

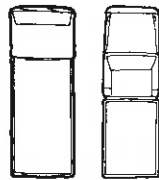
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Number 16



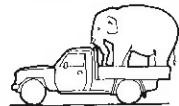
The Journal Of The Royal Australian Corps Of Transport

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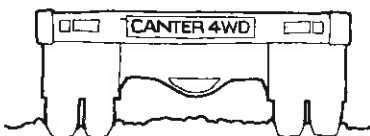
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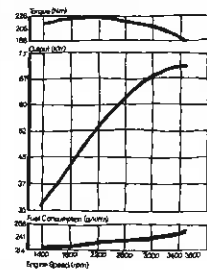
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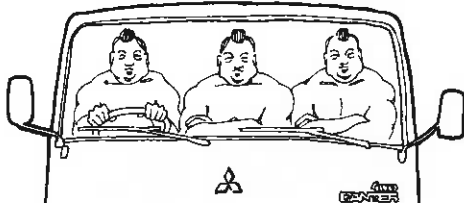
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PAR ONERI

The Journal of The Royal Australian Corps of Transport

Number 16

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COVER

Mack Heavy Dump MC 3 from 87 Tipper Troop on operation at Katherine during exercise Kangaroo'89. During the exercise 87 Troop supported 1 Construction Regt in the Katherine Area and moved approx. 43,000 tons of material. 87 Troop consisted of 22 vehicles and was the only tipper troop operating in the regular Army. On return from K89 the troop was disbanded and struck from the ORBAT on 31/10/89.

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DIRECTOR'S MESSAGE



Colonel J.H. Snare psc, qtc, lm, MCIT.

The submission of this message marks the termination of my period as Head of Corps (HOC). It seems no time has passed since the initial message from PAR ONERI in 1986. This four years has been marked by change which has greatly affected the way we do business. Significantly, there has been a reduction in the number of ASA drivers; the ARES has been reviewed and roles and organizations have been intergrated to conform with our present Defence policy; the APS Travel Reforms have been introduced with Qantas now providing a travel agency function to arrange personnel movement; the logistic function in the ASA is being integrated through the formation of logistic units/groups in most of the MD; and 9 Tpt Regt have recently suffered manpower reductions causing HQ 18 Tpt Sqn, 87 and 88 Tpt Tps to be disbanded. These changes have been caused through the current financial constraints being placed on the Army and this situation is likely to remain.

Much discussion has occurred this year over the relocation of HOC to Corps Schools. It has been recently determined that the logistic HOC will remain in Canberra. Associated with this proposal is the change to personnel management for both officers and other ranks. For officers, the Military Secretary will have primary responsibility for career management through a career advisor. For RACT in 1990, Major Brian Whinfield will assume this responsibility. For other ranks, the Soldiers Carrer Management Agency (now CARO) will manage their careers. The RACT team in this organization will be Captain Graeme Moffatt, WO1 Reg Jones and WO2 Ray Wombold. While HOC will still be involved in career management, particularly for key appointments, these organizations and CO's will assume a more significant role than they do at present. While I have no doubt it will take some time for these new arrangements to settle down, I am confident the careers of individuals will not suffer. All involved have a positive approach and desire a steady state to be achieved as quickly as practicable. More details of these arrangements will be promulgated in due course.

Many of you will be aware of the ASA Movement and Transport Operations Study undertaken at the end of last year. The focus of this study was on the ability of the ASA movement organization to adequately support operational deployments. There was a concern that this essential task was being regarded as secondary to the daily routine of

administrative movement (personnel and cargo) and removals. As a result, some far reaching recommendations were made. These have not been endorsed and HQ Logistic Command will be undertaking further studies as a result of the lessons learned in Exercise K89 and experience with composite logistic units.

I was delighted with the performance of all elements of the Corps in their contribution to Exercise K89. The movement of almost 20,000 personnel into and out of the exercise area and the lodgement and extraction of between 10,000 and 12,000 tonnes of stores was achieved most effectively by the ASA and Field Army movement organizations. That this was achieved despite industrial unrest with the pilots and considerable civilian road transport involved is all the more commendable. The lines of communication supporting the activity were also most efficient. From a movement point of view the exercise was a great success and all involved are to be commended.

In addition, the ADFLHS, 9 Tpt Regt and Div Tpt drivers travelled in excess of 6 million kilometres virtually accident free. 30 Tml Sqn received numerous bouquets for their efficiency in performing their role, particularly in their dealing with the US ships. That they were among the first units deployed and the last to return has been noticed. The ad hoc postal organisation, although stretched was also effective in performing its role as were the air despatchers, albeit their employment being limited. Commanders at all levels have been most complimentary on the performance of the Corps in support of the exercise. Well done to all of you.

In closing may I thank all officers and soldiers of the Corps for their support and assistance over the past four years. It has been a period of much personal satisfaction to me and I will miss my involvement with you. I offer my successor Colonel Win Fowles my warmest congratulations on his appointment and I know I hand over the Corps in good shape. I wish all of you good soldiering - I know you will remain PAR ONERI.

EDITORIAL

In 1989 Par Oneri has been a bit slow to come off the press. The main reason is the change in Publishers and the extra time needed by a new Publisher to sell advertising prior to printing. We are hopeful that the wait will be worthwhile with a Journal being produced that is of much better quality.

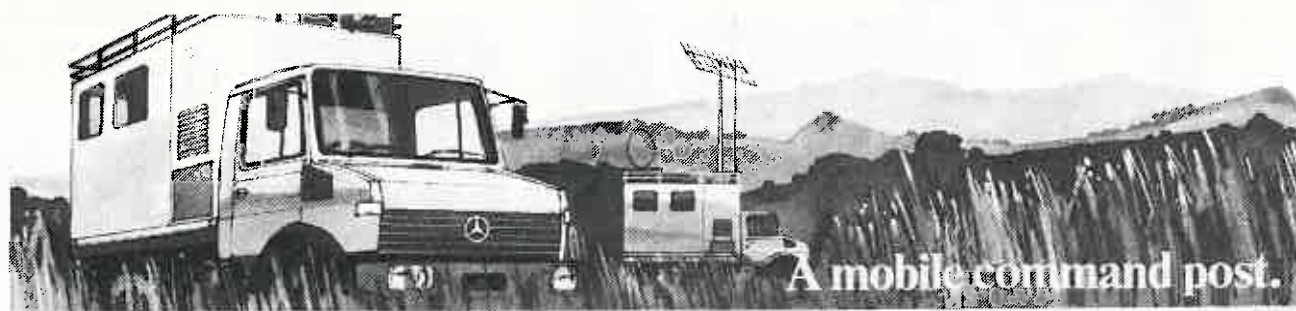
In this Edition I have continued with a number of themes which were started last year. These include Colonels Commandant, Museum Corner and Unit Histories. I have also introduced a few new ideas - including an update for you on what is happening to Personnel Management in 1990 and a section called Chat Back which invites your comments and questions. I am keen for the Corps to regard this Journal as a forum for discussion and information sharing - your contributions are invited.

I must thank all those members of the Corps who have contributed articles. The support I have received has been overwhelming and I hope this is reflected by the variety of articles which have been included in this Edition. A large number of the articles which have not been included this time will be considered in the first Edition next year or will be submitted for Puckapunyal Papers.

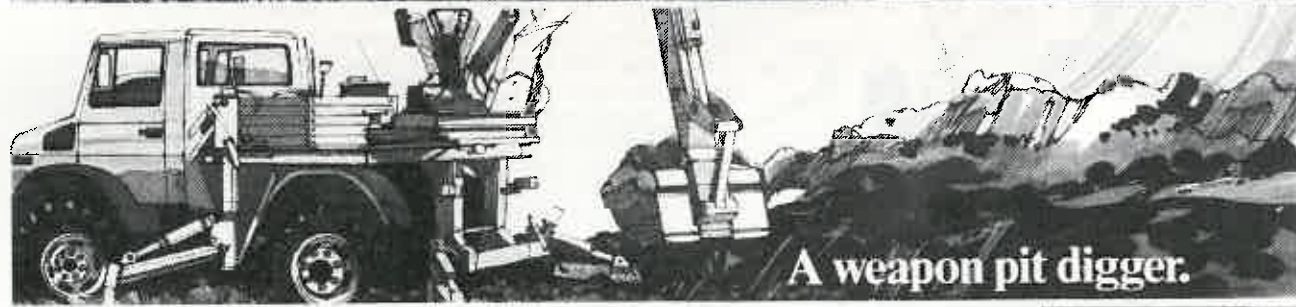
While on the subject of articles, I would ask that your submissions are typed. Our new publisher will accept colour or black and white photographs but they need to be clear pictures. And finally I need some really good action photographs to be used for the Journal cover. I promise the next cover picture will not be from the Third Line but I need your help!! The Editorial cut-off date for the next edition is 15 Mar 90.

My final task is to award the \$200 prize to the author of the best article for Journal No. 16. LT J. Forbes from 26 Tpt Sqn has been awarded the prize for his individual effort and research in the preparation of the article - "87 Transport Troop (Tipper) - History." Congratulations and thank-you for your support.

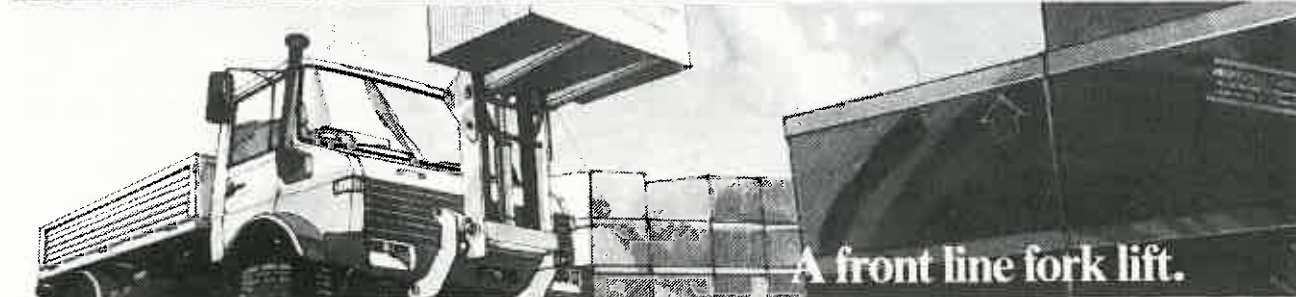
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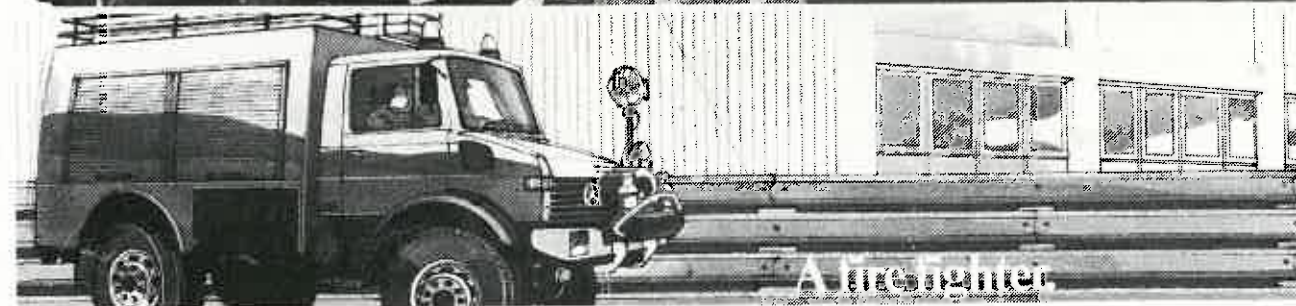
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87 TRANSPORT TROOP (TIPPER) HISTORY

by Lieutenant J.P. Forbes

87 Platoon was raised in Melbourne in 1958, under the command of Headquarters 28 Company, now, Melbourne Transport Unit. No permanent vehicles were allocated to the unit prior to 1963, and for exercises personnel were ferried to Bandiana to pick up vehicles.

87 Platoon was involved in many major exercises in its early period such as "Icebreaker" 1959, "Nutcracker" 1960, and "Carbine" in 1961. Exercise "Skyhigh" was conducted in 1963 when the 'Ulster Rifles' visited from Ireland. 87 Platoon was based on the Holsworthy Range under command of 28 Coy HQ, in company with 85 Platoon from Brisbane, 86 Platoon from Bandiana, 88 Platoon from Randwick and 89 Motor Ambulance from Adelaide. Co-located were Supply Company and 55 Field Bakery.

1964 saw a requirement for a detachment of tipper drivers to go with 22 Construction Squadron to New Guinea for 12 months. During the same period members of 87 and also 86 were detached to 6 Tropical Trials Unit Monegeeta, and to Innisfail Qld.

1964 also saw the disbanding of Headquarters 28 Company and the raising of Headquarters 25 Company in Puckapunyal, to command both 86 and 87 transport Platoons. These were re-located from Bandiana and Melbourne respectively.

Between the 22nd of April 1966 and 19th of April 1967, 87 Transport Platoon served in South Vietnam. Members who served in 87 Platoon in Vietnam were mainly from the existing Platoon, and were supplemented by many personnel from their sister unit 86 Transport Platoon (General Transport). Because of this background, although the Platoon came under the command of 1 Company Headquarters in Vietnam, a fierce loyalty to 25 Company RAASC existed, and 87 Transport Platoon prided itself in running under its own independent "tac" signs. This, plus the fact that 87 Transport Platoon was the first RAASC Transport Platoon to serve in an active service theatre since the cessation of World War Two, and that 87 Platoon was posted and withdrawn from South Vietnam, as a unit, make the platoon quite unique.

In October 1971, Headquarters 25 Company was replaced by Headquarters 26 Company, which also saw service in Vietnam. By 1972, 87 Transport Platoon came under Command of Headquarters 26 Transport Company, along with 86 Platoon and 158 Platoon. The abolition of National Service at the end of 1972 halved the size of the Company, and meant that 87 Platoon which was comprised solely of National Servicemen since its return from service in Vietnam, had ceased to exist. To facilitate the retention of 87 Platoon as an entity, members of 86 Platoon were immediately posted into vacancies created by the departure of the National Servicemen.

During 1973 and 1974 tasking had settled into a pattern, 87 Platoon, still a restricted platoon of only 12 tippers, was fully committed to the support of 21 Construction Squadron in the upgrading of the Puckapunyal Range.

In December 1975, 87 Platoon along with 26 Company completed its move from accommodation in a collection of corrugated iron huts near the Puckapunyal Golf Course, to a new brick and bitumen complex opposite the RACT Centre. The Platoon also conducted "Exercise Column Caper" in the Hunter Valley NSW earlier that year.

