Warrant Officer Class Two	Warrant Officer Class One
8231106 CPL R. Karena 8249215 CPL K.R. Jolley 8484874 CPL C.A. Gilmore 8515000 CPL L.M. Abbott	8252744 SGT K. King 8216947 SGT L. Neill	

## ECN 171

Sergeant	Warrant Officer Class Two	Warrant Officer Class One
8491781 CPL M.A. Hammett 8256040 CPL L.H. Keys 8253493 CPL N.R. Mackenzie	8248451 SGT M.R. Everall	

## ECN 218

Sergeant	Warrant Officer Class Two	Warrant Officer Class One
8240341 CPL G.T. Chattington 8238326 CPL P.S. Hepburn 8258604 CPL S.J. Winley	8241865 SGT M.J. Marrinan 8224661 SGT D.T. Yeo	

## ECN 274

Sergeant	Warrant Officer Class Two	Warrant Officer Class One
8243111 CPL A.D. Menteith 8249179 CPL J.L. Poxon 8246391 CPL G.A. Bryant 8232861 CPL D. Fredickson 8508091 CPL J.T. Goltz 8493602 CPL M.J. Allison 8262780 CPL B.E. Garrett 8221088 CPL A.R. Turpin 8443214 CPL J.H.B. Cottle 8218804 CPL T.E. Gray 8263520 CPL G.S. Archard 8498704 CPL B.D. Whitchurch 8503462 CPL C.R. Hackney 8240769 CPL J.A. Sutherland 8236528 CPL D.D.C. Rodet 8241531 CPL J.K. McKay 8435669 CPL J.U. Joerdens 8217633 CPL E. Blott 8297151 CPL J.G. White 8496777 CPL S.P. Leak 8272923 CPL T.P. Larkin 8298374 CPL L.E. Brooks 8488840 CPL L.R. Keighran 8439116 CPL C.M. Hanley	8215363 SGT C.W.Y. Smith 8244324 SGT M.W. Rawlings 8228071 SGT M.W. McConkey 8242152 SGT L.W. Martens 8225325 SGT C.J. Shipley 8261092 SGT R.A. Bryan 8234108 SGT D.C. King 8215863 SGT D.W. Beckman 8270821 SGT J.P. Swenson	8213017 WO2 K.M. Duke

# TRADE UPDATE—ROAD

LTCOL Eric Modderman - Senior Trade Mentor—Road



## Sustaining Road Transport for the Long Haul

The sustainment of Army's B Vehicle fleets has been a focal point for a number of years, particularly given the age of the various fleets and the anticipated schedules for delivery of new vehicles under Project LAND 121. Recent budget cuts have placed further pressure on vehicle sustainment and for Army there is a clear and present challenge to ensure that the current capabilities can be maintained and managed until the delivery of Land 121 vehicles. Drawing on my experience as the SO1 Log Ops within Headquarters Forces Command (HQ FORCOMD), I intend to outline the key activities that have been undertaken in 2012 to sustain the road transport capability into the future until the delivery of the new fleets of medium and heavy B vehicles under Project LAND 121.

## Lease of 30 Kenworth Semi-Trailers.

One of the most distinguishable changes has been the lease of 30 Commercial standard Kenworth semi trailers, complete with a combination of flat, step deck trailers and dolly converters to enable road train operations. The lease term is 5 years or 400,000km and unsurprisingly, these vehicles are significantly more capable and advanced than the in-service S-line that they compliment.

This decision had its genesis in 2011 when it was recognised by HQ FORCOMD and Army Headquarters (AHQ) that the costs associated with maintaining the ageing S-Line fleet of 85 vehicles could be reduced by leasing more reliable and capable vehicles and disposing of the most unreliable and therefore costly vehicles in the fleet. This acknowledgement by the Director Logistics – Army, Colonel Mick Ashleigh, ensured that funding was made available to make the lease of these vehicles a reality.

The basis of issue for these vehicles was split between 26 Tpt Sqn (17 CSS Bde) and 1 Tpt Sqn (1 Bde). The leasing of these vehicles required an integrated approach to introduce them into service, involving HQ FORCOMD, the Army Logistics Training Centre (ALTC), Joint Logistics Command (JLC), the Defence Materiel Organisation (DMO) and the provider of the vehicles, Lease Plan. There were are numerous aspects requiring resolution to support the Introduction Into Service of these vehicles. Critical aspects were:

- Ensuring an adequate commercial maintenance support network (including emergency maintenance) was established along with workable procedures to access this network.
- Through Chief Driving Instructor – Defence, ALTC developed a training package for delivery at unit level.
- DMO, supported by ALTC and JLC (Strategic Logistics Branch) conducted technical assessments to ensure suitable tie down plans and over dimension load requirements were advised to enable appropriate governance.

**Rationalisation of the SLine Fleet.** Delivery of the Kenworths subsequently allowed for a review of the SLine Fleet, comprising 85 truck tractors (and dolly/ trailer combinations). Analysis of Reliability, Availability and Maintainability data highlighted that a significant proportion of the fleet was plagued by serviceability issues, with many vehicles available for tasking less that 50% of the time in a given year. The delivery of the Kenworths enabled the immediate one for one swap out of the most unreliable vehicles with 1 Tpt Sqn and 26 Tpt Sqn.

There was also a second order benefit in providing a new, vastly more capable vehicle because 26 Tpt Sqn, with the exception of the six float SLines, was able to hand back all of its International Truck Tractors, dolly converters and Fruehauf 41 ft trailers. This enabled an immediate rotation of 6 ESR SLines with some of the best surplus vehicles handed back by 26 Tpt Sqn for disposal.

# TRADE UPDATE—ROAD Cont....

## LTCOL Eric Modderman - Senior Trade Mentor—Road

Disposal of the most unreliable vehicles in the fleet is underway with further guidance to be issued to complete the rationalisation and reduction of the SLine fleet by the end of 2012. As a minimum, it is expected the current SLine fleet will be reduced by at least 30 Truck Tractors, 55 Fruehauf trailers and 47 dolly converters. This outcome will exceed the requirements of Chief of Army Directive 23/11 B Vehicle Fleet Reduction Program Tranche 2 requirements.

### **Enhanced Equipment Pooling (EEP).**

The Enhanced Equipment Pooling project was endorsed by the CA in March 2011 and was underpinned by the realisation that Army did not have enough equipment to meet all unit entitlements (UE), coupled with an awareness that in the future, Army would not be procuring enough equipment to meet all UE. For example, the Land 121 fleet of vehicles will be less than the current fleet of approximately 9500 that it replaces.

The Unimog Cargo and Mack TTW were two of the four principle fleets piloted as part of the EEP. Across the three regions of Darwin, North Queensland and South Queensland 368 Unimog cargo and 14 TTW were pooled into the EEP pilot. Unimog cargo was selected because it was a vehicle in high demand but regional utilisation varied. The TTW was considered because there are recognised critical shortages of this vehicle with a fleet size well below what is considered well below the requirement to satisfy Full Time Entitlement (FTE).

Under the EEP construct, unit entitlements to EEP pilot items were reduced to 33% of a unit FTE as a baseline, including during the reset phase of the Force Generation Cycle. In the Ready phase the unit would be able to access, when required, up to 66% of FTE; this could be increased to up to 100% to meet priority activities. Units place bids into ACMS (a milestone as ACMS has not been previously utilised to bid for equipment) in line with entitlements to draw equipment. Bids are then reviewed and approved at a National Loan pool allocation conference chaired by AHQ and HQ FORCOMD.

The pilot has been running across all three regions since February 2012 and initial indications in relations to the vehicle fleets being piloted are:

- A 10-20% increase in availability of Unimogs has resulted. This principally reflects the increased level of maintenance that has been transferred to JLC, where the planning of maintenance has enabled vehicles to be maintained to a higher level of serviceability.
- The ability to better plan maintenance is also generating a better understanding of Army's peak utilisation periods. This is working because forecasting has provided JLC with better visibility of Army's requirements, thereby providing JLC with a pre-determined maintenance liability.
- EEP is providing units certainty of allocation of functional equipment, particularly for major activities and exercises.
- For a small, high demand fleet like TTW, EEP is demonstrating that it provides a framework to determine prioritisation of requirements, by ensuring that scarce capabilities are provided to directed priorities.
- Although EEP is demonstrating benefits in terms of availability, maintenance liability and prioritisation, it does cost; financially, and also in terms of administration and management overheads. It is also reinforcing the fact that the Unimog and Mack vehicle fleets are ageing and maintaining these fleets is a key pilot cost driver that is unlikely to be apparent to the same degree in newer, more advanced vehicle types.

Given that EEP is only applicable to a portion of the fleet (e.g. 368 Unimogs have been pooled from a fleet totally approximately 2000 vehicles) a whole of fleet approach could yield a more effective result. Initial indications from the pilot are that the current fleet of ageing B Vehicles are prime candidates for EEP and the challenge will be determining the capacity and feasibility of rolling a greater proportion of B vehicles into the pilot. Progress in this regard will be determined by the submission of the report for consideration by CASAC later this year.

## TRADE UPDATE—ROAD Cont....

**LTCOL Eric Modderman - Senior Trade Mentor—Road**

Initiatives like leasing commercially available semi-trailers has delivered a very capable outcome however, these vehicles must only be viewed as a mechanism to close an immediate capability gap, rather than an enduring solution. The vehicles being delivered under Project LAND 121 will include protected vehicles and this will come with an additional requirement in terms of skills and training to enable their application in the future force generation and operational environments. The recent approval of the loan of six Protected Mobility Vehicles to Road Transport Wing AST is a marker for future road transport trade training requirements. The trade will be expected to operate vehicles that have a greater and potentially more complex breadth of application than the current in-service, unprotected or leased medium and heavy vehicle fleets.

The sustainment of the current medium and heavy B Vehicle fleets until the arrival of the Project LAND 121 fleets of B vehicles is essential to maintaining sufficient force generation and operational capability in the interim. The practical application of initiatives such as pooling vehicles will be essential if the current fleet of medium and heavy B vehicles is able to be retained in-service for an additional number of years. Given that Project LAND 121 vehicles will be less in number than the capabilities being replaced, it is also likely that pooling in some form will continue to be part of the way B vehicles are managed into the future.

## TRADE UPDATE—AIR DISPATCH

**LTCOL Ron Armstrong— Senior Trade Mentor—Air Dispatch**

Throughout 2012 Air Dispatch (AD), soldiers have conducted a variety of different tasks in support of various units. Early in the training year, 176 AD Sqn supported Ex RED PEGASUS in support of SOCOMD units who were conducting Para Load Follow activities. This exercise required AD soldiers to rig multiple Zodiac Marine Craft bundles to be dropped with SOCOMD personnel who de-rigged and utilised the boats for a training exercise.



Conducted in July 2012 was the SF ADRHIB course. This course was run IOT qualify attending personnel in the rigging of the SF ADRHIB marine craft currently utilised by SOCOMD units. The SF ADRHIB course was a week long course conducted in Perth in conjunction with the personnel from SOCOMD and AMTDU.

During the period Mar - Apr 12, members from 176 AD Sqn had the opportunity to work with the NZ Army on Ex KIWI FLAG. This gave the soldiers from 176 AD Sqn the opportunity to work with another Army and expose them to how the AD Trades works within another Defence Force. It also proved a good practise in maintaining solid relationships with personnel within NZ, seeing both Army's AD Trades benefit from shared knowledge. The soldiers reported that they had an excellent time while working with the New Zealanders and that the Exercise was very beneficial for them personally, and to the trade.

Throughout 2012, there have been numerous opportunities for members of 176 AD Sqn to conduct static line descents in order to maintain currency, as well as to increase their total jumps, seeing them able to attend a range of different courses run by PTS, including PJMSL, PJMFF, PJI and FFI. These parachute descents have been conducted at numerous DZs; however, most descents have been conducted on Rickabys DZ at RAAF base Richmond.

Additionally, AD soldiers have been undertaking training to enable them to support terminal operations. This training is predominately aimed at support to air terminals but loans itself to supplementing any terminal operation. 9 FSB believes this to be essential training to increase FORCOMD's terminal capacity and to enable it to assist 10 FSB and RAAF Combat Support Group when needed.

With the role out of the G Wagon, 176 AD Sqn members have had the opportunity to attend the G Wagon conversion course. This course has seen most of 176 AD Sqn now able to effectively operate the G wagon fleet of vehicles that the Sqn is likely to start receiving in Sep - Oct 2012.

# TRADE UPDATE—MARINE

WO1 Ian Cragan, Subject Matter Advisor—Marine

I am pleased to have been appointed as the Subject Matter Advisor Marine for the next three years. For those that don't know me I am Warrant Officer Class One Ian Cragan and I enlisted into the Army in January 1979. I have had the usual array of postings throughout my career.

My previous posting prior to my appointment as the SMA-M was as the Training Developer for the Marine and Cargo Specialist trades at Development Group ALTC.

## Plan Beersheba

The purpose of Plan BEERSHEBA is to change Army's force structure to enable it to provide the widest range of sustained and effective Land Force capability possible within the strategic guidance and funding parameters by maximising the effectiveness of the 36 month Force Generation Cycle (FGC).

Plan BEERSHEBA involves a two tranche approach to modernise Army's CSS capabilities. Tranche 1 rebalancing of CSS capabilities in the short term, and tranche 2 being a medium to long term review of the entire CSS system.

At this stage it looks like that Tranche 1 involves the retirement of four (4) platforms and remove 1 Troop from 35 Water Transport by January 2014. Late 2013 there will be a Unit Establishment Review on 9, 10 and 2 FSB to confirm remaining Tranche 1 changes.

Tranche 2 involves removing 35 Water Transport Squadron and the Army School of Transport Maritime Wing NLT January 2019 if there is no alternative replacement capability funded in DWP14 or JP 2048.

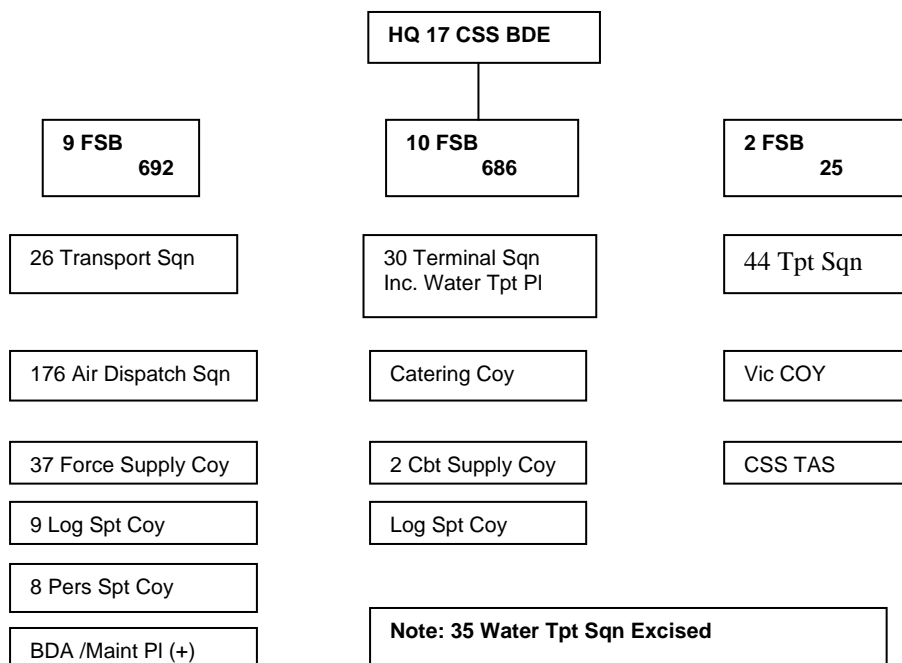
There has still been no answer of how or what the trade may look like in the future.