1976 saw 87 Platoon participating in a vigorous Puckapunyal Range reconstruction programme with 21 Construction Squadron, and also providing assistance in the construction of a road between 'The Glen' and Canal Creek, in the Shoalwater Bay Training Area. During 1977 the Platoon's commitments in the construction of the Puckapunyal Range were reduced and the workload was redirected toward some local tasking and the construction of an armoured personnel carrier driver training complex for the Armoured Centre.

In June 1978, the Company became a Squadron and 87 Transport Platoon became 87 Transport Troop. At this time vehicle availability became a critical problem. 87 Troop, whose tippers had clocked higher mileage and of a more intensive nature than 86 Troop's Cargo's, was often reduced to an availability of eight vehicles out of a total of 22. Many of these vehicles showed repair and maintenance conducted in South Vietnam Workshops in their log books.

Despite problems with vehicles, 87 Troop participated in "Exercise Kangaroo 3" in 1979, and "Exercise Camel's Progress" in May 1980, shortly after which the troop deployed to Shoalwater Bay Training Area to assist 20 Divisional Engineer Support Squadron in "Exercise Normanby Ranger 1." They also assisted in the construction of Williamson Airfield and 12 km of access road in the Training Area. This support lasted until September, when the complete Squadron participated in "Exercise Droughtmaster," which was conducted in and around Bourke, NSW.

In April 1981, 87 Troop again deployed to the Shoalwater Bay Training Area for "Exercise Normanby Ranger 2", which was an extension of the exercise held the previous year. During the exercise the troop again provided support to 20 Divisional Engineer Support Squadron in the construction of 80 km of access road.

During 1982 the troop participated in "Exercise Bordertime 82", as well as dumping tasks for the Regional Engineer, and road construction around the mountainous areas near Licola and Heyfield in eastern Victoria with 22 Construction Regiment (Army Reserve).

87 Troop's carrying capacity was doubled in 1983 with the introduction of the first Mack Eight Tonne Tipper, arriving on 19th of January. After participating in a number of unit-run Mack Conversion Courses, The Troop participated in "Exercise Bordertime 83."

During "Exercise Bordertime 84" the Troop moved construction materials and equipment from 21 Construction Squadron, to Shoalwater Bay Training Area, prior to working with outback shires on tipping tasks. In November 1984, the Troop engaged in "Exercise Mega Dump 1" involving the repair of roads in the Nowra area.

During 1985 the Troop participated in "Exercise Arnhem Phoenix" with the rest of the Squadron. The year ended with "Exercise Mega Dump 2," a troop training exercise conducted by 87 Troop, the first and only use of the Troop in its Tipper role for the year.

In May 1986, the Troop conducted troop training at Berri during "Exercise Mega Dump 3", prior to supporting 1 Construction Regiment on "Exercise Triple Shift" on the Puckapunyal Range.

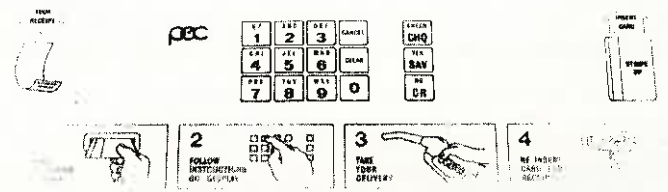
1987 was a busy year for 87 Troop, with two Young Officers Courses to support, the upgrading of Canberra Golf Course, "Exercise Bordertime" and "Exercise Diamond Dollar."

The pace of tasking was maintained through 1988 with the upgrade of Route 20 on the Puckapunyal Range in support of 21 Construction Squadron, "Exercise Coal Wash" at Ingleburn NSW, in support of 2 Training Group and "Exercise Harness Support" in Finley NSW. The Troop once again supported the Young Officers Course as well as conducting a 9 Transport Regiment Mack Conversion Course.

The first part of 1989 also proved to be busy for 87 Troop, with tipper tasking involving support to 21 Construction Squadron in the building of an AFV range, and the further upgrading of the Canberra Golf Course. As well as working within their role the Troop participated in training at Land Warfare Centre, Canungra, and deployment training around Victoria. The Troop also ran a Limited Drivers Course and a Mack Conversion Course in preparation for "Exercise Kangaroo 89."

Fleet Card

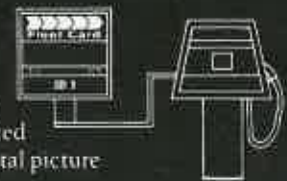
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Prior to "Exercise Kangaroo 89" 26 Transport Squadron held a formal parade for the occasion of the disbandment of 87 Troop. This was the last time the Squadron formally paraded with 87 Troop, it was also the first time the Squadron paraded in its new structure with Squadron Headquarters, 86 Troop, 158 Troop and Workshops. The parade was reviewed by The Commander Land Command Transport Group Colonel P. White and was held on the 9th of June 1989.



87 Tpt Tp being inspected by COL White, Comd Land Command Tpt Gp with MAJ Davie, OC 26 Tpt Sqn and LTCOL Fitzgerald, CO 9 Tpt Regt.

87 Troop participated in "Exercise Kangaroo 89" between the 17th of June and the 31st of August. "K 89" was the Troop's last exercise and on all counts a very successful one. During the exercise the Troop moved 43,000 tonnes of material over a total distance of 500,000 kms. The bulk of the support was provided to 1 Construction Regiment in the Katherine Area.

87 Troop is the only tipper troop in the Australian Regular Army, and currently consists of 35 personnel and 22 task tipper. Most of the soldiers in the Troop are here on their first posting, which is a result of the change in manning policy through the last few years.

87 Transport (Tipper) will commence disbandment on the 31st of August, and it will be struck from the Order of Battle on the 30th November 1989.



87 Tpt Tp - Tippers stockpiling at RAAF Tindal during Ex K89

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SOME MUSINGS ON LOGISTICS'

by COL W.L. Fowles

You may have read a 'Cri de Coeur' on logistics and logisticians which has been circulated for many years. Usually titled the Logistician's Lament, the anonymous ditty has appeared on many office walls. It starts with the words "Logisticians are a sad and embittered race," and then goes on to describe how logisticians are misunderstood, maligned and miserable.

After reading it, one is left with the strong impression that no red blooded soldier in his right mind would ever pursue a career in logistics. Well, in case you believe that you are far too red blooded to ever have anything to do with logistics, let me disabuse you in this short article. I contend that all of you who have been, or will be, in a command position are logisticians by definition. That really means everybody, for if you have no intention or desire to command then you should really consider whether you are in the Army for a career or just a job. But, I digress. Let's look at the definition of logistics for a clue or two.

Logistics is often seen to be one of the black arts. We are told, however, that it is a science. If you subscribe to the official definition, you will know that logistics is the "...science of planning and carrying out the movement and maintenance of forces." JSP (AS) 101 expands the definition further, but these twelve words really say it all. A brief analysis is in order.

A science implies quantitative, objective, unemotional fact as opposed to qualitative, subjective and (perhaps) emotional opinion. Is logistics an objective science, a subjective art, or a mixture of both? I believe it has an element of art in it, which puts me slightly at odds with the official definition. Here's why.

As with tactics, the human factor in logistics means that no logistician can ever be 100% sure that he has all the facts all the time. An element of opinion must impinge on his deliberations. That is why we have real people on a logistics staff instead of a row of strictly objective computers. The people are there for the same reason that people are needed on operations or personnel staffs - to advise the commander so that he can decide how best to execute his chosen plan.

The **planning** part of the definition is obvious. If you cannot plan, you cannot be a logistician. No one would argue with that.

Carrying out is a little different. This term implies execution, and execution implies having both the authority and the responsibility to implement a course of action. Nobody on a staff, any staff, has the inherent authority to implement anything; authority can only flow from the commander. If logistics correctly includes "carrying out," and I believe it does, then who is the logistician? It cannot be a staff officer, regardless of his being titled SO1 Logistics or whatever. Obviously, the commander is the logistician.

It is the commander who must take total responsibility for the forces under his command and it is he, and only he, who had the authority to "carry out." He can certainly delegate this authority as he sees fit, but he remains accountable in the fullest sense of the word. There is no doubt that he is **the** logistician - to say otherwise is also to say that he is not the leader or **the** tactician. I will return to this point later.

Movement is a self-evident, if misinterpreted (1) term. Sufficient to say here that, to qualify as a logistician, the movement function must be understood, planned for, and carried out.

Maintenance in the narrow sense usually refers only to repair. The word here is used in the widest sense, that is, it encompasses all elements needed to sustain a force. These elements include supply, facilities and services as well as, of course, repair. The word tells us that the logistician must, as with movement, understand, plan for and carry out the maintenance function.

The definition says that we are dealing with **forces**. Forces are the naval, military or air components that can influence the outcome of either an individual battle or an entire campaign. The term is narrower in relation to a battle than to a campaign - the former implies tactics while the latter implies strategy. "Forces" for a campaign must include consideration of the training base and the materiel support base, both of which form the foundation for longer term success. In other words, the logistician must not merely be interested in the movement and maintenance of forces on a particular battlefield. He must be cognizant of, and take action in regard to, the movement and maintenance of forces that may be needed on future battlefields later in the campaign.

Some may rail at me for stating the obvious here but I have met too many (often senior) officers who believe that logistics pertains only to movement and maintenance on the battlefield itself while, by some mystical means, the forces now left out of battle will raise, equip, train, move and sustain themselves with no input from the logistician, ie the commander, who is responsible for the campaign's conduct.

To sum up the definition, I believe that the addition of the word "art" is all that is required. The rest is perfectly sound.

Why raise all this at all? Who cares about definitions anyway? The answer is simple: Without an understanding of the fundamentals of any profession one cannot hope for success within it, and definitions are part of the fundamentals of the Defence profession. (2) Which brings me back to the matter of the commander (at any level) being **the** logistician.

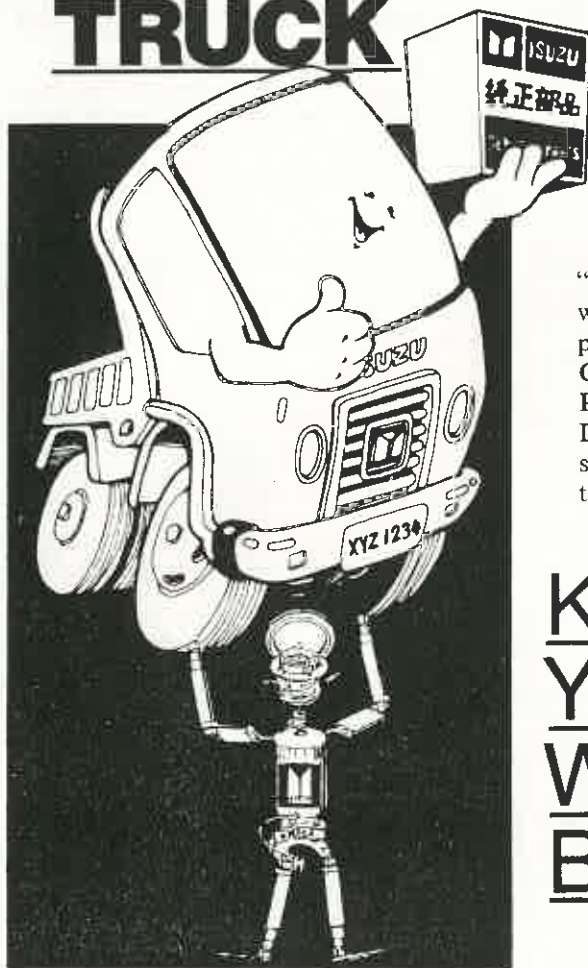
Once upon a time we did not have the word "logistics." Its elements were included in the word "administration." So were other things. "Administration" was a good word, despite being a little vague, because all arms officers were weaned on the knowledge that administration is a function of command. They still are. Arms officers become commanders Generals, as the Logistician's Lament so succinctly states. They therefore know that administration is their problem because it is a command problem. This is not necessarily so with the word "logistics."

Unfortunately, many arms officers seem to equate logistics with the supporting services, particularly transport, ordnance and EME, without realising that logistics is merely a sub-set of administration. To compound the felony, many services officers believe that logistics is solely their preserve. Both are wrong. If this were the case, then all our Generals would be from the supporting services because it is quite clear (at least to me) that if logistics is a part of administration and if administration is a function of command, then all commanders must be logisticians. That is not to say that all commanders must have a detailed technical knowledge of all aspects of the movement and maintenance of forces. They don't. That is why they have services' advisors.

I am reminded here of a story attributed to General Patton, who reputedly was asked whether he would have difficulty in commanding a battleship instead of an army. Patton foresaw no problems because his (naval) gunnery experts, his tactical experts, his intelligence, manoeuvre other experts would advise him of the limitations while he would make the decisions. He saw little difference in principle between commanding an army or commanding a battleship; both tasks require expert specialist input so that the commander could first weight the risks before deciding on, and implementing, a course of action.

So it is with commanders and logistics. Logistics is but one of many areas where a commander will require expert input before he makes a decision. He will have specialist advisors to help him but, in the same way that he is the ultimate authority

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(d314)

on tactical or morale or leadership or fire support or anything else, so is he the ultimate authority on logistics.

He who aspires to command must understand logistics no less than he understands tactics or leadership; to do otherwise is to expose his men, his mission and his nation to an unacceptable and entirely avoidable risk.

NOTES:

1. "Movement is a staff function and should not be confused with the service function of "transport." The two are closely linked but they are not identical.
2. The term "Defence profession" is used in preference to "military profession" in order to emphasize that civilian practitioners also must understand the fundamentals. I am inclined to believe that many know, but few understand.

COLONEL K.L. DUNCAN RL



Colonel K.L. Duncan (RL)

Born Kenneth Lawler Duncan on 25 April 1933 in Melbourne, Vic and educated at Scotch College. Colonel Duncan graduated from OCS Portsea in December 1952 and was commissioned into the Royal Australian Engineers (RAE) gaining early regimental experience by serving as a Platoon Commander with the 16th National Service Training Battalion at Woodside, SA.

He attended the navigation School in 1954 and qualified as a ship's master. For the remainder of the 1950's Colonel Duncan served with the Army cargo and landing ships, managing a bus and coach company before becoming the Southwest Pacific which included a trip to Japan for commissioning of an LSM from the US Navy. During this period Colonel Duncan was also appointed OC of the 3rd Transportation Squadron (Watercraft), Fremantle WA where he was promoted to Captain in 1958.

In 1961-62, Colonel Duncan was attached for two years to the British Army's Royal Engineers where he worked with the 17th Port Regiment.

In 1964-67, Colonel Duncan worked in Army HQ, Canberra where he was promoted to Major in 1966. Appointments include the Deputy Assistant Director - Transportation.

In 1968-69, Colonel Duncan served in South Vietnam as the Force Movements Officer situated in Saigon.

On return from Vietnam, he attended Army Staff College in Queenscliff, Vic followed by a number of staff Corps and Non-Corps appointments at Army HQ. He was promoted to Lieutenant Colonel in 1972 and worked at the Directorate (RAE) assisting in the formation of the Royal Australian Corps of Transport.

In 1974, Colonel Duncan was appointed as Commanding Officer of the Transportation Centre (RACT), Chowder Bay.

From 1976-80, Colonel Duncan worked on the Joint Exercises Planning Teams for K2 and K3 Exercises. During 1977, he attended Joint Services Staff College and early 1978 was promoted to Colonel as the Colonel Logistics for K3.

In 1980, Colonel Duncan was appointed Director of Movements and Deputy Director of RACT. In October of that year, Colonel Duncan resigned after 28 years of service. He has been awarded the Vietnam Medal, Vietnam Campaign Medal, National Medal and the Clasp to the National Medal. In July 1987, he was appointed Honorary Colonel Commandant of RACT in 2 MD.

On leaving the service, Colonel Duncan spent three years managing a bus and coach company before becoming the National Secretary of the Chartered Institute of Transport (CIT) working out of Sydney. His tasks involve the administration of the Institute, promulgating regulations determined by the Council, undating memberships and liaising with government and other transport policy makers.

Colonel Duncan is an active member of the Sydney Legacy, a Fellow of the CIT, and an Associate Fellow of the Australian Institute of Management. His interests include the theatre and the making of silver jewellery. He is married with two children and with his wife Dawn, reside in Cremorne Sydney.

Colonel Duncan was appointed Representative Colonel Commandant of the RACT on 27 May 89 and Colonel Commandant, RACT, 2MD on 2 Jul 89.

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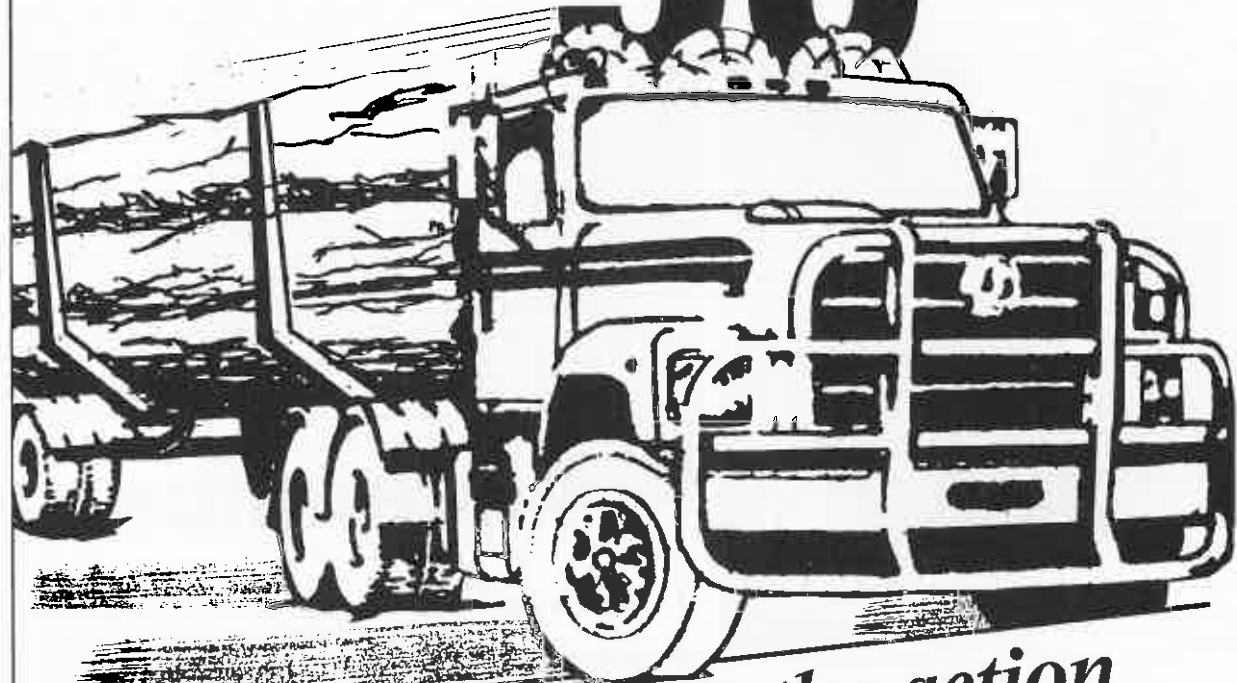
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44 Transport Squadron - Memorial Unveiling and Dedication Service

On the morning of Sunday 11 Sep 66, PTE Snare slipped from the Fourth River Weir into the river, and was caught in the turbulent water.

Spontaneously, and very bravely, six of his fellow patrol members went to his aid. LCPL Horsburgh managed to reach PTE Snare, but was overcome by the violent, swirling water. PTE Barber and PTE Mawer were also lost in the torrent.

Of the seven who went into the water that day, only three were able to reach the shore safely. The soldiers were members of 44 Tpt Sqn who were participating in an Escape and Evasion exercise being conducted on the North West Coast of Tasmania 23 years ago.

On Sunday 17 Sep. 89 an outdoor service was held to unveil the monument which has been dedicated to the four unit members who lost their lives in 1966. The service was supported by the 6MD Band and a Guard of Honour.

Note from the Editor. The Director was pleased to be able to approve a sum of money from the RACT Corps Fund to assist the unit in the expense of raising this memorial.

PHOTOGRAPHS OF MONUMENT AND INSCRIPTION PLATE



ERECTED TO THE HONOUR AND MEMORY OF
THOSE SOLDIERS OF THE 44TH TRANSPORT COMPANY
RAASC WHO LOST THEIR LIVES AT
THE FORTH RIVER WEIR
ON SUNDAY THE 11TH OF SEPTEMBER 1966
WHILE EXERCISING ESCAPE AND EVASION

828154 LCPL HORSBURGH G. R.
828186 PTE SNARE L. C.
828240 PTE BARBER P. T.
828244 PTE MAWER J. E.

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PERSONNEL MANAGEMENT

As the Director mentioned in his Address a number of changes are occurring in the Personnel Management field in 1990. In order that all members of the Corps are aware of these changes the Officer and Other Ranks management sections within the Directorate have prepared this article for you.

OFFICER MANAGEMENT CELL

For those who have been keeping abreast of the changes on the personnel management organisations, the following revelations will come as no surprise to you.

On 15 January 1990 the Career Advisory Group (CAG) will be formed and commence working for (although not necessarily in) MS-A, Personnel Branch. The Group comprises officers at S02 level taking responsibility for the detailed management of Corps officers. Major Brian Whinfield will remain as our representative with the title of Corps Career Advisor (CCA). He will work to AMS through the Cell 2 S01, LTCOL R.J. Dyne, but remains responsive to HOC input on all management matters. Until infrastructure support is finalized Major Whinfield will continue to work from his present location.

Your CCA will be the prime point of contact in MS-A and will conduct most of the career interviews throughout the year. As is the case at present, the CCA will prepare course panels, posting plots, special appointments and promotion recommendations. To ensure equitable input the advice of CO/OC is sought in these matters, HOC will provide clearance and personal and Reporting Officer comments on EDRO's will be taken into account. Finally, the CCA will be responsible to ensure that all officers are aware of their progress and any development needs on an annual basis.

OR MANAGEMENT CELL

The new personnel management system for other ranks is to commence operation on the 13 December 1989. Each corps will be represented at the Soldiers Career Management Agency (SCMA) formerly known as CARO by a Career Advisory Cell (CAC). The RACT cell will consist of an S03 Personnel -CAPT Graeme Moffatt, W01 Soldier Manager W01 Reg Jones, and Trade Manager W02 Ray Wombold.

The CAC is responsible to the S01 PM Gp SCMA and will remain responsive to HOC for advice on personnel management matters. HOC will retain responsibility for corps personnel management policy and the management of key positions within the corps. The CO SCMA will retain executive career management for all ARA other ranks.

Duties of the Career Advisory Cell are:

- a. Initiate career plans for soldiers;
- b. Visit units and conduct career interviews;
- c. Review PR66 and make appropriate comment;
- d. Maintain accurate soldiers career records;
- e. Analyse merit of soldiers;
- f. Provide advice to the promotion advisory board;
- g. Select soldiers for attendance on promotion and trade courses;
- h. Provide advice to CO's on the career plans of their soldiers;
- i. Initiate posting plans for Soldiers;
- j. Provide short lists of soldiers for key postings; and,
- k. Provide advice to HOC on corps soldiers.

The service and procedures previously operated by the RACT OR Management section will change very little in respect to individuals. The majority of change involves the staff type procedures within SCMA.

Contact telephone numbers for the RACT CAC personnel will be advised in due course.

PERSONNEL MANAGEMENT

In the latter half of 1988 a proposal was developed within DPP to alter the personnel management system for both ARA and ARES officers and OR. The Chief of the General Staff Advisory Committee (CGSAC) minute 3/189 confirmed that changes would occur. The result has been as follows:

- a. **Military Secretary** - executive career management responsibility for all ARA Officers and all ARES LTCOL and above.
- b. **Military District Commanders** - executive career management for all ARES personnel in the rank of MAJ and below.
- c. **Commanding Officer** - Soldier Career Management Agency (SCMA) executive career management for all ARA OR, and
- d. **HOC** - Advice to MS, SCMA appointments, key corps coded senior staff officers on status appointments, key corps coded appointments, clearances for promotion and individual corps officers career development.

To further explain the day to day operation of personnel management we have provided a brief on the new officer management cell within MS and the OR management cell at SCMA. It is an overview only and provides details of the personnel who will initially man the organisation. The important fact to remember is the new system is designed to improve the personnel management function for individual servicemen and women.

What Happened to Melbourne MovT Unit?

On 14 Dec. 88 Melbourne MovT Unit paraded for the last time. By the end of the parade the Unit had amalgamated with 32 Supply Battalion, 3 Base Workshop Battalion and the District Support Unit. This amalgamation formed the Broadmeadows Logistic Battalion which now performs all the functions of those previous units.

Now that a year has passed it is interesting to look at what changes the RACT elements in the Battalion have undergone. The changes have been substantial and innovative. RACT personnel now form integral parts of four separate companies and work alongside RAAOC and RAEME in the one integrated logistic unit.

The Orderly Room and Q Store were centralized in Administration Company even before the first day. Within the first month all the road transport elements had been combined with all the other transport and MHE in the area to form the Transport Company under an RACT CAPT with 47 personnel and the responsibility for over 200 vehicles, trailers and MHE.

MCO Melbourne was relocated from Sturt Street, Melbourne in late Feb 89 to Broadmeadows. It is now part of the Logistic Operations/Plans/Training Company. Its role has not changed but it does act as the MovT adviser to the Battalion Headquarters.

The Freight Terminal and the Cargo Section of the MCO were combined with the RAAOC Traffic Platoon in Oct 89 to form the Dispatch Platoon under an RACT W02. Dispatch Platoon is part of the Materiel Support Company (MSC) which is responsible for all distribution and equipment classification.

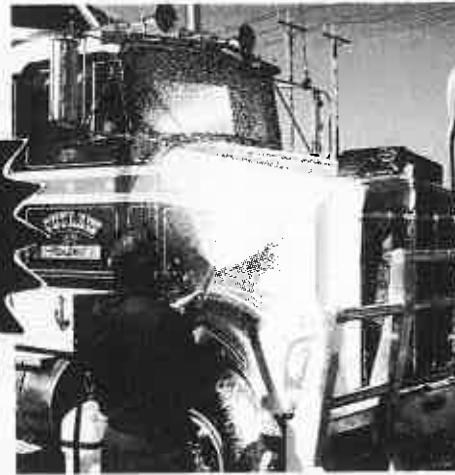
Significant savings have already been achieved by combining similar functions and streamlining procedures. Much more will certainly be achieved. We have not lost any of our Corps identity or standing because of the changes. RACT personnel are now involved in nearly every aspect of logistic support undertaken by the Logistic Battalion and have proved themselves to be equal to the task.

MAJ T.E. Betts
OC MSC
Broadmeadows Log Bn

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1 RTB — A JNCO REGIMENTAL GROUNDING

An Article by WO1 M.C. Burke, Corps RSM RACT



WO1 M.C. Burke, Corps RSM RACT

I believe the time has come for me to put pen to paper, on a subject that JNCO and SNCO in RACT should examine closely, should they wish to pursue a Regimental career.

Some twelve years now have passed since I thoroughly enjoyed a posting as a PL SGT at 1 RTB. It was indeed a nervous me as I drove through the gates of Blamey Barracks thinking "My God, what's in store" However, once established and having completed my first platoon, I realised just how much job satisfaction there really was. Some two years and nine platoons later it was over for me, and I didn't want to leave. The job was just fantastic, thoroughly satisfying.

Let me now elaborate on some aspects that will be most beneficial to a JNCO/SNCO serving at 1 RTB.

Leadership This will be of paramount importance as you will find clear goals to achieve, with total command responsibilities. Section Commanders are the first point of contact for the young recruit, therefore your input, at this very early stage, is critical.

Discipline Another very important aspect, as it enhances good morale, esprit de corps and a sense of instinctive obedience in the individual. A good grounding for war.

Administration A wide range of individual to section and platoon level administration is required to assist these young fellows to adjust to a new way of life in the Army.

Instruction Your ability to impart knowledge on drill, weapons, fieldcraft and shooting skills, gives you more self confidence. Without a doubt this sets you up for future Subject One courses, ahead of the rest.

Well they are just a few areas, there's a whole lot more. However, there is another very good reason for seeking a posting to 1 RTB as a JNCO. You now have the opportunity of qualifying in Subject One (Sergeant) while posted there, without going to an LWC Detachment. This is definitely a positive step for your career prospects.

How did it help me? Well here are just a couple of results that I achieved, later in my career, directly attributable to my posting at 1 RTB:

- a. Student of Merit (Subject One Warrant Officer)
- b. 7th on an Infantry Regimental Sergeant Major Course.

In conclusion let me say, your contribution as an instructor at 1 RTB ensures that high standards of training will ensure good quality soldiers in the Army for the future. You will see a positive result every twelve weeks, from civilian to soldier, with self satisfaction. If you need motivation for aspirations of becoming an RSM, then strongly consider a posting as an instructor to 1 RTB, it will be your regimental ride to the top.