All members of the trade I realise that you are still all unsure of the future of the trade but I do believe that there is still a requirement for some form of Water Transport within the Defence Force and this may be a different as we see it now.

So all that I can say is keep positive and keep performing in a professional manner until we are able to advise you all on the future of the trade.



## Tranche 1 Structure

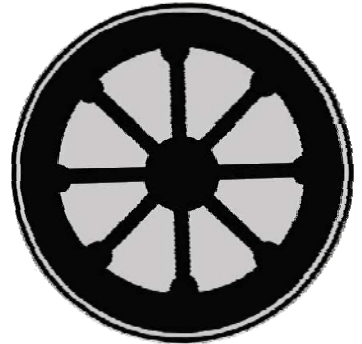




# TRADE UPDATE—MOVEMENTS

## The 1JMOVGP Review – Solving the Dilemma of ‘Over-Commitment’ - MAJ Reece Young

For over two years 1JMOVGP has been reporting it is over committed in its preparedness responsibilities due to its enduring commitment to operations and major exercises. In Dec 2011 CDF directed an organisational review of 1JMOVGP to address this over commitment, and in response Comd 1JMOVGP, COL Simon Tuckerman, contracted a team of experts to conduct a desktop review of 1JMOVGP's role, form and function. The desktop review was overseen by a Steering Group headed by COL Tuckerman with stakeholder representation from Army, RAAF, JLC and DSTO. The Review was concluded in mid July 12 and its results were published shortly thereafter with a total of 67 recommendations – most of which are currently being actioned.



The CDF was briefed on the results in October this year and has noted or approved all points raised to him. The Review first and foremost confirmed that 1JMOVGP remained *over committed*, a status that would not change unless either the ADF reduced its operational commitments or 1JMOVGP's capability was increased. Since neither option was viable in the short term, the Review concentrated on improving the Group's efficiencies.

A critical outcome from the Review was Joint Movements lack of a “champion” within Defence. Unlike many transportation or logistics organisations, the Joint Movements capability does not belong to a single service. While the CDF had directed in 2011 that the VCDF be the Joint Capability Authority (JCA), VCDF's office was not staffed within the Joint Capability Coordination Cell (JCCC) to adequately address the issues confronting the Joint Movements capability. Given this situation, a key recommendation from the Review which was approved by CDF, was for CJLOG to become the Joint Movements Capability Coordinator and assigned Technical Control for capability coordination, distribution of materiel and contract management for contracts with a complex risk profile.

Importantly the Review sought to confirm the Command relationship of 1JMOVGP by reconsidering whether 1JMOVGP was better postured under command CJOPS or CJLOG, particularly given the newly established TECHCON relationship. In line with the previous two C2 reviews, this Review confirmed, with full concurrence of the Steering Group members and CDF, that 1JMOVGP was best suited under full command of CJOPS. This C2 status allows 1JMOVGP to explicitly enable the force projection of Force Elements (FE) assigned to CJOPS for the purposes of Operations. Further, when directed by CJOPS, 1JMOVGP plans, coordinates and controls the movement of Navy, Army and Air Force FE as well as providing support to the sustainment of a Joint Task Force by enabling supply chain operations as required by JLC and DMO.

Since 1JMOVGP is only one component of the Joint Movements capability, CDF approved the establishment of the Joint Movements Working Group (JMWG) as a key mechanism to synchronise the Joint Movements roles and functions embedded in the Services and Groups more efficiently and effectively. This initiative provides all Services and Groups with an opportunity to ensure the capability outputs required of Joints Movements are prioritised to best meet the needs of the ADF. An example of this may include more integrated, economical or innovative ways to utilise the DSG operated Integrated Travel Solutions (ITS), JLC's Defence Integrated Distribution System (DIDS), and 1JMOVGP's operational and exercise movements arrangements.

The Review also recommended a diverse range of efficiency measures, and a form and function assessment. Significantly one of these will include 1JMOVGP, in consultation with DSG and the Services, leading a review into the travel and movements policies with a view to streamline and standardise processes in order to reduce the administrative and governance overheads. An organisational review will also be conducted to assess the appropriate internal C2 configuration, force disposition, and development of a sustainable capability brick model with corresponding naming conventions. Other challenges being addressed include strategies to better employ Reservists and the RAAF Movements mustering in the Group.

Pleasingly the Group has already made significant progress in the six months since the release of the Review results. The CDF has confirmed the extant C2 arrangements and approved the new TECHCON relationship with CJLOG. The Mission Essential Tasks for 1JMOVGP have been approved. A new tool to create DPDS has been developed to replace the now obsolete Movements Management System (MMS). In addition a Fusion Working Group has begun meeting to examine ways to share movement assets and the Group is beginning to establish its capability bricks to ensure that the deployable Joint Movements capability is more easily understood.

# TRADE UPDATE—MOVEMENTS Cont....

Throughout 2012 1JMOVGP has continued to facilitate operations and exercises, and extended its continuous deployment on operations to 13 years. In addition, this year the Group deployed movement sections to support OP CATHEDRAL in PNG, OP RESOLUTE on Manus Island and Nauru, and also supported EX HAMEL/PREDATOR Series in Shoalwater Bay. The Group has moved on average 500 personnel and 11,000 ton of materiel in direct support to operations and exercises every working day. This clearly demonstrates that the Group remains as relevant and integral to the force projection of the ADF today as it was when the 2nd/1st Australian Movement and Transportation Group, AIF was raised in 1941.

## TRADE UPDATE—CARGO

**WO1 Mark Cockburn— Subject Matter Advisor—Cargo**

Wow 2012 has been a very busy year. To start I would like to say welcome back to the members of the 10 FSB led FSU 6 who spent the majority of 2012 in the MEAO. And to all the termites that have been on operations and assistance missions this year it is good to have you home safe and sound. For those that are away for the Christmas period we wish you well and stay safe.

Joint Project 126 was completed this year; the project delivered MHE-L JCB, Kalmar V2, 80T Grove Mobile Crane and the associated facilities at Lavarack Barracks and Macrossan. The project also introduced into service the Base X tent system and CPC pallet system.

On the SAD front the first crew for LHD HMAS CANBERRA take up their posting in the New Year and will be based out of Mascot, while the ships fit out is completed in Melbourne. HMAS CHOULES has had some material issues this year but were able to complete certification earlier in the year and HMAS TOBRUK has recently returned from the major Joint Pacific Exercise CROX DE SUD.

The 17 Bde Plan BEERSEHBA Implementation Plan – Tranche 1 dated 17 Oct 12 is now on the streets. Key Points for the Cargo Specialist Trade include:

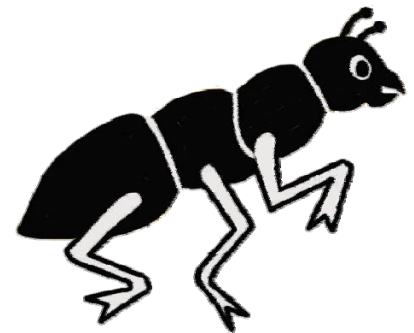
- A Unit Establishment Review (UER) will be conducted Late 2013 for 9, 10 and 2 FSB's.
- Terminal – increase from 3 Troops to 4 Troops (+ 63 ARA Pers)
- 1 Terminal Troop at 176 Air Terminal Squadron
- 30 Terminal Squadron will have 3 Terminal Troops and 1 Water Transport Troop
- Postings could take effect from Jan 2015.

The growth of the trade is very good news however we are still struggling to fill the current Directed Training Requirement. It is my opinion that we will not be able to grow this capability unless recruiting for the trade becomes a priority. I also note that the 17 Bde plan does not include SADs and will have to be included in the overall trade figures. When I know more I will put the info on the Corps Website.

2013 will be another busy year for the Cargo Specialist Trade. There will be more opportunities for members to deploy as Force Extraction Teams moving in to return stores and equipment from operations. TALISMAN SABRE is on Mid 2013, which will give us another chance to work with the US Military and hopefully conduct some amphibious training.

I would like to take this opportunity to congratulate all the members that are being promoted and wish all those posting safe travels and good luck in your new positions.

CHEERS WO1 COCKBURN



# TRADE UPDATE—POSTAL

**LTCOL Paul Rosenberger, Senior Trade Mentor—Postal**  
**WO2 Peter Larne—Acting Subject Matter Advisor—Postal**

Postal Services in the Military have a long history stretching back to 1914. They were an RACT ECN / Trade but now a 'function' open to any RACT Trade. This article intends to:

- Outline the organisation of the postal function based upon HQ Armed Forces Post Office (HQ AFPO),
- Highlight where the function is deployed.
- Tips for the Chain of Command and individuals considering a break from your current trade.

This article is focused on these areas, to provide information on the function. Given that the function is not managed like Trade, it has often required critical management to avoid significant morale implications for our deployed Troops.

As a side note, a common misconception is that all AFPOs attract free post, however this is not the case. Free post (free to the member, not Defence) is a Condition of Service only approved by the Minister of Defence for each specific operation (for example AFPO2-RCB does not receive free post).

## The Postal Function

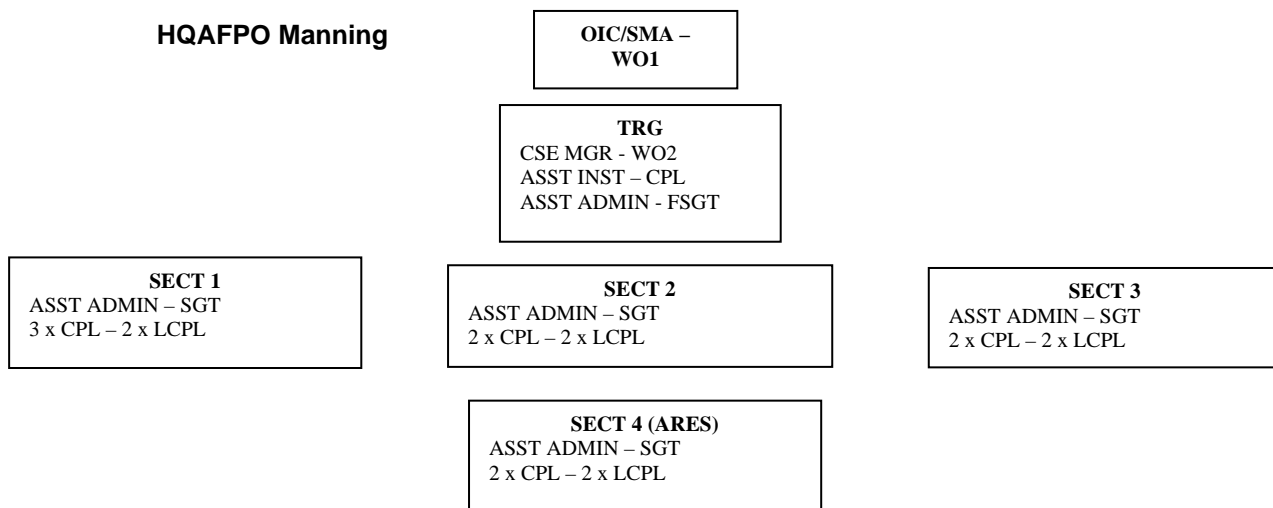
The HQAFPO is located at Lavarack Barracks Townsville. HQAFPO is responsible for the operation of the Military Post Office (MILPO) which is the only Post Office in Australia managed and operated by uniform Defence personnel. The MILPO operates just as any civilian Australia Post Office would, providing most of the same services, from paying bills to money orders and FAX post.

HQAFPO is also responsible for the management of deployed AFPOs for the provision of forms, stock and postal consumables. HQAFPO maintains technical control of all deployed AFPOs – more on this shortly.

HQAFPO provide all Defence postal training, which is conducted on behalf of ALTC Maritime Wing (MW). There is a Directed Training Requirement of 20 personnel for the Postal Clerk course, which is a two week course which qualifies personnel to manage AFPOs for minor operations (OP Anode, OP Mazurka etc.) and to assist Postal Operators on major operations. The panel size for this course is four personnel due to the requirement for one on one assessment.

The Postal Operator course, required for posting to HQAFPO is a four week course. This course is fairly intense due to the fact that trainees are learning a completely new skill which also involves the requirement to reference civilian as well as defence doctrinal publications.

The HQ AFPO changes its chain of command quite frequently. It is presently under command of the 10th Force Support Battalion (10FSB) located in Townsville as a part of Logistic Support Company (LSC). The organisational structure provides an opportunity for Postal qualified staff to 'bounce' in and out of the Unit and is critical to ensure we have suitably experienced senior staff.



# TRADE UPDATE—POSTAL Cont....

**LTCOL Paul Rosenberger, Senior Trade Mentor—Postal**  
**WO2 Peter Larne—Acting Subject Matter Advisor—Postal**



Commander Joint Logistics is actually responsible for the provision of Defence Postal Services and manages this through an interface with the Director Defence Postal Services. These are three reserve positions generally linked to employment in Australia Post however due to the specialised nature of these positions, a Reserve WO1 having previous experience in the Postal Function may be able to be employed against one of these positions.

## Where do Posties Go

An AFPO can be established for major exercises in Australia or overseas and for new operations, that are intended to last beyond about 90 days. JLC Ops establishes the AFPO through our Reserve Staff at Australia Post. The monitoring and support for deployed AFPOs is provided by both HQAFPO for technical support and JLC Ops for higher command and management issues that regularly eventuate in the deployed environment.

The list below shows the current deployed AFPOs and qualification level for each:

AFPO 1 OP Paladin (Jerusalem) Postal Clerk,  
 AFPO 2 Rifle Company Butterworth (RCB-Malaysia) Dispatch/Receipt only,  
 AFPO 5 OP Astute (East Timor) – Postal Operator,  
 AFPO 7 OP Mazurka (Sinai) – Postal Clerk,  
 AFPO 8 OP Azure (Sudan) – Postal Clerk,  
 AFPO 10 Navy ships (world wide) – Postal Clerk (RAN),  
 AFPO 11 OP Anode (Solomon Islands) – Postal Clerk,  
 AFPO 12 OP Slipper (UAE) 2 x Postal Operator,  
 AFPO 13 OP Slipper (Tarin Khowt) Postal Operator & Postal Clerk (RAN),  
 AFPO 14 OP Slipper (Kandahar/Kabul) Postal Operator & Postal Clerk,  
 AFPO 16 OP Slipper (UAE) Postal Clerk (RAAF), and  
 AFPO 18 OP Slipper (Qatar) Managed by AFPO 12).

## I'm interested in not licking stamps (or one of my soldiers is)

The Postal Operator Course is a very small course (4 people) and is often a case of just-in-time training. If you nominate one of your soldiers, or recommend to DSCM-A they are suitable; then they do not pass the course, you have just created a significant hole in the postal capability. Please do not make these recommendations lightly.

If you would like more information, please do not hesitate to have the discussion with DSCM-A or contact:  
 Postal SMA: LTCOL Paul Rosenberger (CO JLU-N) on (08) 8923 8870; or  
 Postal SME: WO2 Pete Larner (MILPO Townsville) on (07) 4411 7070.