PAR ONERI

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 - The portion of loan in excess of the concessional \$25,000 is subject to the same interest rates and conditions that apply to other Westpac housing loan customers.
 - full portability. You may take your loan with you from property to property. So there is no need, anymore, to put off taking your loan until you have settled on a home with a expectancy of a long occupation.

With the concessional loan attracting an interest rate of only 6.85% per annum, entitled loan applicants have an excellent opportunity to satisfy their housing needs at a big discount compared with those relying entirely on normal housing finance. Even when borrowing in excess of \$25,000 is required, the average interest cost of the combined concessional and normal housing loan rates represents a substantial saving.

As the housing market goes "off the boil," there are likely to be good opportunities for people with DSH loan entitlements to secure a home with affordable finance. To obtain a loan, all applicants must comply with the usual credit worthiness standards that apply to DSH and Westpac first mortgage loans.

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July 1989...9 Tpt Sqn loaded and moving to Ex K89. The Sqn completed 1.2 million km in support of the exercise.

K89 FROM THE CABIN IN BRAVO TROOP, 9 TRANSPORT SQUADRON

On return from Christmas leave we knew that there was six months to prepare for Kangaroo 89. We had plenty of time or so we thought, but between a DFACC call out, Troop and Squadron exercises, ODF readiness inspections and tests, and being allocated in support to the Gun Regiment, the Sappers and the Battalions at varying times, our preparation was hectic.

K89 started with our deployment of 2 Field Supply Battalion (2FSB) stores to Darwin - an administrative move early in July and returning 10 days later; in time to deploy with the Squadron main body on 30 July 89. Four days later we arrived at 3 Brigade Transit Area (3BTA) in Katherine. The most outstanding feature of the BTA was the large number of 'porta-potties' - No digging in! Fortunately we were soon to deploy to the Brigade Maintenance Area, about 90 km north at MacDonal Airstrip and we began the tactical phase in earnest. Here the Sqn not only dug in the SALs but also dug in critical vehicle hides.

Operations Bellman, Eliminator and Terminator. AO's Summer, Sword, Foil and Cutlass. The Bell, Club, Palm, Moon and Star routes. MCCPs, TCPs, Roadblocks, check-points and MP Posts. Brigade and Squadron movement and control numbers ensured that we quickly realized how big and controlled this 'conflict' was going to be.

Bravo Troop was allocated five Mack Fuel Tankers, increasing the establishment to 42 personnel, five TTFs, 23 Unimogs, two 110 Landrovers, four 8 t trailers and three motorcycles. We thought that we were well defended when we learnt that one of the other Squadrons had its TTFs 'destroyed'; so the wire went up and the Macks were caged in CAT 2 pens. There were more reports of enemy successes - and our strong points were double manned, we set up a roving piquet at night, and then physically searched the TTFs and water tankers approximately every 15 minutes.

The tasking was consistent, but not heavy. The distribution of combat supplies, including water, was not as hectic as usual due to the large amount of air support, but there was a reasonable amount of Troop lifting and this, with an active enemy ambushing plan requiring us to provide our own pers and vehicles as armed escorts, kept us occupied. Our best task was three days of independent operations with 2/4 RAR. It

commenced with a rapid redeployment (an all night drive) of the Battalion from Pine Creek to Willeroo. The sections then supported the rifle companies with insertion and extraction tasks of reconnaissance patrols followed by the insertion of the extraction tasks of reconnaissance patrols followed by the insertion of the Companies for the Battalion Coordinated Attack, in which we were also tasked to assist with the deception plan and provide mobility for the Battalion Reserve. The support was concluded with a complete Battalion Troop lift redeploying back to Pine Creek.

Back in the BMA we liaised with the transport section of the US Battalion's Forward ARea Support Team (FAST). They showed us the secret of night driving at 60 km/h without lights - simple - issue night vision goggles down to driver level! They generally impressed us with their equipment and we impressed them with our training.

It took about three weeks for the Squadron's routine to settle down and then it was time to redeploy the BMA. Final orders were given, the move would be to Mataranka, subject to the town being secured. No one predicted that an enthusiastic Red Cross team would delay the BMA's move; and we eventually got to Mataranka with all but enough time to be tasked with extracting troops from their locations back to RAAF Base Tindal for their flight home. On completion of that we were tasked to redeploy 3 Field Supply Company stores to Townsville. A good job for one and half troops normally but an even better one for a troop and two macks! We were bulked out and height-wise just five centimetres below the legal limit. The return journey was going to be interesting into strong headwinds but with only a blown motor and a seized rear differential - it could have been worse.

We arrived back at Lavarack on Wednesday 6 September. On the Thursday and Friday we refurbished stores and cleaned up. We had the weekend off and on Monday the Squadron should have stood down. Unfortunately, someone said it was not feasible to leave 2FSB in Darwin - so two days later we started the trek north again. I'm told its to Katherine to carry stores back to Wallangara for Logistic Command. Half a million accident free kilometres in two months isn't bad for a medium troop in a lightly scaled brigade, I suppose.

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LS033/89



Farewell to BRIG K.L. MacPherson, AM (RL) Colonel Commandant, 3MD Mar 87 - Sep 89

Kevin MacPherson became Staff Cadet MacPherson at RMC in Feb 1951. He graduated to the RAASC in Dec 54. His main Corps (RAASC/RACT) appointments in Australia were Adjt, 3 Div Column RAASC; S1, Ops Wg, RAASC Centre (now CTW, AST); Comd, RAASC, Southern Command (now 3MD); CO/Ci, RAASC Centre; SO1 positions on DTPT and DMOV and finally he was the first COLMOVT, HQ Log Comd.

BRIG MacPherson served overseas in Malaya (now Malaysia), PNG, UK, West Germany and South Vietnam where he was awarded an MID for his outstanding contribution to HQ AFV. He attended both C & SC and JSSC and concluded his career in July 1986 as the Director General of Personnel Operations, Army Office.

Regretfully, poor health has caused him to resign his Colonel Commandant appointment. We wish both he and his wife Gloria, all the best for the future and thank them for their most appreciated contributions to the Corps and the Army.

VIETNAM VETERANS COUNSELLING SERVICE

24 HOUR TELEPHONE COUNSELLING SERVICE
008 043503

Veterans Line (008 043503) gives veterans and their families access to 24 hour telephone support: this support being through the Vietnam Veterans Counselling Service (VVCS) during the day and the Salvo Care Line Counsellors and trained Vietnam veteran volunteers during the evening and on weekends.

The 008 line is especially valuable to veterans and their families who live outside metropolitan areas and who do not always have immediate access to the range of services which are available to those living in cities. The Veterans Line enables callers to speak to counsellors for the cost of a local call and links country callers into the VVCS Country Outreach Program and to local resources where possible.

Veterans organisations have reported over the years that their members have had to deal with after hours crisis situations and that these members often feel unsure about their efforts to handle such situations. Thus, a crisis call has sometimes resulted in anxiety and uncertainty for the veteran helper.

The Veterans Line has three essential components which were designed to respond to the needs of callers as well as the needs of veterans seeking to help others. That is, the 008 line is answered by a person, not a machine. That person is a trained telephone counsellor who works for the Salvo Care Line, and who has received some training from the VVCS about the Vietnam experience and its impact on veterans and their families. The counsellor can offer callers who are in crisis the support and expertise which they require.

The Salvo Care Line Counsellor can then refer the caller to a Vietnam veteran volunteer who is available on an 'on-call' roster. These veteran volunteers have been trained by the VVCS to act as supporters to callers, and will also be carrying the anxiety and concerns which may be caused by a call. The VVCS will follow-up callers to the 008 line and offer assistance or referral to other services where necessary.

Callers can call 008 043503 if they wish to speak to a counsellor or another veteran after hours and on weekends. Callers should be prepared to leave their name and telephone number with the telephone counsellor who answers the Veterans Line, so that the rostered veteran volunteer can return their call.

MECHANIC

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RACT MUSEUM REDEVELOPMENT PROJECT

1. For a number of years redevelopment of the Corps Museum has centred around the proposal to build a new facility to house the entire collection. The fact that this is not to be is now beyond doubt. Therefore, redevelopment must now concentrate on improving and developing the existing facilities.

2. The key elements of any proposed redevelopment are as follows:

- Security** - to ensure that the collection is maintained intact and is not vandalised or inadvertently damaged.
- Safety** - To ensure that public access is restricted to viewing areas and to provide adequate areas for restoration work in accordance with safe work practices.
- Use of Space** - To redesign the museum layout to make better use of space while presenting exhibits in a logical and attractive manner.
- Preservation** - To develop facilities that will ensure the preservation of vehicle exhibits.

3. With this in mind the redevelopment is proposed to take place in three phases:

- Phase One** - This phase is already nearing completion. It has involved priority safety and security projects including:
 - Installation of a gate to deny public access to the storage area for vehicles awaiting restoration ('Graveyard')
 - Extension and enclosure of the restoration area.
- Phase Two** - This phase is proposed to take place over the next five years. It is to include:
 - A re-organisation of space usage to separate restoration and exhibit area.
 - The production of new signs for vehicle exhibits that will provide more historic and technical information. They will also be portable for use when vehicles are on display outside the museum, for example, at the Australian Motorcycle Grand Prix.
 - Redevelopment of the museum entrance. At the moment the museum entrance is a bit anonymous and does not serve to actively attract visitors. Obviously, this will have to be overcome.
- Phase Three** - This involves those projects that will be long term propositions as funds become available including:
 - Completely covering the outdoor vehicle display area.
 - Extension of the indoor display area.

4. Of course all this is going to cost money. Phase One alone has cost \$5800. Phases Two and Three will have to be costed on occurrence. Every endeavour is being made to reduce costs through self help, donations and any other means legally possible.

5. That then is the outline of redevelopment. It means great changes for the museum but at its conclusion the Corps will have a museum that will more than hold its own with any similar museum in the country. More importantly, it will provide a tangible link with the history of the Corps.

S.W. Moore
RACT Museum
Redevelopment Project Officer

RESTORATION OF 1958 1 TONNE GS CARGO HUMBER VEHICLE

One of the museum vehicles, a 1958 Humber, has recently been restored and is now on display. The vehicle, which had been partly restored by museum staff, was still in a poor state of repair when Mr. Russell Altman of Stawell, Victoria offered to help. Using his own time and money Mr. Altman completely rebuilt the body and painted the vehicle. He also spent considerable time completing mechanical repairs on the brakes and clutch. Thanks to Mr. Altman, another part of our Transport Heritage has been preserved and is on display at your museum.



"Restoration of 1958 1 Tonne GS Cargo Humber Vehicle"

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10 TERMINAL REGIMENT — FIDE ET LABORE

BACKGROUND

10 Terminal Regiment, based in the heart of Sydney at Mosman, has a history which dates from World War II and provides a rich base of experience and anecdotal material covering many personalities, continents and sea miles.

10 Terminal Regiment, the largest Regiment in the RACT and unit in the Land Command Transport Group Formation, has the following sub-units under command:

- 30 Terminal Squadron (ARA - Mosman, Sydney)
- 35 Water Transport Squadron (ARA - Woolwich, Sydney)
- 33 Terminal Squadron (ARes - Gosford, NSW)
- 34 Water Transport Squadron (ARes - Bulimba, Brisbane)
- Army ANARE Detachment (ARA - Woolwich, Sydney)
- 10 Terminal Workshop (ARA - Mosman, Sydney)

In addition, 1 Watercraft Workshop is under command 35 Water Transport Squadron for local administration.

The Terminal Regiment's origins date back to World War Two, when it became apparent that the port facilities in Australia were sorely taxed. Docks and ports were badly congested, cargo ownership and destination was difficult to determine and ships were being delayed for weeks on end.



The Regt operates many types of MHE including Clark 35 2.5T Forklift. Seen here supporting the BMT during 1988.

To obviate these problems and lessen the target opportunities for enemy aircraft, three Dock Operating Companies were established in April 1942 to carry out stevedoring duties in operational Port Areas. Although commonly referred to as 'Terminal Companies', in fact, the terminology was not recognised and adopted until 1963. It was from here that the distinctive purple color patch of the Regiment originated.

1947 was a significant year in that the first regular training and operational Water Transport Unit was established at Chowder Bay. Initially designated the Transport Unit was established at Chowder Bay. Initially designated the Transportation Centre, RAE, it changed identity to Port Command and then Transportation Centre, which it remained until 1963. It was then that the Port Command function of the Transportation Centre was separated and established as 1 Tml Gp, RAE.

The allegiance of the Transportation Service to the Corps of Engineers terminated in June 1973, with the foundation of the Royal Australian Corps of Transport (RACT). In March 1974 1 Tml Gp was renamed 10 Tml Gp and subsequently in August 1976 became 10 Tml Regt. Similarly, the function of the

Regiment changed from Logistic Command to Field Force Command. In 1987 Field Force Command was renamed Land Command and the Regiment now forms part of Land Command Transport Group.

In 1988 a further restructuring occurred and the Regiment was allocated 34 Water Tpt Sqn, located at Bulimba, QLD, under Command. 16 Tpt Sqn and RACT Pipes and Drums were lost from the Regt soon after with much sadness.

HOME LOCATIONS MIDDLE HEAD

The Regimental area occupies some 16 Acres of land and is home to HQ 10 Tml Regt, 30 Tml Sqn and the Regt Wksp. Scattered around rocky foreshore and numerous bunkers and fortifications of interest to visitors and film companies. The fortifications were built in the late 1800s and developed during World War Two.

Woolwich

Previously known as Morts Dock, this area was taken over by 1 Tml Gp in 1964/5 and has been slowly developed to its present state. It is home to 35 Water Tpt Sqn, 1 Watercraft Wksp (RAEME) and the Army ANARE Detachment (when in Sydney).

Gosford

Following a relocation from Middle Head Barracks in Dec 86, 33 Tml Sqn moved into Erina Training Depot, near Gosford. The depot is shared with other ARes units, as well as 25 Regional Cadet Unit, sponsored by 33 Tml Sqn.

Bulimba

Bulimba Barracks, just outside Brisbane, QLD, is the current location for 34 Water Tpt Sqn. Bulimba had been the site for several Water Transport organisations, dating back to 2 Tpt Sqn, RAE (TN) in 1948. A long absence from 1957 finally saw a return of Water Transport in 1983, with the arrival of 34 Water Tpt Sqn, from Kangaroo Point.

ROLE

The diversity of trades within the Regiment provides a base of experience with a mainly Nautical flavour. While Terminal Operators are capable of plying their skills handling cargo across all modes of transport the most common Regimental exercise involves Logistics Over the Shore (LOTS) allowing the use of Watercraft.



LCM8 loading a W36 Forklift north of Manly

LOTS Operations traditionally prove most difficult. Logistic exercises as not only do supply and distribution variables come into play, the vagrancies of shipping and Maritime weather conditions also affect the operation.

It is expected in articles of this type that the role of units is stated and I feel that this would be the best place for this. The role of 10 Tml Regt is to conduct Terminal Operations serving surface modes of transport, this includes;

- a. the operation of military ports,
- b. the conduct of LOTS operations where no port is available or to supplement the capacity of an existing port,
- c. the operation of road and rail terminals.

We do not operate Air Terminals, but we can be called upon to assist in clearing an Airhead if required.

OPERATIONS

Exercise Termite Spray is the annual Regimental exercise normally based around a LOTS operation and planned to allow maximum participation by the significant ARes membership of the unit.

In the recent past, Termite Spray's have been conducted at Jervis Bay, Nowra and Wyalla. Civilian shipping is often hired to add realism to the exercises and supplement Naval Shipping.

Integration with civilian counterparts in both the marine and stevedoring trades is critical and practiced at every opportunity to keep up with the latest techniques. In an extended operation the Terminal Regiment may be used to supplement civilian workers and knowledge of current work practices is essential.

Exercise K89 has provided 10 Terminal Regiment with an opportunity to put every aspect of its role into operation and test out the vast diversity of trades and skills the units have to offer.

30 Terminal Squadron provided the backbone of support to the LSF from the Regt with a commitment of up to four months by some soldiers. The Sqn provided Terminal detachments at Darwin, Katherine and Kununurra to move the force in and out by road and shipping.

Sqn members became very familiar with HMAS Tobruk which was loaded and unloaded six times and also had involvement with LCH Squadron and US Naval Shipping. Most military cargo for the exercise brought by civilian contractors or Army road transport resources was handled by the road terminal at Darwin.

At the completion of K89, 30 Terminal Squadron had through output of in excess of 13,000 tonnes of general cargo and 700 vehicles of all types.

30 Terminal Squadron could not have achieved such a cargo throughput without the support of 10 Terminal Regiment Workshop who were also stationed in each of the three areas and provided first and second line repair and recovery. As is normal, some Wksp personnel were deployed as long as their supported unit and all put in a creditable effort for the exercise.

Army Reserve from the Regt were represented with 73 Terminal Troop showing they are equally at home in Gosford or on K89. The troop from 33 Terminal Squadron provided assistance to their ARA counterparts over certain periods of the exercise.

While the LSF was pushing the Kamarians from our Northern borders 35 Water Transport Squadron was also in Darwin providing support of a different kind. Two LCM8 landing craft have been stationed in Darwin since October 1988 as a trial to assess suitability for future operations with NORCOM and 7MD.

The craft have been operated on a crew rotation basis and have provided an invaluable service to NORCOM by allowing new areas of the north to be opened up to military recon-

naissance. In addition to this main task the LCM8's have been used to support various exercises and also Naval shipping operating in the area.

The craft have recently returned home following an uneventful traverse of the Gulf of Carpentaria and the eastern seaboard of Australia. Over 10,000 sea miles were travelled during the 12 month deployment which would take each LCMS from Australia to the West Coast of USA and back to Hawaii.



Early Water Transport Operations - World War II. Location Unknown.

Activity aimed at a different part of the world was taking place as the Regt returned from the North as men and equipment of the Army ANARE Detachment were being prepared for a journey to Antarctica. The unit will deploy LARC V's to Hobart and then to Australian Antarctic Stations to assist in their resupply over the Southern Summer.

Since 1947 Army watercraft have been used to resupply Antarctic Stations and up to 15 soldiers and officers from Water Transport deploy to Antarctica annually for up to five months. As this article goes to press the first resupply voyage will be departing to arrive back in Hobart in early December.

Those members of the Regt who could not attend K89 or any other concurrent activities were busy holding the fort in their home locations with the ARes carrying on their continuing training programs and the remainder of the ARA from the Regt listening to news from the North.

THE FUTURE

10 Terminal Regiment seems assured of a fairly bright future as the need for LOTS capability is recognised and expertise in the seaman and terminal trades is required to provide this.

Positive feedback on the deployment of the LCM8's in Darwin (Ex Northern Glance) is eagerly awaited and those-who-go-down-to-the-sea-in-ships hope that the radar, depth sounder and new marine HF radios fitted up there will spread to the rest of the fleet. The addition for this equipment to the LCM8 has greatly enhanced the crafts operating safety in the harsh Northern environment.

Trials for replacement of the ageing Pettibone 2.5T forklift have kept 30 Terminal Squadron busy as has the introduction, of the Tadarno crane to replace the Austin Weston. When both pieces of equipment are fully in service the Regt will have quite a modern and hopefully trouble-free range of MHE.

The Regt also hopes to provide support to many other exercises around Australia in the future in addition to a commitment for the provision of shadow posted personnel to LSG and LSF when formed.

Recent experience has shown that not only the viability of Army watercraft in both logistic and tactical roles but also the importance of deploying terminal assets where they are

needed. Having 'termites' working exclusively at points of entry will be a thing of the past. Over half of the Regiments assets are tied up in supporting CZ units and it is a rarity if a major exercise is conducted without participation from 10 Terminal Regiment. It should be remembered that 10 Terminal Regiment is not in competition with other units in the Corps - we all support each other in a total logistic concept.

The Regiment may not, without divine intervention, be capable of 'Parting the Waters' as its Regimental March suggests but it is certainly able to travel upon them and unload cargo at the other end. It would be remiss not to mention the Corps motto somewhere in these few words and I believe that 10 Terminal Regiment is not only 'Equal to the Task' but better than it in most instances!

THE TERMITE THROUGH THE EYES OF A TRUCKIE

My time in the Army has been short to compare it with most, however during this cycle many transformations have taken place. I will try to explain.

Apart from my trade - which is the pinnacle of RACT - a tyre biter, the Army has given me the opportunity to be many things. I've been a steward, clerk, dixiebashier, gardener, rock painter and on K89 RHQ made me a Termite!

I've never been much of an athlete and I'm not exactly fit - to be honest I'm bordering on being a physical slob, but fortunately part of this make-up is to have an extremely thick skin. So, I accepted the detachment, and very quickly I found myself on White Knuckle Airlines (RAAF) to Darwin contemplating Termite Nests and trying to draw wisdom from them.

I soon realised that this was an excellent opportunity to view a Termite through the sometimes bloodshot and blotchy eyes of a Truckie. The Termites had to work in such places as Darwin, Katherine and Kununurra - all consisting of dust, sand and heat. Most of their work I found to be extremely different from what an average truckie does in the field - and I discovered that their skills of trade are quite specialised. I was a victim of inverse racism and this was very difficult to shake off. You see these soldiers were of an ECN my people had subdued for years and the fact that they might be ten times smarter than I was, hadn't mattered. What made it worse was that I started to like them and appreciate the difficulties of their trade.

The Termite Operator has to work and plan his operations from the most basic of information. It seems on major exercises that the Termite isn't on the Need to Know mailing list -but for all this the Termite still managed to complete his task.

To put a smile on a Termites face is a difficult task. First of all you have to ensure he is wearing an uncomfortable plastic hat which works on the same principle as a solar hot water heater. Secondly he has to be wearing plastic ear muffs which tend to keep your eyes from closing and thirdly he has to be snorting vast quantities of filthy diesel fumes and dust. If a Termite has all this and then you sit him in or on a machine that shakes the fillings out of his teeth or is just huge (by truckie standards) then he is in his natural habitat.

By the end of the exercise I realised that Termites liked to operate in this sort of situation because they are good at it. I gained knowledge in a different field but most importantly -and one that I won't forget is that even Termites are EQUAL TO THE TASK.

Written by
SGT R. Von Bibra

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Par Oneri (R.A.C.T.) '89

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Representative Colonel Commandant: COLONEL K.L. DUNCAN RI

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2 MD COL K.L. DUNCAN, RL
3 MD VACANT
4/7MD COL K.H. WAIT, ED RL
5 MD COL I.D. ABERCROMBIE,
FRD ED RL
6 MD COL B.A. GODFREY, FRD,ED RL

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RSM: WO1 R.N. McCLOY
2 DIV CD TPT: LTCOL P.E. HALL
RSM: WO1 G.J. DAVIS
3 DIV CD TPT: LTCOL R.A. HATTAM
RSM: VACANT

1 ATSR
9 TPT REGT
10 TML REGT

CO: LTCOL P.W. KEANE
RSM: WO1 G.D. HOGDEN
CO: LTCOL C.A. FITZGERALD
RSM: VACANT
CO: LTCOL D.J. McDONALD
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11 MC GP CO: LTCOL R.H. SMITH
SPV MOV: WO1 G.W.
KOSCIUSZKO

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2 TPT SQN MAJ S.R. HAM
3 TPT SQN MAJ M. BERKOVITCH
4 TPT SQN MAJ W.J. WHELAN
5 TPT SQN MAJ R.S. TANZER
6 TPT SQN MAJ D.S. FURPHY
7 TPT SQN MAJ B.G. POWELL
8 TPT SQN MAJ K. SHINKFIELD
9 TPT SQN MAJ B.J. CALDER
10 TPT SQN MAJ C.J. GUNN
15 TPT SQN MAJ D.N. CHRISTIE

16 TPT SQN MAJ J.L. BRIERS
26 TPT SQN MAJ W.J.B. DAVIE
30 TML SQN MAJ A.D. HINCHON
33 TPT SQN MAJ W. SCHMARR
34 WATER TPT SQN MAJ P.D. THOMPSON
35 WATER TPT SQN MAJ G. JAMES
36 WATER TPT SQN CAPT M.B. FENTON
44 TPT SQN MAJ P. SIMMUL
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177 AD SQN MAJ R.W. McCORMACK
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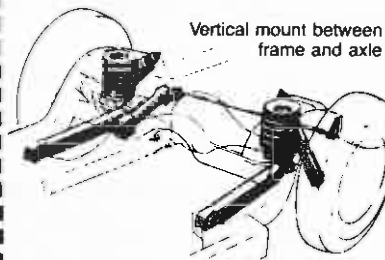


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RACT LEGACY RUN

The third RACT Legacy Run from Puckapunyal to Canberra was conducted during the period 15-19 May 89. The success of the previous two runs was uppermost in the minds of those running and they were determined to make it the most worthwhile run yet.

The aim of the run was to raise money for Legacy - and raise money they did. Although not an aim on the run, the team also managed to advertise the RACT Corps Museum by using a number of the restored vintage vehicles along the running route. The running team comprised 9 members with a 13 member crew providing Safety, Support and Collectors. The team managed to raise \$3,600 for Legacy. Congratulations and well done to all those who participated.



From Left to Right: Mark Jennings, 'Minder', Peter Malone, 'Richo' Richards, COL Snare, behind COL Snare - Mark Polson, Unknown, Behind - Shane Duncan and Ron Edwards, Steve Bush, Mark Lee and 'Minder'.

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DEFENCE IS THE KEY TO ROAD SAFETY IN THE 3RD BRIGADE

In a determined effort to improve the road safety of the ODF, 9 Transport Squadron now regularly conducts both Defensive Driving and Defensive Motor Cycle Riding courses for all soldiers of the 3rd Brigade.

The courses are each of one days duration and are considered to be a most positive step in improving the practical aspects of road safety awareness and accident prevention. The lessons are applicable to both civil and military driving situations with the emphasis on military vehicles and military driving hazards.

The Defensive Driving Course teaches correct driving techniques with a concentration on an understanding of the relationship between driver attitudes and traffic accidents. Specific defensive driving techniques are explained and demonstrated and students are introduced to the concept of driving with a Strategy of Total Safety.



CPL Tim McLean of A Tp Sqn watches his students on the 1/89 3 Bde Defensive Motor Cycle Riders Course.

The Defensive Motor Cycle Riders Course is a hands-on course (civil and military motor cycles) designed to better prepare motor cyclists to avoid accidents. Instruction covers pattern riding (slalom and figure eight) to increase a riders ability to adjust to changes in speed and direction and slow riding exercises for improved balance and slow speed work.

Advanced aspects of the course include effective braking in all conditions and accident avoidance by 'out-tracking.' Squadron commander Major Brian Calder reports that "...out-tracking is now a well proven emergency procedure for motor cyclists, and I suggest that if any rider either doesn't know what it means or can't apply it, then they are in need of one of our courses..." The Defensive Motor Cycle Riders Course includes films and discussions on protective clothing, traffic behaviour, defensive rider techniques and the safety aspects of motor cycle maintenance. The final session is an on-road assessment of each riders ability in a variety of circumstances.

Both the Defensive Driving and Defensive Motor Cycle Riding courses are scheduled on the Brigade Activities Programme and are well supported by Unit Commanders. 9 Transport Squadron also recently hosted a visit to the 3rd Brigade by the Chief Driving Instructor Army School of Transport, WO1 R. Anderson, and the RSM 1 Div Tpt Regt WO1 R. McCloy who conducted a seminar for all Brigade Transport Supervisors on the regulations governing the carriage of Hazardous Cargoes (DEFAUST 5492B), the Commonwealth Explosives Regulations, and gave practical advice

on the training aspects of the introduction into service of the 110 Series Land Rover. Major Calder summed up the role of the Squadron in Brigade Road Safety in this way "I don't think we've done enough in the past... The Squadron is well equipped to provide advice and training for the Brigade. It's now a responsibility that we willingly accept."

2MD RACT ASSOCIATION

1. On 5 July 1990 the RACT Association in 2 MD had its inaugural meeting at Victoria Barracks. Prior to this the Association had existed as a number of separate bodies, but we are now an all ranks group. The current Committee with phone contact numbers, are:

- a. **Chairman** - COL Duncan - 2646413
- b. **COMD TPT GP** - COL White - 3393311
- c. **SO1 MOVT** - LTCOL Price - 3393399
- d. **Secretary/Tres** - SGT White - 3393368
- e. **RSM LC TPT GP** - WO1 L. McCoy - 3393149
- d. **OR Represent** - CPL Uren - 3393397
- g. **Retired Members** - MAJ Neenan (RL) - WO Green

2. Our aim is to foster the spirit of the RACT and its predecessors within 2MD and we are keen to hear from any members who are able to assist us in that objective. We are particularly keen to hear from retired Corps members. Without them our Association is only skin deep.