In closing, the small and dedicated staff providing the Defence Postal Service Network in Australia and around the world is one of the critical '3Ms – Money, Mail and Medals' that has disproportionate impacts on morale. RACT has the responsibility to foster this capability and ensure we select the right people to provide a critical service to our Troops.

# 9<sup>th</sup> TRANSPORT SQUADRON

LT Matthew Lorimer, OPSO 9 TPT SQN

2012 has proved to be another busy year for the 9<sup>th</sup> Transport Squadron. The year has passed quickly, and 9 Tpt Sqn has maintained its reputation as the busiest sub unit within 3 CSSB. The Squadron was involved in Exercise SEA LION aboard HMAS CHOULES and Exercise HAMEL at Shoalwater Bay Training Area (SWBTA), and has again conducted a number of driver courses for the Battalion and the 3<sup>rd</sup> Brigade. Small elements also deployed in support of the 3 RAR Task Group Mission Rehearsal Exercise, RMC Battle Block 1B and frequent Junior Leader Courses. The high tempo carried on from 2011 and has not let up. As soon as you thought there was the slight possibility of a lull in tasking and other activities, you could be sure that there would be a 'Boots and Saddles' to prepare for.



The year began with heavily depleted manning, due to members deployed to the Middle East (Mentoring Task Force Three, Special Operations Task Group and Force Support Unit Five) and East Timor (Timor Leste Task Group). This required numerous Sqn members to step up into Section 2IC and Section Commander positions, many of whom were recognised for their hard work and dedication with promotion to Lance Corporal and Corporal throughout the year.

Exercises SQUADEX and SEA LION involved a Medium Section from Alpha/ Bravo Troop (AB Tp) embarking on HMAS CHOULES, in support of the 1 RAR Ready Battle Group (RBG). This exercise included sea prepping of vehicles, ship to shore movement and beach landings aboard Navy LCH's and 10<sup>th</sup> Force Support Battalion LCM-8's utilising Cowley Beach and Herald Island. There was also a significant amount of time spent getting used to life at sea, which is seemingly focused on general duties, tax free cigarettes and good meals from the Navy cooks.

9 Tpt Sqn elements formed the majority of the Combat Service Support Team (CSST) deployment to SWBTA for Exercise HAMEL 2012, with a Medium Tp and Heavy Cargo/Specialist Tp providing close support to the 1 RAR RBG, as part of the OPFOR. Prior to the commencement of the exercise, AB Tp enabled the movement of 1 RAR and other elements into the AO, whilst Charlie Tp assets moved specialist engineer equipment into their forward locations. Tasks during the exercise varied between pax and cargo lift, fuel and water resupply and the setting of ambushes and roadblocks. The tasking was unrelenting, especially for the cargo and specialist sections. As expected, rain had a significant impact on the enjoyment of the exercise, and briefly hindered vehicle mobility within the AO. However, positives can be taken from this; at least it made the Recovery platoon get out from under their hootchies. The CSST occupied three different localities during HAMEL 2012, two of which were in the green field environment. This required the establishment of concealed defensive positions to limit the CSST's footprint on the ground. Despite the number of assets the CSST held, the positions remained undiscovered by 1 Bde for the entirety of Ex HAMEL 2012.

With only two Troops (Alpha / Bravo and Charlie) forming the Squadron again in 2012, the rivalry and competition was fiercer than ever. This extended across sports, PT, vehicle inspections, the number of tasks completed, and occasioned general sledging at any opportunity. This culminated in some rather passionate behaviour during the conduct of the Sqn Dining In Night, predominantly featured in (but not limited to) the 'Tug of War' and 'Inflatable Boxing'.

When the Squadron was in between field exercises, tempo was maintained through the conduct of driver courses including internal Dangerous Goods and Mack courses, Land Rover, 6x6 and Unimog courses for the remainder of the Battalion and a Mack Course for drivers within the 3<sup>rd</sup> Brigade. The high tempo of courses will continue throughout the year, with 8 ton trailer and 20 ton trailer courses for 3<sup>rd</sup> Brigade, and Bulk Water and ADI courses for Squadron members. These courses will serve to maintain and build capability within the Squadron and Bde, in preparation for 2013.



# 9<sup>th</sup> TRANSPORT SQUADRON Cont...

LT Matthew Lorimer, OPSO 9 TPT SQN

For what is left of 2012, the focus will be on the aforementioned driver courses and the CSST deployment to High Range Training Area as part of the 3<sup>rd</sup> Brigade Combined Arms Training Activity. Again this will involve the bulk of 9 Tpt Sqn, and should provide good preparation for 9 Tpt Sqn elements as the 3<sup>rd</sup> Brigade moves into the 'Readying' Phase.

The majority of personnel within the Sqn are posting out, and we wish them all the best for their future endeavours. Those remaining look forward to some new faces, ready to volunteer for the frequent trips to High Range and Shoalwater Bay. Regardless, the 9<sup>th</sup> Transport Squadron awaits the challenges that 2013 will bring, and will remain 'Equal to the Task' of 'Carrying the 3<sup>rd</sup> Brigade'.



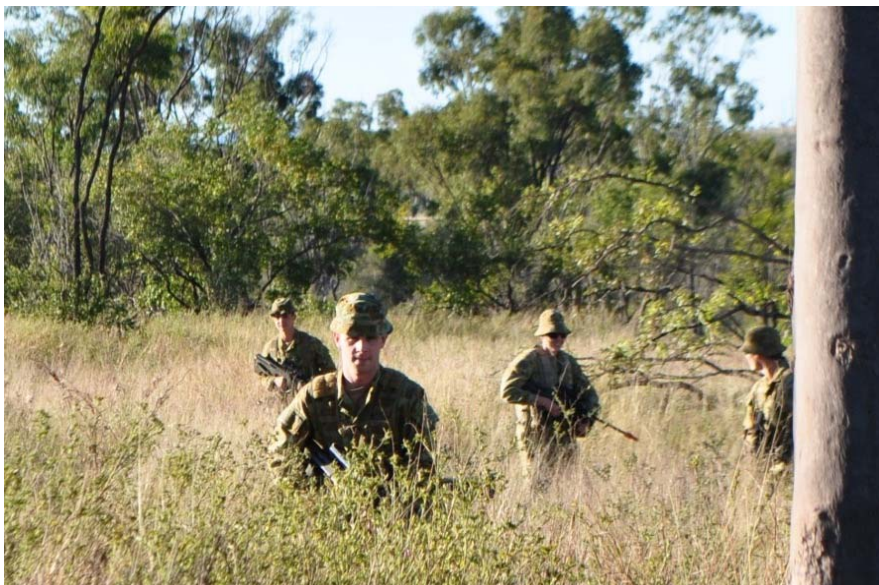
Alpha Bravo Troop Unimogs



Charlie Troop TTW's on Exercise Hamel



Exercise Hamel 2012



9 Tpt Sqn soldiers on patrol during 3

# HARD YARDS

MAJ Maurice Young

The thunder of aircraft engines filled the early dawn sky as the much anticipated Australian C-17 bore down towards the dusty airfield. More akin to a lumbering elephant than a sleek bird of prey, this aircraft will not adorn the front page of any war fighting magazine, yet its contents will do much to change the security landscape for our bayoneting cousins. The culmination of several years planning, months of hard and, at times, frustrating work was finally within sight. The new SX45 C-RAM, sourced from the cool northern hemisphere and direct from Sweden, landed in Tarin Kowt.

No fuss, no problem. Like a swan serenely gliding across a still lake, the effect was one of planned perfection. Accordingly, as per this oft used metaphor, the invisible webbed feet were doing the hard yards to ensure every single facet of this movement meshed together without so much as a whimper. The synchronisation of aircraft, load diagrams, suitable MHE and dunnage with the requirements for international air space clearance, inter-agency coordination, international engagement and contractor involvement ensured that even those young Lieutenants and Corporals involved in this activity were enabling a plan conceived and executed at the strategic level. With so many ways to go wrong, it was remarkable that nothing did. As the audience knows when movements go wrong – it goes wrong on a massive, indeed exponential scale. Yet, thanks to the perseverance and tenacity of our young team this very important, but ultimately minor, movement went like clock work.

There can be no argument that the Movers of the ADF have been worked hard as an organisation and as individuals over the last 12 years. With an average of 5 deployments across all ranks and a continual organisational, operational deployment, since 1999, 1JMOVGP remains a unit with one of the highest operational tempos within the ADF. A single example is the JMCC MEAO. This sub unit deployed in 2003 as part of OP BASTILLE and has yet to return. Over the last 9 years, JMCC MEAO, manned from within 1JMOVGP (interestingly, the only RACT operational sub unit command), has provided support to Operations BASTILLE, FALCONER, CATALYST, SLIPPER II, PALATE II and RIVERBANK. Throughout the past 23 rotations, the approximately 20 strong unit has successfully moved in excess of 620,000 personnel and 10 million tons of equipment using a multitude of platforms. Indeed many members of our Corps have undoubtedly provided terminal, driver and planning support to these complex movements and seen first hand the magnitude of support required to enable force flow into the MEAO.

Despite this ongoing operational presence for a generation of soldiers, what continues to amaze is the general lack of understanding as to the specific roles and responsibilities of 1JMOVGP – both within and without the organisation. In part this is due to the unique nature of movements which sits astride operations and logistics, enabling the flow of personnel and equipment for both. However, all arguments about functional family aside, 1JMOVGP is simply a unit that enables force projection on behalf of its Boss, CJOPS. Without ownership of lift assets, cash, personnel, equipment and, most importantly, the plan, the Group performs a fundamentally analytical function coordinating the Boss's plan. It is this lack of physical effort that earned the RACT OP MOV the "hand bagger" handle. Perhaps the lack of grease and oil smeared across the face and blue singlet turns soldiers away from the trade. Yet, if you want true operational experience, if you want tremendous responsibility and be directly involved in some of the most interesting activities that the ADF undertakes, any young officer or soldier can not go wrong with picking RACT and Movements as their career of choice.

The year ahead will be a difficult year for the ADF and naturally for 1JMOVGP. The impending redeployment and transition from three operational areas where we've had significant long term deployments will be a challenge. At the heart of it, these activities will prove to be a bean counter's carnival and a movements' nightmare. Compounding this high operational environment will be the drive to achieve greater efficiencies within the Joint Movements capability. A CDF directed organisational review into 1JMOVGP seeking to address the over commitment of Joint Movements has yielded some promising recommendations and may fundamentally change the Joint Movements landscape. With the recommendations comes a plethora of organisational design and change management tasks. As if there wasn't enough to do already. However, like most of you, I didn't join up to mark time in an office stocktaking vehicle CES or punching out minutes for the betterment of staple accountancy and objective reality. I would rather be using my noodle to problem solve a logistic behemoth that requires more lateral thinking than the Sydney Morning Herald's cryptic crossword. Whether it's enabling the largest combined force flow of ADF equipment and personnel since WWII, supporting the complex flow of troops to TALISMAN SABRE or executing a fundamental change to the construct of the Joint Movements capability, you can be assured that 2013 will not be boring for any Mover.



# 7CSSB

LT Dannette Lee & Sean Connelly

7 CSSB Transport has been extremely active this year. The first three months of the year were devoted to driver training. The courses were designed to train and qualify members of the Unit and Brigade in ADI, MR2, HR1, HR2, P2 and HC3, in order to reduce the Unit's training liabilities. During these courses, 7 CSSB was also committed to Op QUEENSLAND FLOOD ASSIST 2012 (QFA12). This operation combined with the series of courses meant that all RACT members had an eventful start to the year.

QFA12 highlighted many points for improvement and was pivotal in prompting amendments to how 7 CSSB Transport was employed. As a result, skills tested included snap orders by JNCOs, multitasking of the command team and short notice movement for the fuel operators. Drivers were able to put all their training into action when they deployed to assist with the floods.

After last year's high intensity training, 7 CSSB were anticipating a change in training tempo, however, 2012 has proved to be as busy as ever. Transport was given a new home in early August, with five new vehicle hangers and a further five soon to be completed. Along with new facilities, Transport had moved into a new company; 8 CSSC, a transport heavy company allowing for more focus on transport specialist training. With many 7 BDE elements on deployment during the Ready Phase of the Force Generation Cycle, 7 CSSB Transport has continued to work hard and play harder, with the successful celebration of the RACT Birthday. Both troops competed to assert themselves as the preeminent Troop within the Unit, with 5 Troop taking the honour in a well contested sports carnival as part of the festivities at Gallipoli Barracks. This has continued to fuel the rivalry between the two Troops. Troops swapped the tyre changing bay and driver's seat for games of Touch, Gaelic Football and Softball. A 120m Transport Stall Gift running race completed the morning. A BBQ lunch awaited the victors of the morning, with CO 7 CSSB, LTCOL Jeremy King and LCPL Jan "JABBA" Betscheider on hand to present 5 Troop with the "JABBA'S Perpetual Trophy". After the BBQ, everyone kicked off their shoes for a few rounds of barefoot bowls to complete the joyous day.

7 CSSB Transport has supported a number of exercises this year including the MTF-5 MRE in Townsville, BMS Trials at Wide Bay and Ex HAMEL 12 in Shoalwater Bay. None compared, however, to the anticipation, thrill and enjoyment that was experienced on Ex WANDERING TURTLE 12, which involved the introduction of the G-Wagons into 7 CSSB



7 CSSB received its allocation of the new G-wagons at the beginning of July and even before the first one was delivered to the Unit there were already plans to employ them on exercise. The first activity came within the first two weeks of receiving the vehicles; Ex WANDERING TURTLE 12 was located at Landcruiser Mountain Park at Jimna, QLD. The purpose of the activity was to better understand the capability of the new vehicles and give the soldiers more experience at driving the G-wagon over difficult terrain. We wanted difficult terrain and that is exactly what we got at Landcruiser Park. The terrain, coupled with the wet weather in the lead up to and during the exercise, provided ideal conditions to test the capabilities of both the vehicles and the drivers. The outcome of the activity proved that the vehicles are extremely capable in difficult terrain and the majority of drivers were impressed with the handling of the vehicles. However, we did manage to get one of the vehicles stranded in a creek with a rock jammed under its chassis after the vehicle slid down a muddy hill. This was a learning experience for all involved. Overall, it was an excellent activity that allowed us to gain an understanding of the capabilities and limitations of the new vehicles. It was an activity that was enjoyable for all participants, both drivers and support staff.

With new vehicles and facilities, big plans are in the pipeline for 7 CSSB, and in particular Transport, in 2013. Watch this Space.

# JMCO MELBOURNE DURING 2012

**CAPT Glenn Mitchell**



2012 has been a busy year for JMCO Melbourne, beginning with the transfer of command from JMCO Sydney to JMCO Adelaide. This continued with force rotations from 4 Bde, individual deployments in support of JMCC MEAO and the deployment of several ARES members on Ex HAMEL. Once again, JMCO Melbourne has been supported by a large number of Reservists eager to assist the ARA staff at every opportunity.

JMCO Melbourne began a busy 2012 with the deployment of Timor Leste Task Group 4 (TLTG 4) from 4 Bde. This involved a rotation of Reservists from around Victoria deploying to support the continued maintenance of peace and stability within East Timor. This movement was coordinated successfully by SGT Smidt as the senior ARA member of JMCO Melbourne.