3. The Association will not be demanding on your time as we recognise that many members have pressing demands both family and business, on their time. To this end we plan to conduct only three regular events each year, so please keep these dates free in your diary. They are:

- a. **Anzac Day.** The Association marches each Anzac Day after which a function is held at the Coronation Hotel, 7 Park Street, Sydney.
- b. **Corps Birthday.** On or about each Corps Birthday a function will be held to celebrate the founding of our Corps. This will be a family day. Details will be advised separately.
- c. **Boxing Day.** Each Boxing Day a function is held at Chowder Bay. Bring your family and lunch. A bar will be available. Come along and watch the start of the Sydney to Hobart from this magnificent vantage point.

4. In addition in 1990 the Committee is investigating the feasibility of an RACT Ball - we will keep you advised on this.

5. The Committee meets each quarter and we intend to conduct our meetings in areas where RACT units work to give you a chance to talk to Committee members. Please take the chance to talk to us when we come to your area. We are your Committee and can only help you if we know what you want.

6. For retired members we are endeavouring to establish a mailing list and would like to hear from you. There is a requirement to pay for mail sent to retired members and therefore we ask for a nominal fee of \$5 for which you will receive newsletters and copies of Par Oneri sent to your home. Cheques should be made out to the 2 MD RACT Association. (c/- Land Transport Group, Victoria Barracks, Sydney)

7. On behalf of the Association, may I wish you all the best for Christmas and the New Year.

Ken Duncan
 Colonel
 Colonel Commandant 2 MD

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BACK CHAT

In this Edition of Par Oneri I have decided to put in a letter I received from LCPL Davidson. LCPL Davidson raises a worthwhile subject and I would be interested to receive comments and suggestions from other members of the Corps. If enough interest is shown, some of the replies will be published in the next issue of Par Oneri. Editor

Dear CAPT Murphy,

With the restructuring of logistic units into logistic Battalions I see a need to promote inter-transport rivalry to maintain pride and Esprit de Corps.

I believe that incentives such as a perpetual trophy for the best all-round RACT driver of the year could achieve this.

Transport elements could nominate a driver to AST who would select the winner based on the following:

- a. driving skills
- b. maintenance skills
- c. staff car courtesy, and
- d. compiling documentation.

The competition could be held once a year at Corps HQ with each Transport unit nominating their best all round driver to attend.

This is one idea to maintain Corps identity. I would like to hear your comments and/or anyone elses on this idea.

Yours faithfully,
J.A. Davidson
LCPL MOV ASST
PERTH MCO

LCPL Davidson,

Your idea is a good one and in fact in the British Army the Royal Corps of Transport conducts quite a big Corps competition each year. Unfortunately the competition could not be conducted at the Directorate (CorpsHQ) - as we are located in a large office complex in Canberra with none of the facilities that are usually found in military areas. Perhaps the Corps Birthday at the Army School of Transport would be the best time and place each year! I expect that there would be travel problems for soldiers from areas such as Darwin and Perth -but these problems are not insurmountable. Finally such a competition should include competitors from all trades within the Corps - not just the ASA. As you can see comments from other Corps members have been invited and I look forward to being able to recommend something to the Director that has the contribution of several Corps members. Editor

CHIEF OF THE GENERAL STAFF COMMENDATION

On the 6 Sep 89 the Commander 3rd Brigade, BRIG J.M. Connolly presented a Chief of the General Staff Commendation to WO2 R.E. Tutt, Quartermaster Sergeant of 9 Tpt Sqn. The commendation reads:

1737297 Warrant Officer Class TWo Raymond Earle Tutt Royal Australian Corps of Transport.

The Land Commandr Australia has brought to my attention your meritorious service as the Squadron Quartermaster Sergeant with the 9th Transport Squadron, based in Townsville.



"WO2 R.E. Tutt"

I commend you for your design and implementation of a comprehensive stores system for the management and deployment of war stocks of unit equipment. By your innovation, dedication and professional approach you have significantly enhanced the operational readiness of your Squadron and the Third Brigade.

Your achievements in this vital area of logistics have brought great credit to yourself, your Corps and the Australian Army.

Signed by
L.G. O'Donnell
Lieutenant General
Chief of the General Staff
18 August 1989

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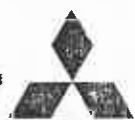
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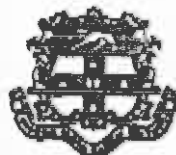
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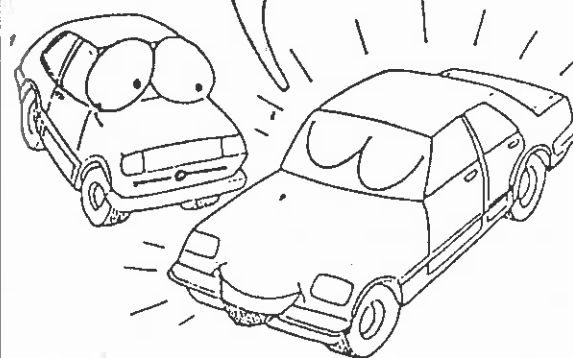
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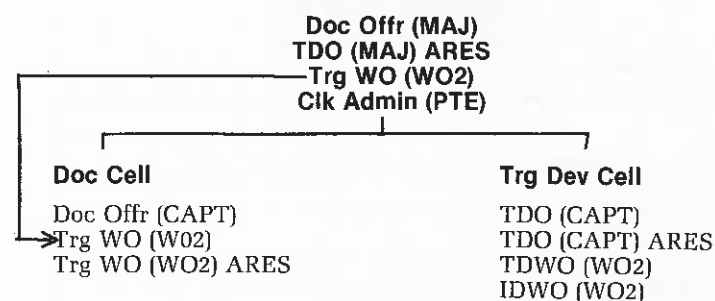
Your initial inquiries are welcome on (09) 356-1577

WHAT'S DATT?

What's DATT you say? DATT is Doctrine and Training Team which is a small section of the Corps located at Puckapunyal that few people understand but many slander! It is a discreet team of highly trained individuals who, brain-washed after attendance on a training development course, go forth to the rousing strains of 'Wait for Waggon's' with their training developers handbook in hand, spreading the word of the Army Training System in the pursuit of excellence in individual training for all members of the RACT (plus some other lucky individuals from other Corps and Services.)

For those who haven't recently perused their Winter'85 edition of 'Par Oneri' and/or wish to be brought up to date with current information, the DATT is part of the Army School of Transport. It was created in 1986 and has evolved over the years to perform a number of vital functions on behalf of DMOVT-A in its Training Advisor (TA) role.

The DATT is commanded by Major Tim Hanna who will be replaced in 1990 by Major John Whitlock from HQ 1ATSR. The team organisation looks like this:



As the name implies, the DATT often combines its staff to work on specific projects and hence all staff are training development qualified. With the exception of the Training Development Officer, Captain Steve Bush, who is RAAEC, all staff are RACT and have spent considerable time in various RACT units before being posted to the DATT.

In broad terms the responsibilities of the DATT are:

- Assistance in the conduct of job analysis. This entails examining the various job categories within RACT to determine what tasks individuals perform on the job and what prerequisite skills and/or knowledge are required to do that job.
- Conduct of task analysis. This involves examining in detail the tasks performed on the job by individuals and with whom, what equipment, under what conditions and to what standard to establish what training needs to be completed for the job.
- Review and development of training. Training needs to be reviewed to ensure its currency. From task analysis training is fully designed and developed to produce Training Management Plans (TMP) from which all courses are conducted.
- Validation of training. Internal validation immediately on completion of a course measures the efficiency of training, ie whether a course was run well, that the standard of instruction was satisfactory, etc while external validation some time after completing a course checks that training was effective and relevant.
- Instructor development. The training development staff assess and advise instructors on the conduct of training.
- Review and development of doctrine. When tasked, the DATT assists in the development of training pamphlets, SOVO and aspects of RACT procedures.

It should be noted that, while in recent years, the DATT has been involved in all trades and courses within the Corps, since Jan'89 it has become primarily concerned with that training conducted at AST plus 'exported' courses such as the Basic Drivers Course.

- Current projects which the DATT is involved in are:
- Joint driver which is due to commence at AST in Apr 90.
 - Revamping the RAN/RAAF Motor Transport Driving Instructors/Testing Officers Course.
 - Rewriting the Sub 2 (WO) Course to more equitably cover all aspects of the Corps rather than just second line transport operations in the division.
 - Development of dangerous goods training modules for most courses at AST.
 - Development of more appropriate training for ARES personnel within the road transport stream.
 - Examining new financial certifying responsibilities for the movements trade.
 - Revamping the Regimental Officer Advanced Course to ensure its relevance.

Additionally, the DATT provides advice to the staff of AST on matters of training (including writing of the dreaded TMP), to units who have queries over training or doctrine, to HQ Trg Comd, to other Services and even to DMOVT-A.

Corps members will probably come across DATT staff when they attend courses at AST or when the DATT visits a unit to conduct task analysis or external validation.

However, units or individuals should not wait to be contacted if they have comments regarding doctrine or the effectiveness of RACT training. The DATT can be contacted on 8-56-7246 or (057) 93 7246 or letters can be sent to the Army School of Transport. Individuals with concerns, questions or suggestions regarding training which they would like publicly published and/or answered can write to the Editor of 'Par Oneri'. These letters and answers, where relevant, will be included in future editions of 'Par Oneri'. Here's your chance to have your say on individual training matters so let's see some letters!



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Superannuation available.
Due to the expansion of our dealership we require the services of competent allround tradespersons to work in our fully equipped workshop.
Overalls supplied.

For a confidential interview phone Bob Brambau on
(03) 707 2222

Barry Bourke
HOLDEN



Motor Mechanics

We require the services of licensed and qualified Motor Mechanics for our Service Workshop at Chatswood.
Experience in G.M.H. products would be an advantage, but not essential.
Good conditions, All tools supplied. Wages negotiable.

CONTACT: IAN STOCKWELL
PHONE: 417 8431

SUNDELL MOTORS PTY. LTD.
Cnr. Smith and Gibbes Streets,
CHATSWOOD N.S.W. 2067

MECHANICS (TRUCK)

Required for our dayshift & nightshift operation at our Lidcombe dealership.
Good performers can earn \$530 for a 38 hr week on our day shift. Conditions include clean & spacious workshop, boots & overalls supplied & laundered free, 2 superannuation schemes & a programmed day off every month. This Company is committed to on-going training, in-house or by vendors, which keeps our staff amongst the most professional.

Phone Bob Chapple on (02) 648 8044 and discuss your future with THE TRUCK PEOPLE.

INTERNATIONAL TRUCKS AUST LTD

(Under scheme of arrangement)
23-29 Parramatta Road,
LIDCOMBE

**FORK LIFT MECHANICS
MOTOR MECHANICS
AUTO. ELECTRICIANS**

A progressive materials handling sales and service company requires the services of a qualified motor mechanic or auto. electrician with some mechanical experience to be permanently located at our client's new Comerton warehouse complex to conduct necessary ratification to new LPG and battery powered fork lift trucks and materials handling warehouse equipment in accordance with the arranged schedule.

The applicant is required to speak and write good English, have a reasonable personality, tidy appearance and be capable of communicating with the warehouse managers, supervisors and other personnel.

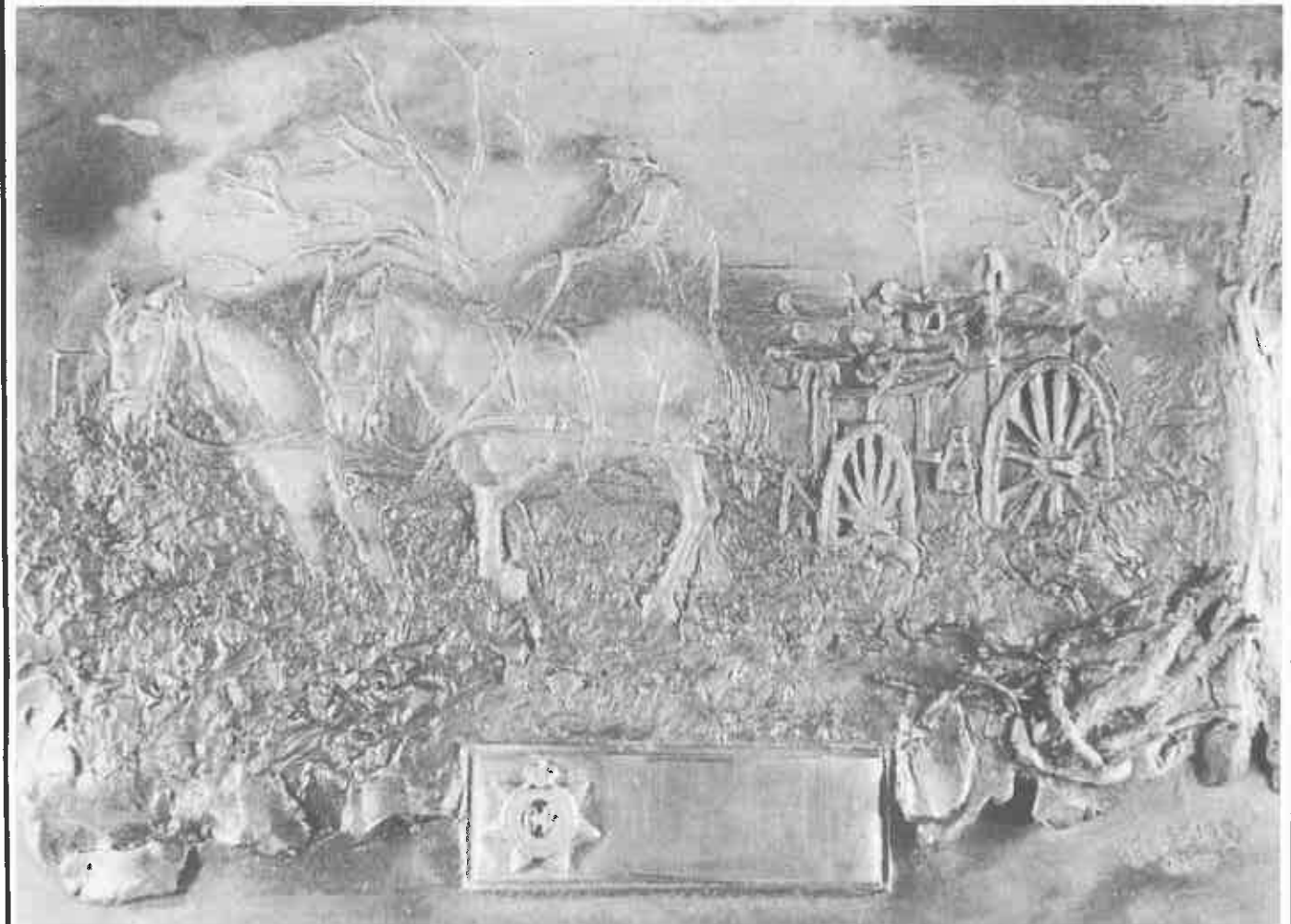
Preference will be given to a person living in the northern suburbs, however all interested persons may apply.