Yet again, ARES unit members were deployed in support of JMCC MEAO, with CAPT Salerno (promoted on her return to Australia) deploying for six months and LCPL Pierce deploying for three months.

In April, members of 1 JMOVGP trekked the Kokoda Trail in PNG. PTE Sherene Harrison, PTE Kiri Dale and PTE Michelle Farrugia from JMCO Melbourne; along with PTE Tracy Holding (JMCO Perth) and PTE Caris O'Dea (ex JMCO Sydney) trekked the 96km, raising awareness and funds on behalf of Soldier On, a charity which supports servicemen and servicewomen of the ADF who have been wounded, physically or mentally, in the service of their country. They were fortunate enough to attend and lay a wreath alongside the Chief of Army at the Bomana War Cemetery during the ANZAC Day Dawn Service.

Ex HAMEL saw ARA and ARES personnel from around Victoria and Tasmania deploy to Shoalwater Bay Training Area (SWBTA) in support of the exercise. JMCO Melbourne personnel were involved in the movement of elements from 6 Health Spt Coy (3HSB); 2 FSB; 1 AOSS; ALTC and 4 Bde units, comprising largely of 4/19 PWLH Regt to SWBTA, with a few ARES members deploying to Rockhampton to support the JMCC for the duration of the exercise.

The tempo for JMCO Melbourne shows no signs of slowing for the remainder of 2012, as we continue to provide movements support to the Victorian and Tasmanian units.





# 4TH REGIMENT, RAA

WO2 Adrian Cherry

Every unit seems to be doing it hard these days but it appears that the cliché about it being a challenging year may have been redefined with the introduction of Land 17 to the 4th Regiment, RAA. From a Movements and Transportation point of view this has meant the introduction of no less than three new fleets to the unit and the dismissal of the idea of self-propelled Guns. These new fleets have included the PMV, the M777 155mm Gun and the Mack "R" Series Gun Tractor Vehicle to tow them. Each fleet has brought their own challenges but the soldiers of the 4th Regiment have risen to each one. The RACT members posted to the 4th Regiment this year have been WO2 A. Cherry, SGT S. Nicholson, SGT R. Reid, SGT M. Watts, CPL G. Tatnell, LCPL C. Eichorn, PTE M. Cullen, PTE M. Daly, PTE D. Haigh, PTE D. House, PTE D. Muntz, PTE N. Quinn and PTE M. Rule.

The PMV were parked ominously in the Transport yard at the start of the year, though the fleet has grown since then. The Regiment was one of the first units on Lavarack Barracks to take delivery of these machines outside of a Cavalry unit. Their huge hulking frames and brand new paint were just begging to be taken for a drive through the scrub. Unfortunately, this was not as easily done as said. Advice was sought from, amongst others, the experienced PMV operators at 3/4 Cavalry Regiment about their use but without particular communication equipment suites the shiny new vehicles were all but grounded; only able to be driven on base to be washed or to be refueled.

The Regiment had prepared itself well for the introduction of this fleet with both drivers and maintainers having been trained last year. Unfortunately the SED has not been reviewed to include a Mech WO as yet. In the latter half of the year the Regiment was able to employ these behemoths to their full potential when they put them in the field on the Regimental deployment to High Range Training Area. The next fleet, the 155mm M777 Medium Gun, was just as exciting to have introduced to the unit as it seemed the Regiment now had good reason to harass anyone uninformed enough to refer to us as the 4th Field Regiment since we now operate Medium Guns. It was with great pride that I watched the soldiers of 26 Transport Squadron, 9th Force Support Battalion and 30 Terminal Squadron, 10th Force Support Battalion take part in the historic delivery of these ungainly looking but deadly Artillery pieces to the Regiment. The delivery itself was managed by the professionals at JMCO Townsville so it was conducted with expert aplomb. The delivery complete, the Regiment had to grapple, not only with training all of its Artillery members on the use of this Gun but also on the computers to operate it and the drivers to tow it. It is astounding to see how the new system works and it really does bring Artillery into the computer driven age. Then there was the over size permit requests for the 2.68 m wide Guns to be towed on public roads. We were saved by the friendly assistance of the 1st Regiment who lent us their Trident bars for legal operations on civil thoroughfares while we patiently waited for, believe it or not, some "Ready to Eat Sandwiches" which were added, by a party unknown, to the order that included our bars delaying the delivery of our equipment. Again the Regiment was well prepared and training on the Guns ran as smoothly as could be expected.



The introduction of the Mack "R" Series to the Regiment was helped by the kindly assistance given by 8/12 Regiment who sent us their best trucks to tow our new Guns with as much CES as they could muster. The preparation of these venerable beasts for use in the Regiment was long and expensive. First, there is the training bill for the RAA drivers who are no longer allocated as drivers through their IETs as they were in the recent past. It takes 51 training days to train an RAA member with no military license to drive a Mack, tow a gun, carry DG and CE, use Personnel Modules and to operate legally in the field. Usually this process takes at least 12 months and then within the following 12 months those drivers attend JLC and are no longer used as drivers of the Gun Tractors. If RACT personnel were to be used to tow the Guns then only up to 11 days training would be required. The RACT soldiers currently posted to the Regiment have been dispersed into the Batteries to allow them to learn about the management of ammunition from the RACT SGT employed in that role.



## 4TH REGIMENT, RAA Cont....

WO2 Adrian Cherry

Preparation of the equipment included the vehicle mounted cranes being refitted and they now include a very active cut out switch which needs an extra operator to control. The towing system was extended and computer hardware and power systems for the Guns were fitted. This refit was managed very well by Mr Dan Halliday of the Joint Logistics Unit, North Queensland. Without Dan's careful organisation of this task we would still be waiting to use our trucks. It would also be remiss not to mention the excellent work of SGT Paul Wallace without whose skills, knowledge and attitude none of our fleets could have been so successfully introduced. The problem with thanking people is that there are too many to thank for their support. So, to all who have assisted the 4th Regiment, both civilian and uniformed, please accept our sincere thanks. Back to the subject the Mack R Series will continue to present more and more challenges as it continues to age.

The challenges through this year of introducing three new fleets for the 4th Regiment have most definitely been significant with the focus on the introduction of Artillery to the computer age but the preparations that had been conducted and personalities involved have ensured that all tests have been passed; mostly with flying colours.

## ARMY SCHOOL OF LOGISTIC OPERATIONS

CAPT Dave English

Ladies and Gents,

Here are a few quick words from the truckies working within the Army School of Logistic Operations (ASLO), where we are actively involved with the academic investment of RACT Warrant Officers and Officers within Army.

ASLO has a significant role in all Army logistic corps career progression (ARA and ARes), and as you would expect, RACT has a substantial role in achieving this mission. For example the person steering the ship, LTCOL Mal Brick is a truckie, as is the 2IC, MAJ Barbara Kruse. The RACT people responsible for the delivery of the Logistic Officer Basic and Intermediate courses (LOBC and LOIC), as well as the Warrant Officer Combat Service Support Course (WOCSS) being, CAPT Lucas Jahne, CAPT Mat Nelson and myself are again truckies.

Another key component of ASLO is the Military Appreciation Process package master, where CAPT Mick Newsham is the mastermind behind the integrated logistic planning activities for the LOIC and WOCSS.. In support of our courses are WO2 Shannon Grantham, WO2 Jared Krozen and WO2 Kim Nikolai, who are of course truckies.

ASLO has been involved with a number of activities this year in support of various Defence activities. Personnel participated in 17 CSS BDE in Ex WARHORSE as observer trainers, Ex HAMEL utilised personnel as umpire and observers for CSS elements and members were also actively involved with the CSS Force



Modernisation Review initial evaluation. One externally conducted course which ASLO has an active role in is the Iraqi Logistic Officers Course, where CAPT Mat Nelson had an interesting time instructing on CSS in theatre, through a civilian interpreter and using power point slides written in Arabic. CAPT Mick Newsham was involved with preparing members deploying to Afghanistan, by working on developing skills for the use of interpreters when planning for logistic support to operations. This aided in providing effective logistic planning, within a diverse cultural environment, for the Afghan National Army. WO2 Shannon Grantham will be deploying as part of an ADF contingent with the US Navy, to participate in the planning and execution of a joint US/Timorese amphibious activity off the coast of Timor Leste.

# ARMY SCHOOL OF LOGISTIC OPERATIONS Cont...

**CAPT Dave English**

The suite of Officer and Warrant Officer courses has seen some significant development during the year. It is planned that from the first course next year, the LOBC RACT component will have a Road Transport period in Bandiana/Puckapunyal and a period in Townsville where the Movements and the Marine Terminal Officer course will be conducted. This will increase the knowledge gained by RACT Lieutenants for future employment within the Corps. The LOIC incorporates an integrated phase with the combat officer advanced course in Puckapunyal. This opportunity has enabled logistic officers to plan with Combat Arms Officers at formation level, and participate in battle group post H hour simulation training. The WOCSS is undergoing a review to determine the most appropriate way in which subject matter knowledge can be applied to an integrated planning activity.

The LOAC has also undertaken a development phase to provide students with logistic situational awareness at the strategic level. As part of this strategy, the LOAC has been heavily committed to supporting the CSS FMR and the future CSS force structure, through various planning activities conducted as part of the course.

During the conduct of the courses at ASLO, it has been very rewarding to see RACT students actively participate in various levels of instruction and training. For example, RACT Sergeants who do not have a road background are often able to assimilate the requirements of sitting and operating a



road transport element and apply this knowledge to an integrated logistic planning activity. RACT Lieutenants, who are fresh out of RMC and indoctrinated with infantry company level operations, are able to orientate themselves to the technical and operational aspects of a road transport troop and graduate from ASLO prepared to take up their first appointment. Captains and Majors attending their subsequent career courses at ASLO generally possess a sound foundation of knowledge enabling them to apply the science of logistics to a planning activity. Generally speaking high standards are often achieved by RACT students attending ASLO courses.

Like other organisations without soldiers and vehicles, ASLO relies heavily on other units for external support, and of course we have received generous assistance from various RACT organisations. Most notably, 176 AD SQN and the Tpt Tp from 2/14 LHR (QMI), for providing support staff and drivers for the LOBC and the Army School of Transport for providing facilities, range space, drivers and equipment and subject matter expert support for the RACT Lieutenants during their LOBC Special to Corp Training. Without this support it would be significantly difficult to conduct realistic training for the students. This is a big thankyou from us!!

# 30 TERMINAL SQUADRON 2012

LT Sandi Williams



It has been a very busy year for the members of 30 Terminal Squadron, 10 Force Support Battalion. Between trade courses, IMTs and trade training, Ex HAMEL, new capabilities coming into service and numerous deployment opportunities – in the MEAO, East Timor and now Nauru and Manus Island – the Squadron has been on the go non-stop and constantly stepping up to the next challenge.

A significant focus of 2012 has been the development and training of the Squadron in preparation for Ex HAMEL. In April the Squadron deployed overnight on Ex SHAKEOUT to test the ability of the individual sections to deploy successfully with their stores and equipment. From here we stepped up to Ex ISOPTERA (30 Apr – 11 May 12), where the Squadron deployed to Macrossan Training Area for a week of IMTs followed by a week of trade training. The training proved to be a good test of skills for all involved and there was a marked improvement in performance, particularly in the IMT phase. The trade training week involved 68 Tp and 72 Tp each having the opportunity to operate a Transit Area (TA), Transshipment Point and a Freight Distribution Centre (FDC). Troops were conducting 24 h operations in a semi-permissive environment. In terms of equipment, a highlight of the trade training was the first exposure of members to operating the up-armoured JCB which had just recently come into service.

Members from 30 Terminal Squadron were in it for the long haul this year on Ex HAMEL, being deployed on the exercise 24 May – 20 Aug 12. Personnel were involved in running the TA at DSG-Rockhampton for the duration, and also operating a TA IVO Camp Growl and Williamson Airfield. Additionally, Terminal elements were providing extensive MHE support to surrounding units, including the loading/unloading of M777s at Sam Hill. For that particular task 30 Terminal Squadron's newest capability, the 80t Grove Crane was employed for the first time. Overall, the Exercise was a good opportunity for the Squadron to further test their skills, particularly for the newest members of the Squadron, recently out of IETs, who had not been exposed to that environment previously. Training throughout the year had the Squadron well prepared for the challenges of Ex HAMEL; personnel worked hard to provide capability whenever and wherever it was required and often at very short notice to support the overarching plan for Ex HAMEL.



30 Terminal Squadron is now looking to the future with extra focus being placed on amphibious operations. The Squadron will be conducting EX LOTS over the period 1–19 Sep 12 with the aim of testing their skills in port operations and Logistics Over the Shore working with personnel from 35 Water Transport Squadron. Furthermore, in preparation for the new arrival of the new LHD members have been selected to post to this new capability in 2013 as part of the Ships Army Department and are eagerly awaiting its arrival in Australia.



EX HAMEL 12: 80t Grove Crane being utilised to unload 2GHB stores at Williamson Airfield (SWBTA)



LHD Canberra loaded for transport to Australia.



# THE HONEYBADGER

**CAPT Sally Bates - Honeybadger XIV 'Fourteenth and Final'**

The end of an era **R.I.P Honeybadger August 2005 – March 2012**



"The Honeybadger" was the unofficial title given to the J4MOV position within HQ JTF633 by the then LT Jodie Gassdorf who started the Honeybadger tradition in August 2005.

The Honeybadger has survived for a period covering 7 years and throughout the 13 previous Honeybadgers nee J4MOV tours, it has finally been laid to rest as a result of the consolidation and transition of duties. The position has been renamed and realigned to the JOR Air Liaison Officer (JALO) to meet the changing requirements of the Joint Operations Room

J4MOV or "Honeybadger" was a unique position developed within HQ JTF633 and was originally established due to the geographical dislocation between HQ JTF633 in Baghdad and the HQ of the JMCC in Kuwait. Once the two HQs converged when HQ JTF633 relocated to Al Minhad Air Base in the UAE the position slowly transitioned into primarily an air liaison function, until eventually, it was decided that the J4MOV position was no longer required and hence the Honeybadger was laid to rest. (Or put down)

The name 'Honeybadger or Badger' was given to the position as it was believed that all J4MOVs were required, in some way or another, to adopt the traits of the Honeybadger to be successful in the discharge of their duties.

"As the Honeybadger you have to be a resilient beast. You must hunt tirelessly day and night, regardless of hours worked, to ensure that people abide by the Standing Instructions and movement policies regardless of rank. As a Honeybadger you must be alert, you will deal with a number of wiry individuals trying to slither past you to get their way. When you're riled up because someone has circumvented the process or Chain of Command, you must be fearless in taking down your prey. They will often be a lot bigger than you, but you are the Honeybadger and it is you who needs to set them straight – so attack fearlessly Honeybadger. You must be tenacious and provide your comments to the Chain of Command swiftly, accurately and without fear of repercussion on your career. The Honeybadger is often very frank with their comments and fearless when facing larger prey, they are also more respected than liked and have the proven ability to bring down larger prey."

As the J4MOV position transitions within the Joint Operations Room so too does the history and the legend of the Honeybadger. It is with a heavy heart that I announce that from March 2012, the Honeybadger has officially been laid to rest and the J4MOV is no longer....