We offer excellent conditions, attractive wages, tool allowance and a rostered day off per month. Uniforms and overalls are also provided.

For further details, all interested applicants should contact our Victorian Service Manager, Doug Patterson, Telephone 794-6555

QBM
22-24 Elliott Rd, DANDENONG VIC. 3175

THE WAGGONER



In 1987 the Corps Committee decided to standardise the presentations to past Directors of the Corps and Corps RSMs on their retirement. The result was a large high quality plaque known as 'The Waggoner.' The plaque depicts an Australian Army Service Corps Wagon and soldier near the front lines in Europe during World War I. It measures 45cm x 30cm x 3cm and weighs 4 kg. The plaques are made by Mr. Brian Engris of Kincumber, NSW and involves the use of the 'lost wax process' - which is complex but produces a pleasing and interesting artistic result.



BRIDGESTONE EARTHMOVER TYRES PTY.LTD.
LOCAL/COUNTRY

Require

EARTHMOVER/TYRE FITTERS

Experience in fitting, repairing and monitoring large earthmover tyres an advantage. Accommodation available.

Apply in writing with details of work experience and references to:

**STATE MANAGER
BRIDGESTONE EARTHMOVER TYRES P/L**

P.O. Box 235, BLAIR ATHOL, S.A. 5084
or phone for details (08) 260 6544



FITTER/TOOL SETTER

REQUIRED TO WORK IN OUR MOULDING SHOP

Duties would include ensuring the correct tooling is used in setting machines, daily maintenance checks on all machines in the Moulding Shop to reduce down time.

Age group required 30/40 years.

APPLICANT:

- ★ Must have a Trades Certificate in Fitting/Turning or equivalent
- ★ Adequate period of experience in setting machines on a production basis
- ★ Able to maintain adequate recording system
- ★ Ability to communicate effectively
- ★ Self motivated
- ★ Ability to perform duties without constant supervision

Wages are above award for 38 hour week

CONTACT MR. L. REVILL - PRODUCTION MANAGER
BETWEEN 9am and 5pm - PHONE 276 7255

MINING SUPPLIES (MINSUP) PTY.LTD.
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—air conditioned
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- ★ SKI TOUR PROGRAMMES
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- ★ FULLY TRAINED STAFF

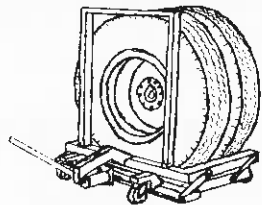
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HIRE ENQUIRIES
TOUR RESERVATIONS **683 2344**

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TIMER SAVER, MUSCLE SAVER

- REMOVES BOTH TYRES PLUS HUB AND
DRUM IN ONE UNIT, FOR BRAKE AND BEARING MAINTENANCE
- SAVES TIME AND MANPOWER WHEN CHANGING TYRES
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ALLOW WHEEL ROTATION
- HYDRAULIC OPERATION
- CAN LIFT ALL SIZES OF TRUCK TYRE

C.B.A. ENGINEERING
4/2 LIVERPOOL ST., INGLEBURN
PHONE: (02) 618 1685 FAX: (02) 605 2846

FLEET SYSTEMS LEADS THE WAY IN CONTROLLING DAY-TO-DAY VEHICLE RUNNING COSTS

From David Stockley, General Manager,
Fleet Systems Pty. Limited

Today the fleet financing industry is a huge business with many new players entering the market on different levels, offering a variety of packages for every imaginable finance need.

Not surprisingly this has created a certain amount of confusion making it hard for users to weigh up the different options including how to understand and deal with the difference between fixed and variable cost control.

The answer is to tackle the two issues separately. The up-front purchase or lease of a vehicle is quite separate to the day-to-day running costs of that vehicle and therefore should be treated quite independently.

The initial purchase of the vehicle is either a one-off cost, or, as is more common, a lease with a fixed cost for a fixed term. This could be either a traditional lease or an operating lease which has become popular as a result of AAS17.

However, the day-to-day running cost is a variable which is influenced by a large number of factors relevant to a particular vehicle and totally removed from the initial finance arrangements for that vehicle.

With more than 70,000 vehicles on its data base, Fleet Systems is Australia's leading fleet management systems company and has deliberately opted to specialise in just this area of the business, Fleet Card being its public front.

Its sophisticated computer systems are designed to deal with the total costs of keeping a vehicle on the road after its purchase through the use of a specialised charge card and large national network of service stations, workshops and specialist merchants.

While management needs to be involved in the decisions relating to the purchase, keeping tabs on its running costs once the vehicle is on the road is just as important.

Bearing in mind that vehicles are likely to be the second most expensive investment, after personnel, that an organisation makes, it is vital that a close eye is kept on these day-to-day costs.

Fleet Systems research shows, that on average, it will cost over \$3500 a year to keep each vehicle on the road of which at least \$600 is tied up in administration, including accounting, which are often "hidden costs" and can quickly add up to thousands of dollars.

Part of Fleet Systems role is to uncover and eliminate these hidden costs and give a very clear picture of where the dollars are being spent. This includes compiling most of the accounting and FBT work.

The analysed information from Fleet Systems provides both an overall "snapshot" of the fleet's performance and a run-down of each of its vehicles' day-to-day operating costs to highlight potential problem areas. Once these are identified, management can take appropriate action to keep the vehicles, drivers and costs on the right track.

A finance company which only specialises in leasing arrangements will not have the same systems in place and is generally not geared up to provide this kind of information.

Maintained leases are not always the answer either.

The "all up" costs of a "fully maintained" operating lease will include allowances for the running costs such as routine service, repairs, tyres, windscreens, road service, registration, insurance etc. This may result in fleet owners paying unnecessary expenses which are not usually disclosed or refunded and therefore leaves management somewhat in the dark.

In fact it is not uncommon for a company which has financed its vehicles with an operating lease for balance sheet purposes to then run them on "fleet systems" ensuring total accountability and cost efficiency for each vehicle's running

costs. This arrangement already exists with Fleet Systems associate company, Custom Fleet, a leading player in the operating lease business. Over half of their clients use Fleet Systems for daily purchases, data that allows them to maintain control over expenses.

Fleet Systems data base has reached such proportions that it is now used as an industry benchmark. In fact one of the main features of the Executive Summary, which Fleet Systems recently introduced for its clients, gives a comprehensive run-down on the performance of a companies vehicles compared against national averages. With Australia's largest data base to work from, Fleet Systems analysis is the most comprehensive of its kind available.

Fleet Systems recently announced another industry innovation-with the introduction of Autoserve-the fuel industry's ATM. Autoserve is set to revolutionise the in-house fuel dispensing industry and become invaluable to large fuel users as it allows access to fuel 24 hours a day, seven days a week.

Autoserve is simple, easy and efficient to use. Linked to fleet Systems computers, authorised users simply use the Fleet Card in the same way that they could use a credit card in an ATM.

The Autoserve does the rest. It dispenses the fuel and records the transaction electronically and in a printed format for the driver. The transactions are automatically transmitted to Fleet Systems computers which integrate them with on road purchases into monthly vehicle reports, as well as the bowser control report.

Apart from the convenience, companies also benefit from enhanced security of their bowsers and administration of their records, plus better monitored use of the lower price bulk fuels.

Security is 100% guaranteed and operation is very easy. Lost or stolen cards will not be accepted, nor will cards for unauthorised vehicles."

Issued for: Fleet Systems, 754 Pacific Highway, Chatswood 2067, Telephone: (02) 419 5111

Issued by: P.R. Fletcher, Level 3, 19 Campbells Storehouse, Hickson Road, The Rocks 2000, Telephone: (02) 27 3288

WHAT'S NEWS

ADF - Rationalisation of Dvr Trq

The CDF has directed that from Jan 1990, RAN and RAAF driver training is to be conducted under Army arrangements at the Army School of Transport. Discussions on the implementation of this training are being conducted on a joint basis and a number of issues are yet to be resolved. It is unlikely that the training will be able to be implemented before Apr 1990 at the earliest.

RACT Corps Training Notes

During the first half of 1990 a number of Provisional RACT Corps Training Notes (CTN) will be published and issued for use in training and general education. At the end of six months the CTN will be subject to formal review and will be subsequently issued in their final form on a wider distribution.

The CTN are trade specific and are designed to be a frequent working reference for all personnel in a particular trade area of the Corps. The CTN will also provide a reference suitable for general education/familiarisation of all members of the Corps. As the CTN are progressively developed, it is envisaged that they will form the basis for training at Corps Schools and units.

BITUPAVECOMMITTED TO
QUALITY AND SERVICE**MOTOR MECHANIC**

Bitupave Limited, the largest road surfacing contractor in N.S.W., has a vacancy for a Motor Mechanic at their Greystanes workshop.

The person we require should be experienced in mechanics and hydraulics and hold a current Motor Vehicle Repair Industry ticket. Experience in paving and compaction equipment would be a definite advantage, but not essential.

The successful applicant will enjoy a pleasant and challenging highly paid position.

Enquiries Mr. Gary Brown,
PLANT MANAGER, P.O. Box 42, WENTWORTHVILLE NSW 2145
PHONE: (02) 688 9999

N.S.W. DRIVING SCHOOL

Upgrade your licence from a class 1A to 3A & 5B, also forklift for better job prospects.

Phone: 726 0060
4 William Street,
FAIRFIELD 2165

**Trivett Classic****MECHANICS**

Owners of BMW cars expect above average performance. Not only on the roads but in the workshop. Which is why we have one of the country's finest purpose built workshops with the latest tools, testing equipment and training facilities. If you are a BMW enthusiast with first class technical skills and would like an opportunity to work with Australia's leading BMW dealer, please contact Beverley Trivett on (02) 635-1200 after 9.00 am weekdays for a confidential interview. We offer excellent remuneration and benefits.

TRIVETT CLASSIC
42-64 Church Street, Parramatta

IS THERE ANYONE OUT THERE...

Interested in working in the Country. Please come and see us! Motor Mechanic required to operate and carry out all mechanical work in a very busy Shell Service Station at Bowral. Supervision of one Apprentice, overalls supplied, excellent wages and conditions for the right person. Please contact...

Ross Swaviey (048) 71 1978
P.O. Box 288,
Mittagong 2575

**MOTOR MECHANICS**

We require motor mechanics to work on our range of new Volvo and Isuzu trucks.

Experience an advantage but not essential as training is provided. We offer top wages, clean modern facilities and a monthly rostered day-off.

Please contact Arnold Mohan
SUTTONS MOTORS PTY. LTD.
85 Princes Hwy, Arncliffe.
Phone: 597 7711

★ ATTENTION ★ MECHANICS

Are you sick of trying to soar like an eagle, whilst you are working for a turkey!
If you have the ability to work with limited supervision and would like to be a part of a team of switched on mechanics.

ACT NOW!
GET LUCKY
359 - 361 Lake Rd,
GLENDALE 2285
Phone Tony Griffin on (049) 58 7144
after 12 p.m. Monday

MOTOR MECHANICS

If you desire a Forepersons/Supervisors Position in a new car dealership. John Pellegrini Holden at Maroubra Junction require a person with either GM or Ford experience to maintain the high degree of quality control we desire for our clients. This person will also be able to supervise apprentice training so as to maintain an excellent standard of workmanship.

For an appointment please phone E. Townsend on
(02) 344-9999.

ALTO FORD MECHANICS**ST LEONARDS**

Vacancies exist for qualified Motor Mechanics.

1. General mechanical repairs
2. General scheduled maintenance in Pit area.

IF YOU WOULD LIKE:

- An attractive wage
- Finish time of 2.30 every Fri.
- Plenty of overtime available

2 Chandros St, St. Leonards 2065 NSW
Contact R. McVey 438-1511

VOLVO'S HANNAFORD SAYS DRIVER IS THE KEY TO TRUCK FUEL ECONOMY

Graham Hannaford, Volvo Australia's national service manager (truck), remains firm in his conviction that truck drivers and their driving techniques will always be the key to fuel consumption, regardless of the electronics or advanced engine technology those drivers may have at their command.

"It is universally acknowledged that drivers and diesel are the two biggest cost factors in present-day transport operations," said Hannaford.

"But many fleet operators and owner-drivers do not realise that professional drivers, properly trained in the correct driving techniques, can reduce their fuel consumption and that leads to lower maintenance costs," he continued.

"You can have all the gimmicks and gizmos in the world, but they are all for nought if the man behind the wheel continually drives too fast at engine speeds that are too high, and wastes fuel by driving outside the optimum fuel efficiency band."

Tested and proved

Hannaford cites the results of fuel consumption tests he conducted with 12 drivers in 1986, and claims that they are as relevant now as they were then.

"The test truck was a 1986 Volvo N10 with 5.58:1 rear axle ratios and a gross vehicle mass of 32 tonne," he recalled.

"We tested 12 drivers in this Volvo N10 over the same 15.4 km circuit, recorded the times they took and the fuel consumptions they achieved.

"Each recorded different times, from 20 minutes 40 seconds to 18 minutes 20 seconds, a difference of 11.29 per cent. Fuel consumption ranged from an efficient 34 1/100 km to a thirsty 43.8 1/100 km, a variance of 28.8 per cent.

"But superior driving technique was underlined by the fact that the second fastest driver was the most efficient in terms of fuel consumption, using fuel at the rate of 34 1/100 km over the 18 minutes and 51 seconds he took to drive around the 15.4 km circuit.

"Every driver can be trained to drive for the best economy under all conditions. There is nothing complicated about professional truck driving courses such as those conducted by the Driver Education Centre of Australia at Shepparton in Victoria.

"In training and on the road professional truck drivers must pay due regard to maintaining the right engine speeds, keep to the speed limits, drive smoothly and avoid rapid acceleration and violent braking.

"Driving technique determines total fuel savings over the life of a truck, and professional driver education aimed at reducing fuel consumption must be fostered."

Fuel and energy saved

It has been demonstrated that trained drivers who have mastered correct driving techniques not only save about 10 per cent in fuel, but a great deal of energy.

In Europe approximately 80 per cent of total truck costs are influenced by drivers, their knowledge, skill and behaviour on the road, with contributory influences on company profits or losses.

Untrained drivers can destroy the best designed maintenance programmes simply through excessive speeding, aggressive gear changing and over-revving engines.