Honeybadger I	Aug 05 - Feb 06	LT J. Gassdorf
Honeybadger II	Feb - Aug 06	CAPT P. Baldoni
Honeybadger III	Aug 06 - Feb 07	CAPT M. Wicks
Honeybadger IV	Feb - Aug 07	WO1 K. Jones
Honeybadger V	Aug 07 - Feb 08	FLTLT A. Burke
Honeybadger VI	Feb - Aug 08	CAPT R. Holmes
Honeybadger VII	Aug 08 - Feb 09	CAPT C. Pope
Honeybadger VIII	Feb - Aug 09	CAPT R. Pearce
Honeybadger IX	Aug 09 - Feb 10	CAPT M. Hogan
Honeybadger X	Feb - Aug 10	CAPT M. Weldon
Honeybadger XI	Aug 10 - Feb 11	FLTLT C. O'Byrne
Honeybadger XII	Feb - Aug 11	CAPT M. Hopkins
Honeybadger XIII	Aug 11 - Feb 12	WO1 A. Coughlan
Honeybadger XIV	Feb - Mar 12	CAPT S. Bates



## As handed down from Honeybadger I – Honeybadger XIV

A Honeybadger is a small African mammal renowned for its tenacity and resilience to damage, to the point where South Africans have a saying: "as tough as a Honeybadger". They hunt tirelessly day and night. They are hard to rile up, but when angry will attack animals much larger than themselves fearlessly, including wilder beast, hyenas, and lions. One of their favoured methods of hunting is to rip the testicles off their larger opponents, and wait for them to bleed to death.

All characteristics required of a 'Mover' in a national HQ!

# 35 WATER TRANSPORT SQUADRON

MAJ Grant Shottenkirk

35 Water Transport Squadron (WTS) has continued to provide a strategic affect to the ADF throughout 2011 and 2012, focusing on expanding the capabilities of the SQN in the brown water and littoral role while continuously demonstrating the utility of this unique ADF capability.

The end of 2011 saw 35 WTS providing vessels and personnel to assist in the re-certification of HMAS TOBRUK, just returned from a deep maintenance period. LCM8s sailed from Townsville to Sydney (an approx 12 day sail) and joined with road-moved LARCs to demonstrate interoperability with the RAN and rehearse loading and movement serials. At the conclusion of the exercise, the LCM8s returned to Townsville and along the way conducted the longest long-tow of one LCM8 by another (nearly the entire return journey), a remarkable feat of seamanship and crew skill.



In 2012, the SQN underwent an internal restructure in order to better capitalize on personnel and improve command and control. 42 Troop and the ABT remained unchanged, but with an additional two LARCs loaned from the JLU-NQ loan pool to enable greater operator accountability and crews assigned to individual LARCs. The former 70/71 Water Transport Troop (WTT) was split into two separate troops: 70 WTT with three LCM8s and crew, and 71 WTT with two LCM8s and a new SQN unit identified as the Squadron Reconnaissance Section. This section was created to fill a SQN identified capability gap within the ADF – that being a tactical beach and riverine reconnaissance capability in a low-to-medium threat environment. Advance force recon is still well-within the SF role, but formation commanders require a capability for new manoeuvre routes to be identified and proved. Borrowing from both USMC and Royal Marine models, this section has worked to develop this capability and trial throughout the year to great success.



Just two weeks after 2012 induction training and reorganization was complete, HMAS CHOULES arrived in Townsville and, as a precursor to EX SQUADEX 12, 35 WTS provided an expert crew to trial an LCM8 docking with this new RAN amphibious ship. Unlike the RAN, there was no 'driving via pinball' and the LCM8 crew made a difficult task look simple. Afterwards, the LCM8 remained in place as the well deck on CHOULES was dried out, simulating transit of an LCM8 aboard. With some minor modification, the trial was rated a success, with only the actual certification remaining.

The SQN then conducted EX SQUADEX 12 itself in vicinity of Townsville and Cowley Beach. Although hampered by bad weather (up to Sea State 5), the SQN continued to demonstrate its outstanding maritime skills throughout, providing the vital ship-to-shore linkage role which was the linchpin of the exercise.

Internally, the main Townsville based troop exercise of the year was Exercise GREEN ANCHOR 12, a two-troop joint exercise conducted North of Cooktown in the vicinity of the Mclvor River. 70 and 71 WTT conducted riverine and littoral exercises over a two week period which identified TTPs and confirmed LCM8 riverine capabilities, of which there was no existing SOPs or guidance. Vehicles and equipment were moved 7 nautical miles up a constrained river system, demonstrating the viability to commanders and proving the ability to utilise another significant inter-theatre movement corridor.



# 35 WATER TRANSPORT SQUADRON Cont...

**MAJ Grant Shottenkirk**

Although hampered by a number of factors, 35 WTS fought hard for inclusion in EX HAMEL 12, anticipating conducting a Logistics Over the Shore (LOTS) activity, support to 1 BDE and further Interoperability training with RAN. Unfortunately, an escalating series of problems with both platforms and weather prevented our LCM8s from reaching SWBTA in time, although the ABT did get ashore at Freshwater to conduct training loads with 1 RAR and RAN LCH. It's hoped that a greater involvement by future Army exercise planners will remember to include the amphibious elements and provide a more robust and involved higher command and control to get the best effect from 35 WTS.



The personnel in 42 Troop conducted annual surf experience at Rainbow Beach, QLD during SURFING PENGUIN 12. As the nearest suitable area outside of the Great Barrier Reef, this exercise was conducted for the LARC personnel to get valuable experience in bringing cargo and personnel across an unprepared surf beach. While LARCs crashing into waves looks impressive, the main aim is for the LARC operators to judge the wave sets and come into the beach under control and with cargo intact. While the surf wasn't ideal, the intent of the exercise was met with the expansion of skills for the LARC operators. The aim for 2013 is to return to Coffs Harbour for more reliable surf and a shorter transit time to the beach. Over 2000 kms from the main SQN HQ, 36 Water Transport Troop mirrored the main body of 35 WTS in terms of activity and support to exercises. As per usual the majority of the Troops time was spent out supporting Regional Force Surveillance units conduct Operation RESOLUTE patrols across the northern AO, from Cape York in QLD all the way through to

Karratha in WA. The increase in illegal immigration and fishing within Australian borders saw 36 WTT busier than they had ever been with some of the crews spending more than 6 months of the year on the water. While some of the boats are as old as the TP WO2 (with the first hull laid in 1966) they continue to be just as capable. The troop worked with a vast array of ADF units including, NORFORCE, 51 FNQR, 1 Brigade, Care flight Australia, RAAF elements from MRCU 114 and even participated in the RAN Exercise TRITON THUNDER. This exercise showcased the skill of 36 WTT crews when an LCM8 was named as one of the best ships in the exercise and saw an LCM8 crew successfully pull off a boarding party faster and more professionally than any of the other participating patrol boats.

There is no slow-down for 35 WTS for the remainder of 2012. As of press time, the SQN is conducting a joint exercise with 30 Terminal Squadron and elements from 10 FSB, replicating a Riverine/Port/Beachhead throughput exercise called EX LOTS that will take place in the vicinity of HMAS CAIRNS and Cowley Beach Training Area. Cutting away early, a Townsville based LCM8 will head north to rendezvous with a Darwin LCM8 to provide direct support to the SOCOMD EX IRON MOON. Additionally, the LARCs and ABT from 42 Troop and LCM8s from 70 Troop will participate in the second SQUADEX of the year in support of ATG and 2 RAR, immediately followed with an overseas exercise in New Caledonia and New Zealand with HMAS TOBRUK and other elements of 2 RAR.

Coupled with this is the FORCOMD directed LCM8 vessel rotations between Darwin and Townsville, a two-week transit (one way) through some of the most beautiful and also challenging coastal terrain in Australia. Finally, marine specialists continue to gain valuable and unique experience with a rolling personnel augmentation to the M Troop at SASR.

As evidenced, 2012 saw a strong movement towards the conduct of brown water operations in the AO with the realisation that Army would require a capability to support this role in order to fully meet the requirements of amphibious operations. As such the skippers continued to astound everyone by getting up some of the most complex river systems in Australia and push their craft and crew to the limits. As the only medium landing craft unit with the ADFs only fully amphibious vehicle platform, 35 WTS continues to demonstrate its 'point of difference' with the RAN and importance for the ADF.

# TPT PL-3RAR

**SGT S. McMahon**

To say it has been a busy 12 months at 3RAR TPT PL is an understatement. Starting in July 2011, some of us were off to Townsville for Exercise Kapyong Warrior. This exercise was an invaluable activity, especially for the junior members of the Platoon working in conjunction with 2nd line TPT, from 3CSSB. In Sept 2011 TPT PL deployed to PNG as part of Wontok Warrior, in support of C COY mentoring exercise with 1RPIR. This was a three phase exercise in which we were part of the advanced party. During the exercise all members gained valuable experiences working with a culture very different to ours. We also had the opportunity to walk part of the Kokoda Track and being September we were lucky enough to get the opportunity to watch both footy codes Grand Final.

On return back to Australia it was straight back into it. Two of our members LCPL R. Schmeider and PTE N. Howard departed for Townsville, as part of the advanced party for the relocation of 3 RAR to Townsville. This involved the pack up of the Battalion which you can understand is no small task, and a multitude of courses that had to be run in preparation for our up and coming deployment to Afghanistan 2012. A special thanks must go to CPL now SGT Mick Ferguson, who ran and successfully completed all the courses for the month.

At the beginning of 2012, we started the unpack and the multitude of training we had to complete in prep for our deployment in July. We also had the arrival of the new TOCWO, WO2 Luke "Billy" Conolly, and just as he got settled into the Platoon and the Battalion, WO2 Conolly was appointed as the CSM of Logistic Support Company (LSC) for the 3 RAR Task Group for the deployment to Afghanistan. This didn't leave us with much time to settle in properly as everything was done on the run. Exercise Long Kahn was the first exercise off the shelf for the year closely followed by pre - deployment training and MRE. We had a large number of attachments join us from the Brisbane area. The MRE was a valuable training activity which gave us a good understanding of what we can expect once in country. For all of us it was the first time we had worked with Calvary and what they require and expect from us as an organisation. Post MRE the OMD was changed as usual to its final draft all extra training was captured and bag drags etc started. We even managed to squeeze in 5 days of leave, and although some people had it interrupted, the leave was appreciated and enjoyed by all.

This brings us up to June and the deployment. After a long flight to AMAB, we commenced our RSO&I and then pushed on into theatre. After a busy and comprehensive HOTO period by MTF4 we took the reins as at 19th of June, and hit the ground running. The boys and girls currently deployed are SGT S. McMahon, CPL's M. Trout, A. Wallace, LCPL's R. Schmeider, D. Ingram, PTE's N. Howard, T. Jones, S. Egan, S. Manty, S. Coghill, K. Linney, T. Smith and SPR D. Weinberg. We are all travelling well and even though we are working out of each others pockets the harmony is the best I have seen it within the Platoon, which makes my job easy.

A special mention must go to those personal who are currently not with us on deployment but are no where near the lesser of our Platoon, Without your help and support with all the preparation and ongoing activities, we would not have been able to achieve what we have for the past year. Also members who were posted at the end of 2011 who were a part of us in a busy time for the Platoon and were a key element in posturing us for our busy 2012. All in all 3RAR TPT has had a very busy and productive 12 months and are looking forward to a successful completion of our mission in Afghanistan returning home and enjoying Christmas break with family and friends.



# RACT SUPPORT TO OPERATION ASTUTE

**CAPT Luke Millwood, WO2 Mark Lang, SGT Barbara Marincic**

## 7 Transport Squadron

In early February 2012, nine members from 7 Transport Squadron, 4 CSSB deployed to Timor Leste, as part of the CSST, providing the integral transport support to International Stabilisation Force (ISF) Timor Leste. Preparation for the deployment commenced with three months of pre-deployment training in the Puckapunyal Military Area. The training involved a number of complex scenarios deploying the RAInf COY in intricate road movements and over difficult terrain. The training and development was regarded by members of the deploying force as rewarding and challenging, and offered an opportunity to qualify all the deploying members, within their respective fields. While there was a direct focus on training and outcomes during the conduct of the tasks, the Mission Rehearsal Exercise (MRE) provided the members of 7 Tpt Sqn the opportunity to experience some of the most undulating roads and picturesque scenery, Victoria had to offer.

The MRE ensured that on arrival into TLAO and taking up their positions, the RACT personnel were well prepared for the challenge of navigating the ambiguous Timor traffic. The drivers thrived when thrown straight into city driving, performing tasks including airport pickups, range runs, ambulance driver support and various other road movement related tasks. Manipulating coasters, LR110s, MOGs, Macks and all other manner of vehicles around children, motorbikes and holes deep enough to park a rover in, became a day to day event when undertaking tasks in support of JTF 631. The level of difficulty was exacerbated by the situational awareness and skill of the somnambulist indigenous motorists.

Driving related tasks were not the only thing on the Truckie's plate. The soldiers from 7 Tpt Sqn also participated in Junior Leadership Courses, BCCC, Dangerous Goods, Crane Courses and driver familiarization training for the Task Group. Driver familiarisation training is an initiative undertaken by the transport SGT, SGT Marincic, and is conducted in support of preparing personnel for the uncertain traffic conditions. Truckies have also been attached to regional and community engagement patrols, supported the War Graves team, and the support for the Forces Entertainment Tour

## Combined Movement Coordination Centre 631

The Combined Movement Coordination Centre 631 (CMCC 631), headed up by WO2 Mark Lang, provides effective and efficient movements support to JTF 631 enhancing the Australian Whole of Government effort to assist with the stabilisation of Timor Leste. As part of TLTG 4, CMCC 631 has planned and coordinated strategic sea and air lift between Timor Leste, Australia and New Zealand for deployment, sustainment, rotations and redeployment of JTF 631 personnel and equipment.

CMCC 631 is manned by members of the ADF and NZDF and provides movements support to not only JTF 631 but also any ADF members or organisations that are operating in Timor Leste as directed by HQ 1<sup>st</sup> Joint Movements Group and HQ Joint Operations Command.

CMCC 631 has successfully enabled force projection, sustainment and extraction during an unrelenting work load since deploying to Timor Leste in 2006. A day in the life of a "Mover" sees exposure to physical work on the flight line, provision of briefs to departing personnel, advice on Customs and Quarantine policies and the ever consuming production of documentation and corporate governance. A mover's job can be a demanding and thankless one; however, it is extremely challenging and rewarding and provides great opportunities to see the world and develop as a professional Defence member.

The RACT support provided to the ISF is integral to the success of the day to day running of the mission. Without the support of these tenacious, dedicated members, the efficiency and effectiveness of the ISF would be significantly hindered. The current RACT members of the ISF are thoroughly enjoying their tour and are looking forward to returning safely to our loved ones soon.

"Force enabling since 1973"

"PAR ONERI"



# 15 TPT SQN

LT Alex Brent

2012 has once again been another very busy year for the men and women of 15 Transport Squadron. Thankfully the RTP period lacked the excitement of the previous few years with no DACC tasking required. However, what the start of the year lacked in DACC support, was made up for by the Squadron creating its own workload in the lead up to the major Squadron exercise for the year, Exercise SOUTHERN WARRIOR 12.

From 02 – 13 May 12, 93 logistic members from 7 different sub units across two Brigades, combined to participate in Exercise SOUTHERN WARRIOR. After many months of planning, weapon lessons and IMT training, all the pieces linked together to create a training week initially designed to increase the capability of Reserve members of 2 FSB.

With the support and backing of the CO 2 FSB and Comd 17 CSS BDE, the activity covered off on a wide range of activities from LF2 to LF18, including LF6 in CBA, GLA and claymore qualifications and individual sneaker range practice. The activity culminated with a night section defence shoot showing the full effect of illumination and trace to logistic soldiers who might not have been exposed to such training previously.



By the end of the week it was very hard to tell the ARA and ARes soldiers apart. The end of the activity saw 357 ROAs signed granting members MAG58, GLA, NAD, 9mm pistol, Claymore, F1/F3 Grenade and the Pyrotechnics suite, providing a great tool for closing the gap between Reserve members in providing basic capability in support of ARA units.

15 Transport Squadron also supported Ex HAMEL 12, by providing over twenty drivers to the 2 FSB Transport Troop, as well as vehicle mechanics, clerks, Q Store personnel and caterers to the Theatre Gateway cell operated by 2 FSB. All enjoyed the opportunity to put training into practice and gain the experience of providing close support to other units.

Not wanting the members of the Squadron to get bored, 14 TP, located in Bendigo planned and conducted Exercise SNOW RUN in August, which was a difficult driving weekend through the alpine region of Victoria. While the temperature may have been very low throughout the weekend, all who participated were kept warm by a lunch of home made soup at Woods Point and the physical exertion of numerous snowball fights.

With significant historical relevance, on 5 August the Horsham Depot, home of 128 TPT TP was renamed the LTCOL James Lawson Depot in honour of a soldier from the Wimmera Region of Victoria who was a Squadron OC at the famous Light Horse charge at Beersheba in 1917. The event was attended by over 200 current and retired serving soldiers with links to the Horsham Depot and was commemorated through a service and formal barrack sign unveiling.

The Squadron would like to farewell the following personnel who are posting out to different units in 2013; CPL Tony Swales, CPL Jarrod Poxon, SGT Tara Gleeson, LT Alex Brent and the OC MAJ Carl Edwards. 15 Transport Squadron wishes you all the best in your future endeavours and thanks you for your service over the last very busy two years! For 2013, the Squadron would like to warmly welcome the following new arrivals; MAJ Mark Eastgate as the new OC 15 TPT SQN, the Support Troop Commander LT Aaron Porebski, the Orderly Room Sergeant SGT Michelle Espange and the Transport Manager CPL Jason Meersbergen. Welcome to the 15 Transport Squadron family!

Overall, 2012 has provided a wealth of opportunities for the men and women of 15 Transport Squadron to provide a worthwhile capability to the ADF. With more challenges for the Squadron looming in the future, all the members of the Squadron are looking forward to a well earned break over the RTP to recharge the batteries for what will hopefully be another busy year in 2013.

# JMCO—OFFICE BRISBANE

WO2 Crane

## JOINT MOVEMENT CONTROL OFFICE BRISBANE – MC PL

After the tumultuous start to 2011 (QLD floods) the end of the year and the beginning of 2012 was in contrast quite routine but nonetheless just as busy for JMCO Brisbane. Christmas saw the deployment of MTF 4 (8/9 RAR) from Brisbane which required a significant amount of Movers to support due to the A340 double taps. This rear detail, which included, SGT Lehmann, SGT Ramos, CPL McNaughton, PTE Donoghue, PTE Farrell, PTE Mowen and PTE Pentland were to be commended for their effort and commitment over this period.

As with all units we had our fond farewells and warm welcomes. Moving on posting with our best wishes was CPL Still (2/14 LHR), PTE Griffin (AFG), PTE Mowen (JMCC), PTE Tanaskovic (JMCO TSV), and PTE Young (JMCO SYD) and new march-ins included WO2 Crane (JMCO ADL), CPL McNaughton (5 RAR), and PTE Sullivan (JMCO TSV). We also saw SGT Jackson take discharge in Sep 12 and PTE McCart and PTE Farrell take transfer to RMC.

The past year also brought with it a number of personnel achievements and changes. Deployments were again significant with CPL Bucknell, PTE Carbin, LT Baldwin, PTE Pentland, PTE Stokes (GRES), MAJ Buechel, PTE Wallace, and CPL Shortland having returned, deployed, or about to deploy on OP SLIPPER. OP ASTUTE saw WO1 Davis deploy in Jul 12 and SGT Ramos about to deploy in Oct 12. Expectant mums CPL Austin and CPL McNaughton both departed on maternity leave with new mum CPL McLaren soon to return.

A few unit members were able to successfully attend promotion courses which included CPL Bucknell on S1 SGT and PTE's Shortland, Donoghue, Farrell, Pentland and Kerr on S4 CPL. Also completing the OP MOV Basic CSE and posted to JMCO Brisbane was PTE Barrett (IET) and PTE Luke (Driver 8/9 RAR). Congratulations were to be extended to PTE Percy and PTE Shortland of whom both were to be promoted to CPL.

The unit was about to hit its straps during Apr to Aug 12 with support to a number of activities which included Exercises PREDATORS RUN, and HAMEL (our main effort) and Op SLIPPER MTF 4/5 rotations. Unit personnel headed to the Port of Gladstone to unload 1 BDE from two civilian car carriers – this small team consisted on CAPT Nicol (OPSO), SGT Lehmann (OIC), SGT Ramos, CPL Percy, PTE Donoghue and PTE Sullivan. SGT Lehmann and CPL Percy were to return to Gladstone to provide SMA to the JMCC for the sea redeployment of 1 BDE. Other unit members (SGT Austin, CPL Bucknell, PTE Barrett and PTE Carbin) deployed into SWBTA and MC DETS (SGT Ramos, CPL Adams, CPL Percy, CPL Shortland, PTE Brown, PTE Carr, PTE Sullivan and PTE Wise) were despatched to man the Gin Gin, Miles, Wandoan, and Emerald RSD staging areas.

Currently the unit is in the midst of supporting Op RESOLUTE (Nauru and Manus Island) with CPL Adams detached to the JMCC and soon to deploy to Manus Island.

Overall it was a busy time for JMCO Brisbane and the end of 2012 will see a significant change to personnel with up to 11 members expected to move on. It was not; however, all about work – the Wagon Wheel Warriors (CPL Percy, PTE Sullivan, and SGT Bulich with Mr Marsh (QMS) and family as support team) attempted the OXFAM Trail Walk (100km in 48 hrs) to raise money for the charity. They admirably reached the 73 km point before having to retire.

It would be remiss of us not to mention one high light was the units attempt at Zumba dancing (the photos say it all).

PAR ONERI





# RACT Cell, Development Group, ALTC

By MAJ James Ford



The RACT Cell hit the ground running this year with several changes of personnel. This included the new Employment Category Manager, MAJ James Ford, marching into the Cell from 3 CSSB to replace MAJ Brett Reeves who finally left Dev Group for the SO2 Capability Development role at HQ ALTC. CAPT Mark Williamson also marched in from 7 CSSB as Assistant Employment Category Manager, replacing CAPT (MAJ) Mark Eastgate who left Dev Group for the role of J30 at HQ NORCOMD. WO2 Mick Dixon marched in as the TDWO Terminal/Marine replacing WO1 Ian Cragan, and WO2 Alan Tarr marched in as the TDWO Road replacing WO2 James Stewart. The RACT Cell also farewelled WO2 Darren Moffitt the TDWO Air Dispatch who left for greener pastures to the Victorian State Public Service.

We are looking forward to another busy year and it remains our intention to keep the Corps up to date on the status of issues for each of the RACT Employment Categories and Employment Specifications.

## ROLE

The RACT Cell within Development Group is responsible to the Employment Category Sponsor; (COMDT ALTC) for Employment Category Management and Training Development for all RACT Employment Categories.

### Manning for the RACT CELL for 2012

**Employment Category Manager**  
MAJ James Ford

**TDWO Operator Movements**  
WO2 Dennis Ramsay

**Assistant Employment Category Manager**  
CAPT Mark Williamson

**TDWO Air Dispatch**  
Vacant (2012)  
WO2 Garry McGravie (WEF Jan 2013)

**Training Systems Adviser**  
CAPT Brett MacKenzie

**TDWO Air Dispatch (ARes)**  
WO1 Keith Gear

**Corps Employment Adviser**  
WO1 Anthony Coughlan  
WO1 Keith Jones (WEF Jan 2013)

**TDWO Road Transport**  
WO2 Alan Tarr

**TDWO Marine and Cargo Specialist**  
WO2 Michael Dixon

**TDWO Road Transport (Ares)**  
WO2 Tim Fitzgerald

# RACT Cell, Development Group, ALTC Cont....

By MAJ James Ford

## RACT EMPLOYMENT CATEGORY MANAGEMENT

The priorities for the RACT Cell for 2012 - 2013 are to continue to monitor and refine the Employment Specification and meet the ongoing capability requirements of ADF by preparing for the introduction into service (IIS) of new Corps capabilities (principally Land 121 & JP2048).

The purpose of this update is to stimulate all soldiers and command elements of the Corps to review and gain familiarity with Employment Specifications so all personnel are aware of their individual trade training continuum.

It is also the intention of the RACT Cell to commence the Employment Specification Survey for the Corps late in 2012 starting with ECN 035 (Operator Movements) and finishing in 2013 with the ECN 099 (Air Dispatch) trade. These surveys aim to prepare for the RACT Employment Category Review in early 2014 and RACT is due before the Defence Force Remuneration Tribunal (DFRT) in early 2015.

## EMPLOYMENT SPECIFICATIONS

Employment Specifications are the authoritative documents for all RACT commanders and managers when managing the career progression of RACT soldiers. The Employment Specifications have replaced the Employment Category Standing Orders (ESCO's) with Career Management Guidance as annex F. The new template allows more flexibility in how career paths are managed by Career Managers, Employment Category Managers, Units and more importantly the Individual themselves. The Directorate of Workforce Management – Army (DWFM-A) maintains the most up-to-date and authorised versions of each document live on the DRN. These documents can be accessed at:

<http://intranet.defence.gov.au/armyweb/sites/dwma/comweb.asp?page=75176&Title=RACT>

## RACT TRAINING DEVELOPMENT

The TDWO for each of the trades have been busy keeping the training for the Corps current through the conduct of course reviews and TMP updates. This is an ongoing and complex process involving multiple stakeholders. The key areas addressed by each trade are outlined below:

## SUITE OF LOGISTIC OFFICER COURSES – THE LOBC

In Mar 12, a high-profile Curriculum Review Board (CRB) was conducted involving key members of the Corps. The outcome of this CRB was a significant re-write of the RACT LOBC. From 2013, all RACT LTs will complete the Movement Officer Course as well as the Marine and Terminal Officer Course as part of the LOBC, with LTs posted to AMTDU or 176 AD Sqn also completing a revised Air Logistic Officer Course. The key driver for these changes was to refocus the skillsets given to junior Officers from the practitioner to the supervisor level, and also to provide widely employable LTs to represent RACT within the CSS world.



# RACT Cell, Development Group, ALTC Cont...

By MAJ James Ford

## ROAD TRANSPORT:

Dev Group works very closely with Army School of Transport, specifically Road Transport Wing to implement continued training development and has attempted to bring improvements to the delivery of road transport training with emphasis on the following:

- Modularisation of the Basic Driver Course required ongoing reviews and intense management of the MR2/TACOPS/HR2 and C2 TMPs to ensure these TMPs were ready to support the commencement of modularised basic driver training from Jul 12.
- A TMP for the recently introduced into service T909 Kenworth semi trailer combination has been developed and completed with technical assistance from 9 FSB and 1 CSSB.
- The TMP for Hiace/Coaster/ROSA buses (LR4 code) has been completed.
- The Driver Testing Officer (DTO) and Sub 4 SGT courses are presently being reviewed.
- An ongoing review of all exported training TMPs is occurring with emphasis on TMPs being used to support the medium and heavy vehicles being introduced into service (IIS) under L121.

## CARGO SPECIALIST

This year there have been a number of TMP reviews and re-writes, most notably the Subj 4 CPL Advanced Cargo Course. Technical assistance and input was obtained from staff of CSTS at ALTC Maritime Wing, the SMA Cargo as well as 30 Terminal Squadron, 10 FSB throughout the conduct of these reviews.

## MARINE SPECIALIST

Several course reviews have been conducted which included a major re-write of the Subj 4 SGT Marine Supervisor Grade 3 course. An evaluation of the Marine Terminal Officers Course was also conducted and a Pilot Course will be undertaken early 2013 of the newly revised course as part of the Suite of Logistic Officer Courses (SOLOC). Technical assistance was obtained from staff of MSTs at ALTC Maritime Wing, the SMA Marine as well as 35 Water Transport Squadron in support of these reviews.

## OPERATOR MOVEMENT AND POSTAL

Development continues in the suite of Movements courses which are conducted at ALTC Maritime Wing with the Subj 4 SGT and Subj 4 WO OPMOV courses currently under review. The Cell has also provided input into the ongoing 1 JMOV GP structural review and remains postured to support the outcomes of this review. In addition, continued liaison between Dev Group and AFPO Staff in Townsville have seen minor postal TMP changes conducted in the pursuit of continuous improvement to the delivery of postal training.

## AIR DISPATCH

Key deliverables from the AD TDWO includes the development of three TMPs for the Air Dispatchable Rigid Hull Inflatable Boat (ADRHIB) which will be introduced into the IET, Subj 4 CPL and Subj 4 SGT Air Dispatch courses from 2013. In addition, reviews of the UEO and APTL courses were conducted with a focus on the development of a new stand-alone external lift course.

The Air Logistic Officer Basic Course (ALOBC) has also been reviewed and will now be known as the Air Logistics Officer (ALO) Course. The key change to this course has been the re-focus in training to include a Unit Emplaning Officer (UEO) qualification for LT's identified for employment within 176 AD Sqn or AMTDU.

## CONCLUSION

In summary, 2012 has seen key milestones in RACT training development met, and preparations are being made for the RACT Employment Specification Survey which will commence in late 2012. The results of this survey will form the basis for employment category focus and steering groups which will be conducted by Dev Group staff throughout 2013 in key RACT nodes around Australia. Personnel interested in improving or updating RACT Employment Specifications are encouraged to actively participate in these surveys and also the focus group interviews in order to better posture RACT for presentation to the next DFRT.

# ARMY SCHOOL OF TRANSPORT— ROAD TRANSPORT WING ACTIVITIES 2011-12

**Road Transport Wing (RTW) is located in Puckapunyal as a satellite Wing of the Army School of Transport.**

Our role is “to train B vehicle operators to support the Army”. With trainees ranging in experience from Initial Employment Trainees (IETs) fresh from 1RTB Kapooka to junior NCOs with an extensive RACT background, this is truly a diverse task in its scope and it provides many challenges.

This year has seen a large turnover particularly in the HQ element of the Wing with RTW welcoming a new OC/SI - MAJ Scott McMahon; 2IC - CAPT Bec Polonski, OPSO - CAPT Sam Luke; OPSWO - WO2 Keith Mangnall and Standards WO - WO2 Kim Harris.

2012 has not just seen RTW commit to training. Members within the Wing have been out and about assisting in the local community and wider Army. We had several instructors deployed to assist in the clean-up following the Wagga Wagga floods in March. We have committed members to tasks including assisting Schools Careers Day in Bandiana, Team Army and several sporting events around Victoria all the while managing to (just) achieve our Directed Training Requirement (DTR).