Speed kills not only people but equipment. Aggressive braking causes abnormal lining and drum wear, converting the energy generated to drive a truck into heat wasted through braking.

Volvo believes that professional driver training must in-

clude the elementary physics and mechanics of driving, and an understanding of the natural and mechanical forces acting on a truck.

It should also cover tractive power, today's engine technology, correct use of gearboxes and rear axle ratios, and an awareness of kinetic energy and its relationship to road safety.

Above all drivers must be instructed in the correct techniques for steering, clutch operation, accelerator and brake pedal useage for smooth driving at the right engine speed, using the correct gears and at the correct speeds.

"Smooth driving saves fuel, brakes, clutch, gearbox and tyres. A handy rule of thumb is that for every \$1000 worth of fuel a driver saves, another \$2000 is saved in reduced maintenance costs...up to \$3000 per truck can be attributed to drivers being the key to truck fuel economy," Mr. Hannaford concluded.

Further information:

Mike Malley, public relations,
Volvo Australia Pty. Ltd.,
350 Eastern Valley Way,
Chatswood NSW 2067
(02) 406 0011

Motor Mechanics

New Rowley Motors of Artarmon require 2 qualified motor mechanics for work on Jaguar, Rover and Range Rover motor vehicles. We offer in-house and factory training with excellent clean working conditions and a 19 day month.

For further information
please phone Peter Gannon

on 437-4335 or 436-0231

**Wood Panel TUMUT****FITTER/MACHINIST**

We are seeking a qualified fitter/machinist to join the maintenance team in our Tumut Mill.

A wide range of Wood Panel Products are manufactured utilising up-to-date plant and equipment.

Applicants should have Factory Maintenance experience and be willing to work on rotating shift roster if required.

Tumut is a town with all modern amenities including High Schools and is close to Kosciusko National Park and Lake Blowering.

For married persons, rental housing may be available for up to two years.

Applications in writing to:

CSR Wood Panels

P.O. Box 122, TUMUT, N.S.W. 2720

Attn: Engineering Manager

For telephone inquiries ring (069) 47 1888 (reverse charges)

MOTOR MECHANICS

Day Shift — 8.30 am to 5.00 pm
Afternoon Shift — 3.00 pm to 11.00 pm
* Night Shift — 11.00 pm to 7.30 am

*** \$580 for 38 hours**

Experienced mechanics are required for all shifts to work at Kew in our modern new and used car workshop.

Overalls are supplied — Excellent conditions
Apply to Russell Manallack



133 Cotham
Rd, Kew
Phone
816 2209

TOOLMAKER/FITTER MACHINIST

Our Extrusion Plant at Eagle Farm requires a Toolmaker/Fitter Machinist to work in the correction of aluminium extrusion dies.

Experience in related fields such as plastic moulding, extrusion dies or in the detailing of press tools would be beneficial.

The successful applicant will be a self motivated problem solver with an analytical mind, capable of diagnosing and rectifying problems associated with the above.

Those with the required qualities but not the experience should also apply as full training will be given.

For appointment, telephone Geoff Maloney on (07) 268 9333
after 8 a.m. Monday



MOTOR MECHANICS

EUROCARS require a fully qualified motor mechanic for their Mazda Suzuki City service centre.

We offer a top salary and good working conditions, working with a professional and friendly team.

For further details please contact:

**The Service Manager,
Mr. Geoff Smith
331-2066**

MOTOR MECHANIC

Our expanding Service Department requires the service of qualified Motor Mechanics to work in our recently completed modern workshop.

Our new facility will make us the largest Nissan Dealership in Australia.

Excellent working conditions and staff amenities are offered.

Previous Nissan experience not necessary. Factory training will be provided.

Package includes top salary and RDO.

Overalls supplied.

**Please phone Service Manager
for interview on 347 3222**



MECHANICS

We require additional Mechanics to work in our Lansvale Truck Repair Shop.

Previous Cummins experience not essential as "ON THE JOB" and "INHOUSE TRAINING" provided.

Our Mechanics' average earnings are in excess of \$750 per week with overtime.

If you're interested in above-industry standard, conditions and earnings.

Contact:

**Rob Sweeney
Service Manager
Phone (02) 728 6211**

CUMMINS DIESEL SALES & SERVICE



SERVICE ADVISOR

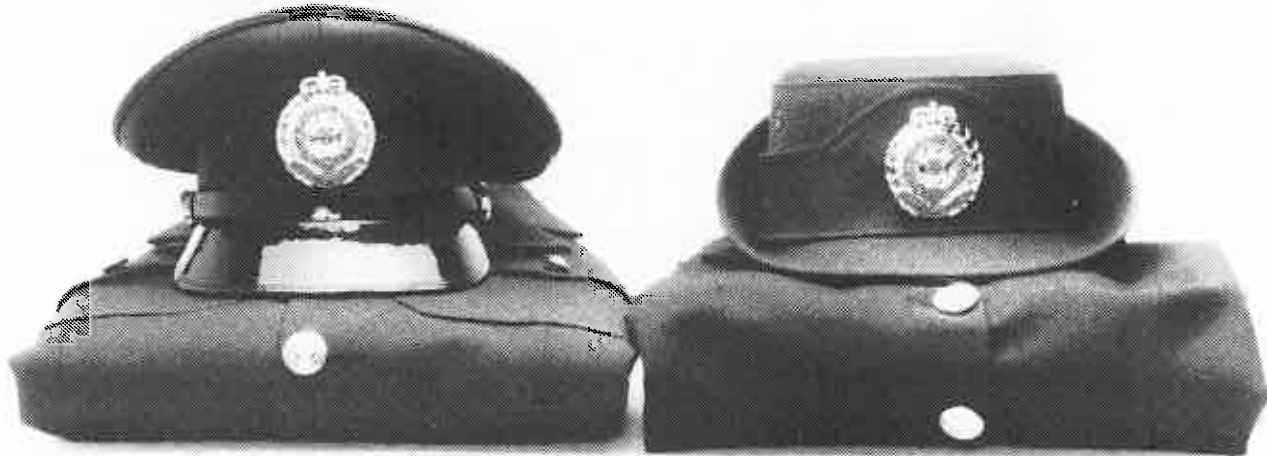
We require a service advisor for our first class Mazda Suzuki dealership at Artarmon. If you are an experienced advisor or a qualified motor mechanic seeking to further your career please contact -

**General Service Manager
Mr. Allen Maguire on
439 2722.**

9-15 Carlotta St, Artarmon



Air shield Kit fitted to Volvo F16 heavy truck (October 1989)



The uniform is different. The tradition of service is the same.

Victoria's Prison Service has a long and honourable record of service to the state. To the man or woman retiring from the armed forces, it represents an excellent opportunity to take up a new career in which your years of uniformed service will count for a great deal.

Could you handle the responsibilities of a Prison Officer? Their work is quite different from TV soap opera. Contemporary prison management emphasises the safe custody, individuality and dignity of prisoners.

New prisons are being built across Victoria, presenting new opportunities and new challenges. These establishments are located in central Melbourne, Barwon (near Geelong) and Loddon (near Castlemaine).

It is, however, demanding work involving a great deal more than most people would expect. To be considered you must pass a medical examination and:

- be aged 21-48;
- be a team worker with a responsible, mature attitude;
- have a good supervisory and interpersonal skills.

Qualifications in human services, management or administration would be highly regarded although are not essential.

What can you expect in return?

Full paid training, to begin with. An eight week course will give you valuable skills in management, administration and operational procedures.

Your salary during training will be \$22,397 p.a. On completion, you'll work a 38-hour, 7-day rostered shift, with shift and penalty rates, uniform and other allowances.

On application, long service leave and sick leave entitlements can be recognised.

And throughout your career, there will be opportunities to undertake promotional training courses to give you the skills needed to rise in the service.

How to apply

Telephone (03) 698 6617 (8.30 a.m. - 5 p.m.) or (03) 698 6553 (A.H.) or complete the coupon below and return it for further information on selection, testing, interviews and medical examination.



OFFICE OF CORRECTIONS

To: The Personnel Manager, Office of Corrections,
20 Albert Road, South Melbourne, Vic. 3205.

Please send me information on Prison Officer Careers.

Name _____

Address _____

Postcode _____

Telephone _____ Date of Birth _____

armstrong's 34158

VOLVO RELEASES 485 hp F16 HEAVY TRUCK

Sweden's Volvo Truck Corporation will release a 485 hp (357 kW) version of its F16 heavy truck at this year's Frankfurt Truck Show.

Maximum power of the Volvo TD162FL engine is 485 hp (357 kW), an increase of 4.3 per cent on the 465 hp (342 kW) developed by the TD162F engine that powers the Volvo F16 trucks currently marketed in Australia.

Similarly torque has increased by 7.2 per cent to 2160 Nm at 1100 rpm.

Torque more significant than power.

The new engine's major attributes are the increase in torque (up to 2160 Nm from 2015 Nm), and the upward shift in the engine economy band, which has been raised by 100 rpm to the 1100-1700 rpm range. Maximum engine speed is unchanged at 1860 rpm.

But the truck's motive power, cruising speed and economy are determined by torque, not by the engine's maximum power.

The TD162FL's economy band-torque combination is 7 per cent higher than that of the TD162F's, considerably improving gear overlap.

As a result driveability has been improved and the Volvo F16 can take the hills with even greater ease.

The Volvo F16's applications include interstate line haul and timer haulage.

"Performance driving" can help reduce overall trip times

as trucks such as the Volvo F16 are able to maintain the maximum legal speeds on hills. The engine delivers its maximum 485 hp only when needed, and then for the required brief periods only.

On long distance runs, around 80 per cent of the driving time is spent in top gear, within the engine's operating economy band.

Power transmitted to the driveline is sufficient to overcome road and air resistance at cruising speeds, and enables the truck to climb gradients of at least 1.5 per cent in top gear. Volvo's TD162FL engine can take such hills hauling a gross weight of up to 60 tonnes.

For the remaining 20 per cent of the trip time the truck is in a lower gear for acceleration from rest, or from lower speeds, and for hill climbing in the higher engine speed range, up to 1860 rpm.

Australian road tests

Mr. Terry Watts, general manager of Volvo Australia's truck and bus division, said that no decision concerning the introduction of Volvo's TD162FL engine will be made until tests in Australian traffic and transport conditions had been finished, and the results assessed.

Issued by Public Relations Department,

Volvo Australia Pty. Ltd.,

350 Eastern Valley Way,

Chatswood NSW 2067

(02) 406 0011



Volvo F16, Victoria Pass, Great Western Highway, New South Wales (October '88)

LAND ROVER SCORES A DOUBLE CELEBRATION

Land Rover Australia, a division of JRA Limited, has scored a double victory by supplying the 10,000th Land Rover to the Australian armed forces, plus delivery of the 1000th Land Rover to the Australian Army forming part of the current Project Perentie contract. Both vehicles are 4 x 4 one tonne versions.

The 10,000th Land Rover, a Cargo FFR, was delivered to 101 Field Workshops (RAEME), Ingleburn NSW. The 1000th Perentie Land Rover has been allocated to the Head Quarters 1st Division Transport, Enoggera Barracks, Brisbane.

The Project Perentie contract covers the supply of 2500 one tonne 4 x 4 and 400 two tonne 6 x 6 Land Rovers to the Australian Army, worth approximately \$130 million.

The 6 x 6 two tonne Land Rover was designed and developed in Australia and production for the Army begins in February. In civilian form its versatility is being proved in service as a high payload specialist off-road vehicle.

The association of Land Rover with Australia's defence forces spans 28 years and this year culminated in a major \$3 million investment, programmed at the Moorebank, Sydney assembly plant.



Deputy Managing Director of JRA Limited, Mr. Jack Heaven, said:

"The ability of these vehicles in operational conditions has resulted in the award of further supply contracts for Land Rovers to the RAAF as well as government departments specialising in areas such as mining and exploration. "It's a success story for Land Rover Australia and also for the 100 other Australian companies that supply component parts for the product range," he added.

In fulfilling the orders for Land Rover products, staffing levels at the Moorebank assembly plant have increased to 150 personnel with a production rate of 6 vehicles per day.

FOR FURTHER INFORMATION PLEASE CONTACT:

John Crawford,
Director - Communications and Public Affairs,
JRA Limited
Telephone: (02) 387 4233

THE GIPPSLAND FIELD DAYS

Incorporated in Victoria

Trucks in Action 1990 will mark the sixth showing of Australia's most successful demonstrating truck show since it was first introduced by The Gippsland Field Days Committee at Lardner Park near Warragul in 1981.

Trucks In Action is the promotion where intending purchasers are able to compare the performance of one truck brand against another, by sitting in the truck cabin while the truck is being demonstrated fully loaded over a nine kilometre long test route.

While this is still the major thrust of Trucks In Action, with each promotion the organisers have introduced a new feature to give a more complete action profile.

Besides the truck demonstrations, Trucks In Action 1990 will feature an All Wheel Drive demonstration area as well as an earth moving project, using Caterpillar equipment. Both these projects have been presented in past Trucks In Action promotions and will be further refined for better demonstrations.

However, a highlight of Trucks In Action 1990 will be a demonstration of B-Doubles. As these are not permitted on the road in Victoria, this demonstration will have special significance.

Another new feature will be start ability and grade ability demonstrations with bodies being loaded on site and demonstrated in hilly, unsteady terrain.

The Victorian Roads Corporation will be a feature exhibitor with mobile scales and truck testing equipment.

Trucks In Action 1990 will run along similar lines to previous years with Friday February 16th being attended by Government and Fleet operators and the Saturday and Sunday being open to the general trucking public.

A special breakfast will be held on the Friday morning at 8.00 am and this will be addressed by the Federal Minister for Transport Mr. Bob Brown and the Federal Director of the Transport Federation of Australia, Mr. Paul Gaynor. This breakfast is expected to attract a large number of major fleet operators.

In previous Trucks In Action promotions a large number of companies have used Trucks In Action as a launching pad for new product releases and this is expected to happen again in 1990.

All exhibitors at Trucks In Action are co-sponsors of an award for the heavy stream apprentice of the year at Batman Automotive College. This takes the form of a \$3,000 tool kit each year.

Batman Automotive College will be presenting a stand at Trucks In Action 1990 and they will be joined for the first time by the Yallourn College of TAFE.

All fuel for demonstrating trucks will be provided by Mobil Oil Australia who along with the State Bank of Victoria are sponsors of The Gippsland Field Days.

Trucks In Action 1990 will be held at Lardner Park near Warragul from Friday February 16th - Sunday February 18th, 1990.

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