Special mention must be made of CPL Brenton Edwards who will be awarded a commendation for brave conduct at Victorian Government House in the coming weeks. CPL Edwards used his own vehicle as a brake for another severely damaged vehicle on the Toowoomba Range in 2010 and is being honoured in the Australian Bravery Awards for his heroic actions.

## **RTW OPERATIONS CELL**

RTW has seen the arrival of three new members into the Wing; OPSO - CAPT Sam Luke, OPSWO - WO2 Keith Mangnall and the late arrival of SGT Leah Maher as the OPS SGT. RTW OPS has gained another member of late being “mini ops” LT Warry.

We are now in August and it has been a busy year so far. We have begun the implementation of Plan Jasper, which has seen a complete overhaul in the way Initial Employment Training has been conducted at the school.

The OPS cell is always open for business and is constantly a hive of activity, with the many units and personnel we liaise with on a day to day basis. From January this year to September, RTW has trained 967 trainees and the tempo will not be slowing down any time soon.

## **Non Commissioned Officer Troop**

NCO TP has continued at its normal hectic pace. The Troop conducts the Subject 4 CPL and SGT courses, the Transport Managers Course and the Driver Testing Officer Course. The courses have run back-to-back all year and the tempo is unlikely to change in the near future.

NCO TP's aim is to provide the Corps and Army with NCO's trained and ready to provide fundamental inputs to capability through the development of command and leadership in NCO's, and the provision of Transport Managers (TM) and Driver Testing Officers (DTO) at unit level. The TM and DTO qualifications provide a significant point of difference and capability to Army as in the case of the DTO course, where it underpins the training of thousands of soldiers across the Army every year.

The Troop is satisfied that the Transport Managers Course, under the stewardship of SGT A. Limerick, is at the standard required. The Subject Four Corporal has been re-focussed on battlefield command by SGT N. Bowden and the DTO CSE is undergoing an extensive re-configuration by CPL G. Bryant in order to better place DTO's in meeting the challenges of conducting exported training.

# ARMY SCHOOL OF TRANSPORT— ROAD TRANSPORT WING ACTIVITIES 2011-12 Cont...

## **Advanced Troop**

Significant re-development work has been conducted during this training year. Advance Troop commenced the year on a high whilst playing enemy party for Road Transport Wings induction week, and after getting over our rashes from being out field and the shock of eating ration packs, we fell back into our comfort zone by commencing the HC1 course to Brisbane. What a relief it was to get back on the road and get some good truck stop tucker into us.

The troop has had a busy time to date not only with our courses but also with support to Team Army, ALTC Careers week and support to the Wing as a whole. The feedback from Team Army's project manager has been very positive to all members that have supported over the last eight months. The troop is currently running the first HR2 course as part of Plan JASPER with support from Alpha and Bravo Troops. At this stage the trainees are all doing well and are very keen to get in and drive the trucks and learn. Hopefully this will continue and we will produce the high standard of driver that Advance Troop is renowned for.

## **Initial Employment Training (IET) Troops**

2012 has seen dramatic changes within the IET Tps and the implementation of a number of plans aimed at producing a better quality of soldier. This development has taken on a dualistic role in both improving the tactical and the technical aspects of the IET continuum. The tactical package surrounding the Block 2 TAC OPS phase has undergone significant development to include F89 live fire from a moving vehicle in a convoy protection role as well as furthering our soldier's base knowledge of EHAPT and operating procedures in order to become more suited to current, and future, operations.

We have also begun the implementation of Plan JASPER which involves the inclusion of HR2 training on our IET courses in order to boost the technical proficiency of IET trainees. This plan is in the adjustment phase; however, we have begun to see excellent results under the tutelage of our IET instructors. This has provided a substantial boost to the licence codes attained by IET trainees which sees RACT soldiers qualified as operators in both MR2 and HR2 codes, providing substantially more capability to Army. This change will remove the requirement for RACT soldiers to return to Puckapunyal in the near future as well as providing substantially greater usefulness to their gaining unit.

Finally, Plan PAR ONERI is currently in the planning stages, and seeks to tie together the work already undertaken by RTW into a streamlined continuum between 1 RTB and the IET's gaining unit. Plan PAR ONERI will focus on the rounding out of basic soldier skills and further assist trainees' transition into Army life. Plan PAR ONERI completes the skill set trilogy of tactical, technical and soldiering knowledge which will all synergise to create a more robust, capable and competent RACT operator.

## **Echo / Foxtrot Troop**

Echo / Foxtrot Troops have continued to provide license acquisition to Army this year with Driver Education Centre of Australia (DECA) providing 23 civilian trainers to conduct both C2 (Land Rover) and a C2 / MR2 (Land Rover and Unimog) courses. RTW provides a Troop Commander and Troop Corporal who act as Military Liaison Officers to this training. The main training focus for these troops is non-RACT members who require license acquisition. Over the past year they have conducted 18 courses and provided licenses to 382 members of other corps within Army and other services.

Throughout the year, RTW Tp's have been training back to back courses whilst having our people attend promotion courses and outside tasks. The Wing is running at a high tempo and the year is flying by. The program for the remainder of the year will ensure we continue to produce highly trained vehicle operators and transport managers/supervisors to the standard that the RACT expects from its Corps school.

2013 promises to be a busy and exciting time ahead for RTW with many projects in development such as Plan PAR ONERI and the loan of PMV Bushmasters for capability development and demonstration purposes. Any instructor considering a posting to RTW will find it a challenging and refreshing change from what they may have experienced as an IET.

PAR ONERI



## 44 TRANSPORT SQUADRON

44 Transport Squadron, located in Hobart, Launceston and Devonport (HQ) has had a busy year in 2012. The Squadron kicked off the year with Exercise FIRE ASSIST, an activity that exercised fundamental third line transport skills providing support to the Tasmania Fire Service during April 2012. The Tasmania Fire Service was hosting the Road Rescue Challenge, a national competition involving the exercise and assessment of the advanced skills employed to rescue road accident victims trapped in their vehicles. This year's competition also included international rescue teams from New Zealand, Singapore and Malaysia.



The Road Rescue Challenge involved competition assessors pre-positioning brand new vehicles in a variety of road accident scenarios, including variables such as 'victims' (both live and dummy) being placed in, around and under the vehicles and additional safety hazards such as leaking fuel and downed power lines. The specialist rescue teams were then required to analyse the situation and deploy their skills and equipment to neutralise the external risks and then release the 'victims' from the vehicles whilst simultaneously rendering advanced paramedical and first aid techniques.

The key roles of 44th Transport Squadron during the competition were to transport the new vehicles from the Fire Service training area to the competition site at Salamanca Place in Hobart and return the 'crocks' during the day. This involved pre-positioning all vehicles in the correct competition order, loading and unloading of vehicles at both sites and transporting the cars during periods of high traffic congestion at the popular tourist venue.

The competition ran very smoothly and the Tasmania Fire Service, along with Fire Service Representatives from other States, was highly impressed with the efficiency and helpfulness of Squadron members, including a recommendation that Army may be officially requested to provide similar assistance to the annual competition in years to come. For their part, Squadron members received valuable training in driving in testing traffic conditions, the loading and unloading of unusual cargo, and the exercise of unit coordination skills between different sites. The Squadron as a whole benefitted from valuable training in the shipment of simulated bulk combat supplies and equipment to a force. In addition, because of the high level of public interest in the competition, Army was able to benefit from the large number of visitors to the site with the successful running of a Defence Force Recruiting stand at the competition.

## 44 TRANSPORT SQUADRON Cont...

Later in the year, the Squadron had many of its members support Exercise HAMEL 2012. This is the first time since 1998 that 44 have attended an annual exercise as a sub-unit (part of the wider 2nd Force Support Battalion effort). This involved some Squadron personnel and vehicles moving across Bass Strait and joining up with 15 Transport Squadron to 'road self-deploy' to Rockhampton. 44 Transport personnel were kept busy throughout the exercise period supporting the daily shuttle runs to key exercise locations, providing the ration deliveries in the Shoal Water Bay and conducting various short notice tasking. This proved to be an excellent training activity.

In July, the Squadron lost Troop Commander 160, WO2 Paul 'Dutchy' Deboer after a short illness. The loss of WO2 DeBoer was felt across the Squadron and the wider RACT community. WO2 DeBoer was a long serving and valuable member of 44 Transport Squadron and prior to his posting as Troop Commander was the Squadron's SSM. He has left his legacy with both the Squadron and the many young (and some now not so young) soldiers that he trained and provided careful mentoring and guidance to. Vale.

During the weekend of 17 to 19th of August 2012, 44 Transport Squadron conducted Exercise TIGER TRAMP 2012 in Tasmania's North East region. On Friday evening the Squadron deployed to the first staging area at St. Mary's Racecourse in the hilly township of St Mary's. On Saturday morning the Squadron deployed to Peron Dunes, just south of the coastal town, St Helens.

Peron Dunes is a designated recreational area managed by Parks and Wildlife Tasmania. The area is popular for motorised recreational activities including 4WD vehicles, off road motorbikes and buggies, and is well known for hosting Tasmania's premier off road buggy enduro race.

The dunes have an extensive area of sand mounds and flats covering numerous hectares. This provided extensive opportunities for members of the squadron to practice driving in adverse conditions and various techniques of sand recovery. The attached RAEME personnel were put to the test in assisting with some vehicle recoveries and recovering their own MRV when it became stuck!

The final day of the training weekend involved a convoy down Tasmania's eastern coast and along the Northern routes as the two troops returned to their locations of Derwent Barracks and Kokoda Barracks respectively.

The weekend was a success for its intents and provided those in attendance with various challenges and experiences not regularly faced.

Some of the individual achievements of Squadron personnel this year include PTE Jessica MacRae being awarded the RACT Association Tasmania 'Driver of the Year' award at the RACT Birthday Dinner held at Anglesea Barracks in June; and LCPL Ben Hibbert, who was selected to participate in the 2012 Tasman Scheme in July. LCPL Hibbert will be heading to New Zealand early in the new year to undertake a short secondment with the NZDF.



# JMCO ADELAIDE

**CAPT Dave Harvie**



JMCO Adelaide is a small but highly operational organisation which consists of both Full Time and Part Time personnel. Since Dec 2011 it also includes the JMCO Melbourne Detachment. JMCO Adelaide is a sub-unit of 1JMOVGP, itself a direct command unit of Headquarters Joint Operations Command (HQ JOC).

While JMCO Adelaide is 'Joint'; at the current time the majority of positions are filled by ARA and ARES members of Royal Australian Corps of Transport. These personnel are involved with supporting the deployment of personnel, stores and equipment for all three services located within the Area of Responsibility which covers South Australia, southern areas of the Northern Territory and Broken Hill (NSW). During 2012 a high tempo of activity has continued at JMCO Adelaide which has conducted numerous tasks in support of operations and exercises both in Australia and overseas. The arrival of 7 RAR Battalion Group into Adelaide over the last year has added a new dimension; while our historic support to 16 Air Land Regiment (formerly 16 Air Defence Regiment), 9 Bde units and 92 Wing RAAF has also continued. Notable this year were the range of overseas deployments departing from and returning to Adelaide or RAAF Edinburgh, perhaps highlighted by the new RAAF KC-30 aircraft bringing 7 RAR personnel into Adelaide Airport from Hawaii (post Ex PACIFIC BOND) and on several other occasions in support of Ex HAMEL12.



Presented to Nauru Airport staff by the Australian Movements Team  
in appreciation for your assistance during Operation Resolute 2012



From late May 2012 until the end of August 2012 JMCO Adelaide operated at full capacity; with most full time and some part time members being deployed to support Ex HAMEL12; Ex RIM OF THE PACIFIC (RIMPAC) 12 or other activities, all of which meant that JMCO Adelaide was staffed almost entirely by dedicated ARES personnel. At the time of writing (Sep 2012) the tempo of operations and major exercises has only just reduced, providing opportunity for members to have a short but well earned break, ready for the next wave of tasks.

deployment to Pearl Harbour, Hawaii of WO2 Linda Mol and CPL Dan Smith to form (with PTE Martin of JMCO Perth) the MC Det supporting Ex RIMPAC12.

Although this may seem like a great holiday, the activity was actually the largest peace time combined exercise to take place in the Pacific in recent years; involving over ten nations, a large number of ships, aircraft and land based personnel.

Local support to Ex HAMEL12 required the unit to deploy personnel to man the vehicle staging point at Balranald NSW for both the deployment and re-deployment phases. This was carried out by a number of personnel including CPL John Gyepes and PTE Brian Bennet during the deployment; and later CAPT David Harvie and CPL Brenton Musolino during the re-deployment.

Full-time members SGT Aaron Zanco and PTE Chris Rapson deployed for lengthy periods and newcomer to movements, PTE Jesse Rains (ex RAAOC, 7 RAR) deployed from his IET course straight to Ex HAMEL12. Meanwhile, LCPL Cait Bourke was deployed a little further north to PNG in support of Op CATHEDRAL and PTE Karen Woodhead returned from operations in the Middle East in late August and is now on a well earned break. As usual, there is little rest for 'movers' and further deployments of Adelaide based Force Elements are expected over the next few months. In closing it has been a challenging year for all members of JMCO Adelaide and it is fair to say that all members of the unit, both part-time and full-time, have lived up to the motto of the corps – PAR ONER!!



# 1 CER - Introducing RACT Elements

By WO2 Nicky Rothwell

2012 has seen the introduction of RACT personnel into Combat Engineer Units which has definitely been an eye opener for both the Truckies and the Engineers of the 1<sup>st</sup> Combat Engineer Regiment. The following members marched into the REGT in Jan 12 to take up their new appointments:

- TOCWO WO2 Nicky Rothwell
- TPT SPV OSS SGT Darren Drummond
- TPT SPV 23 SPT SQN Leigh-Anne Robertson
- TPT 381 OSS CPL Russell Cox-Brogan
- TPT DVR OSS LCPL Cheyne Warhurst
- TPT DVR OSS PTE Simon Fox

The members all marched into the unit at the beginning of the year to be informed that they would be departing for Shoal Water Bay Training Area (SWBTA) on Exercise HAMEL (pictured ) for three months which left very little time for settling in. The truckies soon adapted well to the mixed variants of Engineer vehicles like the Launch Recovery Vehicle (LRV) and the Fire Engines as they boarded the Cargo Vessel in Darwin bound for Rockhampton. All the Truckies worked very hard ensuring that RACT tasks were met, incorporating fuel, rubbish, and water tasks. This was hosted up by the OSS TPT SPV SGT Drummond.



WO2 Rothwell deployed to Rockhampton at the completion of Exercise HAMEL as the Force Extraction Team Sergeant Major. (AKA Nanny McPhee) This covered the redeployment of over 500 A&B Vehicles that were loaded onto the Cargo Ship from Gladstone en route to Darwin which was very moving as it was the largest military vehicle move since Vietnam.

PTE Fox attended the Australian Parachuting Championships as part of the Defence team in Toolawah QLD in which his team achieved third place in free fall skydiving against 6 other teams. Well done Foxy, a great effort.

SGT Leigh-Anne Robertson has been busily training to attend the Defence Physical Training Instructors Course in 2013. She surprised the Engineers with her PT lessons out at SWBTA as they were not accustomed to a female voice yelling at them from the back of the pack.

*1 CER personnel vehicles and equipment on Exercise HAMEL*

LCPL Warhurst recently attended the Bulk Fuel Tanker Requalification Course at ALTC. He flew out straight from the field at Rockhampton and had to buy warm weather clothes to take on course. This now allows him to continue refuel ops within the regiment for a further 3 years. CPL Cox- Brogan has commenced the large task of ensuring all the unit vehicles are repaired prior to the unit drivers courses and going online.

The remainder of the year ramps up with the RACT members conducting MR2/C2, P1 and P2 Drivers Courses in preparation for RBG requirements. The team will be looking forward to a well earned Xmas break after a very busy year.



# 26TH TRANSPORT SQUADRON

LT Clint Carter

There was no shortage of tasks for 26th Transport Squadron (26 Tpt Sqn) in 2012, with the Sqn gearing up to play a part in the upcoming Force Support Unit 8 (FSU8) in 2013 – everyone had something to prove. The bulk of the year has been aimed at refocusing the Sqn on foundation war fighting. This was something the soldiers had not touched in a few years, however once the cam paint was donned a new beast was unleashed.

## 26 TPT SQN and 9 FSB Exercises

The large majority of personnel took part in the Sqn and Bn field exercises over April / May, held in Amberley and Wide Bay Training Areas respectively. Outside of the norm and under the guidance of the fresh subalterns, this field time focussed less on the driving side of Transport, and more on being 'Equal to the Task'. This included an Urban Ops package, weapon qualifications on the MAG58, and an extensive Live Fire package. All of this culminated in room clearances of the Amberley State School and Qualas IVO FOB HOLDFAST. These two exercises put the Sqn in good stead as two detachments prepared for supporting roles in Exercise HAMEL.

## AACAP

An 86 Troop push over April / May saw the deployment phase of the Army Aboriginal Community Assistance Project 2012 (AACAP) to the Dampier Peninsula (approx. 200km north of Broome, WA), providing transport support to 6th Engineer Support Regiment (6 ESR). The lift included over 75 platforms, and covered more than 25,000km travelling from Amberley to Broome via Holsworthy twice.



## Exercise HAMEL

As mentioned, there were two detachments deployed on Ex HAMEL in June / July. A dedicated Third Line detachment situated in the Wide Bay Training Area (WBTA), providing lines of communication to the other detachment located at Williamson Airfield in Shoal Water Bay Training Area (SWBTA) which was located forward IOT provide a link between Second and Third Line. It was good to see the Mack R-Series still had some grunt for the short time they were deployed, and the detachment was constantly called upon to apply Band-Aid fixes and fill forgotten holes. Several lessons were learnt out of this exercise, and will hopefully be rectified before our field commitments take place in 2013. Post HAMEL saw the redeployment of supporting units.

# 26TH TRANSPORT SQUADRON Cont...

LT Clint Carter

## 85 Tp

85 Tp this year has seen the introduction of a new fleet to replace the legendary International S-line fleet, with the arrival of 22 x Kenworth T909s and 22 x Freightler 45ft trailers, 10 x step decks and 15 x road train dollies to bolster our capability. With the new fleet's integration complete the Army now has a major asset able to provide a large lift capability at short notice.

A quick overview of the new capability:

- 10 x double road trains e.g. (48 x pallets) (4 x 20" ISO containers) (4 x ASLAV) (12 x tri-con) (4 x 6x6 land rovers + 2 x 1250kg trailer);
- 12 x single semi trailers e.g. (24 x pallets) (2 x 20" ISO containers) (1 x 40" ISO);
- 6 x 60 Tonne float. single large items e.g. F1-11 jet, Manitou, Tadano and all plant engineer equipment;
- 5 x Heavy ridges e.g. (12 x pallets) ( 1 x 20" ISO); and
- 4 x side lifters, specialised container lifter anything from 13"- 40".

Even with the new fleet coming into the system, this year has not been any different to any other for 85 Tp (*Road Runners*) with the average driver spending over six months on the road and in the field.



## 86 Tp

86 Tp played a strong role in the tasking of the Sqn, largely focused towards supporting the 6 ESR deployment on AACAP. This push covered more than 25,000km over a 45-day leg that travelled from Amberley to Holsworthy, before heading west to Broome via Mount Isa and Katherine. It was the trip of a lifetime with each CPL given their own packet as a part of the larger convoy, and the freedom to move from point A to B each day. All in all a successful push that lifted more than 75 platforms worth of stores and equipment approximately 200km north of Broome, WA along unsealed roads to a community by the name of Lombadina.

## 87 Tp

Although not intentional, 87 Tp have been heavily focussed on green activities throughout the year, with a large number of days spent on the firing range and Virtual Battle Space Version 2 (VBS2). Within the field environment unique skills such as live fire and movement, FOB live shoots and traditional platoon style defensive operations were conducted. 87 Tp have also taken a large role in the development of the junior soldiers, managing several vehicle and trailer courses over the latter half of the year.

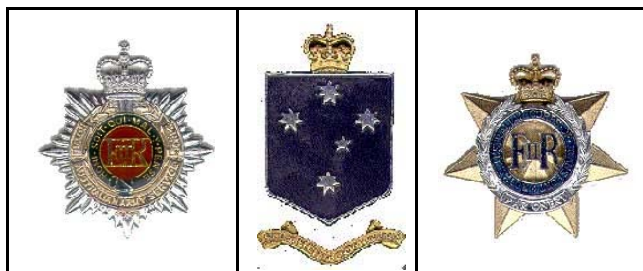
## The Camels

Vernon and Penny have continued their training and are slowly becoming more accepting of their role within the local civilian populous. With the HOTO of the Camel Officer, more time was afforded to ensure the camels are in top shape under the guidance of the camel handlers. Ongoing support and training is needed, which the Squadron independently provides.

## Nauru

At the time of this writing, members within the Sqn have deployed and are assisting 21 Construction Sqn in their efforts to build a refugee processing camp in Nauru. This deployment comes as a welcome opportunity for the Sqn due to the lack of positions in current operations. Several more members are currently on reduced notice to move, and are expecting to depart within the coming days. It is evidence again that Road Transport plays an ongoing role in the modern Army.

## 3RD MILITARY DISTRICT RAASC/RACT ASSOCIATION



We have had or having a number of changes within the Association this year both in structure and personalities. The Committee of Management has been working on the rules and duties to move the Association to the next step in the ladder – Incorporated. This will be put to the members during the 2012 AGM to be held in November. Danny Hill (WO1) one of our founding fathers has stepped down from all committee commitments and will go into retirement phase but will always be there for support. The year parade commitments commenced, as it does every year, with ANZAC Sunday at the Beaumaris RSL commemorative parade with attendance at the club after. The ANZAC Day commemorative march held in Melbourne was well attended, the weather was terrible, with all that attended heading for the Southern Cross hotel for the after action report, get-together and to enjoy the warm fire. The Pilgrimage to the Shrine parade was held on the first Sunday in June. The parade was shortened due to the weather, holding the service only in the Shrine Sanctuary. This year's service was attended by the HOC BRIG Bottrell with the past story presented by COL Andy Maclean, both presentations were well received by all in attendance. We are joined again by members from HOC, 4CSSB and RAASC Vietnam Vets Association. Work is in progress for next year's parade and the celebration for the Corps 40<sup>th</sup> Birthday.

Reserve Forces Day Parade held at the Shrine of Remembrance on the first Sunday in July is still a heavy workload for the Association with many members actively involved in the Committee of Management including the Chairperson BRIG Neale Bavington RACT (rtrd) with John Casey, John Pearce, Snr Committee Members, Parade Commander Bruce Powell and RSM Danny Hill, Bob Tyler and many others as well represented by members on the parade itself. This support is a year round activity as there is a great deal of planning and of course meetings to maintain a very high standard that has been set over the past few years.

The Association encourages members of RACT Units within Victoria to join and we keep in contact with other Associations that are active in Victoria.

## THE RACT ASSOCIATION OF TASMANIA

It has been an action packed year for the RACT Association of Tasmania and for RACT folk in Tasmania in general.

We have had a number of events this year. These have included ANZAC Day, the RACT Anniversary dinner on 2 June, which was attended by the Head of Corps, and the Reserve Forces Day parade on 1 July 2012. A detachment of RACT personnel from Tasmania provided support on Exercise HAMEL 2012. They were part of 2 FSB and involved in the running of the Theatre Gateway at Rockhampton.

Two Tasmanian RACT personnel celebrated a significant career milestone this year. MAJ Annette Wyatt and WO1 Paul Vickers were presented the Federation Star for 40 years service by the Chief of Army. Our congratulations go to both members for this achievement.

We bid farewell to our COL COMDT, COL Wayne King early in the year. We would like to thank him for all his support to the Association during his tenure. On a sad note, we lost a mate and colleague with the passing of WO2 Paul 'Dutchy' De Boer mid year. He will be missed by all.

For more information on the Association please visit our website at [www.ractassntas.com](http://www.ractassntas.com)



# SOUTH AUSTRALIAN RACT 39th CORPS BIRTHDAY ALL RANKS AND PARTNERS DINING-IN-NIGHT

A highly successful RACT Corps Birthday Dining-In-Night was held at the Marion Sports and Social Club on Saturday, 2 June 2012.

Under the strict but benign control of Dining President, Major John O'Grady, some 70 Movers, Roadies, Posties, Air Dispatchers, Termites and Mariners and their partners, jostled together to make the most of the free pre-dinner drinks!

Current and former Corps members mingled with past members of the RAASC and RAE (TN) in a convivial family atmosphere.

While it was non-military venue, the organising committee headed by WO2 (R) "Blue" and Margaret Wonnocott aided by WO2 (R) "Tich" Tyson did a splendid job creating a true Corps atmosphere. This was greatly assisted by the extraordinary efforts of the late Bill Reynolds, a courier driver in the former Adelaide Transport Unit. Bill religiously took a photograph of every member of 4 Transport and Movement Group.

The result was a wonderful collection of many youthful, 1980's vintage, Corps members. When Bill passed on, his daughter found the rare collection and passed it to WO2 (R) Dale Woodhart. It now is a valued memento of days past, and a tribute to Bill's initiative and his commitment to the Corps. WO2 Linda Mol and her husband WO1 Alex Mol displayed some excellent IT skills and prepared the photo's for display throughout the night. While many argued that time had done little to diminish their military bearing, the proof was regularly flashed before their eyes as the collection of images appeared throughout the evening.

South Australia has recently welcomed 7RAR to Adelaide and it was pleasing to see so many serving members of 7RAR attend, especially WO2 Matt Ryan the CSM of Logistic Company.

Other guests came from JMCO Adelaide, 16th Air Land Regiment (ALR) and 9CSSB.

The Colonel Commandant RACT – Central Region, Colonel Bill Denny, AM, spoke and reinforced the importance of the friendships that can be developed during service. He stressed that long after military service is over, it is the friendships and memories that will be most valued. Colonel Denny also passed on the "Words of Wisdom" from the HOC and spoke about the recent and very productive Corps Conference held at Bandiana in March.

To conclude the dinner the Corps birthday cake was ceremonially cut by the youngest member of the Corps in South Australia, Private Adam Alderman of 16 ALR, assisted by Colonel Denny. It was a wonderful night for all.





# REMEMBERING MOUNT EREBUS

MAJ Dave Toohey

The events of 28 Nov 1979 will forever remain a dark day in New Zealand aviation history. A DC-10-30, undertaking a routine scenic tour of the Antarctic, collided with Mount Erebus on Ross Island, Antarctica killing all 237 passengers and 20 crew on board.

Immediately following the accident, a recovery effort codenamed Operation OVERDUE was launched, which lasted until 09 December 1979. During this recovery operation workers operated around the clock amidst extreme physical and mental conditions to complete the grim task of identifying and removing bodies from the crash site. Two such workers were Alfred Ludenia and Leighton Wells, Air Dispatchers from 176 Air Dispatch Squadron, RAAF Richmond.

It was with great respect then that on 23 August 12 Alfred and Leighton's efforts were recognised by the New Zealand Defence Force through the awarding of the New Zealand Special Service Medal (Erebus). Awarded by LTCOL Darren Beck of the NZ High Commission, the medal was instituted in 2006 in recognition to the men and women of Australia, the United States, and other countries who assisted in Operation OVERDUE. Family, friends and servicemen both past and present, including BRIG Mulhall, AM, CSC, COMD 17 CSS BDE and LTCOL Armstrong, CO 9 FSB, gathered at 176 Air Dispatch Squadron at RAAF Richmond to witness the recognition of the service provided by Alfred and Leighton.

Whilst tinged with sadness in the memory of the tragedy it honoured, the day was important in acknowledging the efforts of Alfred and Leighton, and was conducted with the level of respect befitting the occasion. Predictably, Alfred and Leighton maintained admirable humility throughout the ceremony, indicating that knowing they had assisted in every way they could during the recovery operation was the only satisfaction they ever needed.

Now, 30 years on, the scars of 28 November 1979 still run deep, with the event maintaining the sombre title of New Zealand's most deadly peacetime disaster. The accident sent shockwaves through New Zealand and tore apart the lives of families and friends who lost love ones, made all the more traumatic by the extreme isolation of the crash site. Thanks to the efforts of recovery workers like Leighton and Alfred, however, family and friends were still afforded opportunities for closure despite extreme adversity. It is for this reason that, on 23 August 12, the people of New Zealand gave Leighton and Alfred, and the ADF, their most sincere thanks.



BRIG Mulhall, AM, CSC, COMD 17

LTCOL Beck, Alfred Ludenia , Leighton Wells, MAJ Toohey

# DEFENCE ALUMNI NETWORK (DAN)

**MAJ Gary Schulz - Army Representative – Defence Alumni Network**

Think about your time in the Army and the RACT. From the time you completed either recruit/officer training, Corps training at the Army School of Transport and then through the various units or deployments you have been on, you will have made many mates (not just RACT). Without doubt the people you've met have been one of the most enjoyable aspects of your Service life.

The Defence Alumni Network (the DAN) is a social network built exclusively for the Defence community that can help you reconnect with your long-lost Service mates.

The DAN currently has more than 8,000 members across Navy, Army and Air Force. It's a dynamic site where you can make connections with friends (both old and new), share photos, organise reunions, and even find a new job! DAN membership is open to current and past-serving members of the ADF in either a permanent or reserve capacity. As a dynamic and engaging social networking platform, the DAN allows you to:

Connect, share and engage with long-lost service mates.

Join or create a group for your recruit platoon at 1 RTB, your RACT courses, or any other group you would like to establish. Reminisce on the 'good old days', share photos and organise reunions. Form a RACT group within each trade structure and organise events throughout Australia (there are already several RACT members and groups on the DAN).

Join or create a group for a current area of interest, such as sporting groups or activities like war gaming, and make new friends.

Find out about employment opportunities back in uniform – in either a full-time or reserve capacity.

Buy, sell and swap items via the classifieds section of the DAN.

Stay up-to-date on Defence news through the media section, designed to keep DAN members informed about current issues impacting the ADF.

www.ract.org.au

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Welcome to the official website for the Royal Australian Corps of Transport. This website provides information for current and past members of the Corps.

*Brigadier Paul Nothard, AM, CSC*

*Head of Corps  
Royal Australian Corps of Transport*

LATEST CORPS NEWS

