

# RAEME Head of Corps Newsletter



June 2002

(2<sup>nd</sup> Edition)

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## **DHOC Report**

The Corps RSM and I are attempting to visit as many units as possible to discuss RAEME issues with unit CO's and to talk with workshop personnel. In the past few months we have been able to visit most units in 1 Bde; 4 RAR, 17 Constr Sqn, 145 Sig Sqn and DNSDC in the Moorebank/Holsworthy area; 4 CSSB at Broadmeadows and 5 CSSB at Banksmeadow. We also met with the Commanders of 1 and 5 Bdes. In July we will be visiting 3 and 11 Bde units as well as other units in the Townsville area and in August or September we will visit Adelaide and 7 Bde in Brisbane.

I would like to summarise a few of the common themes that have been addressed, and answer some of the recurring questions. Other parts of the newsletter and future newsletters will address issues not covered here.

First, I would like to reassure soldiers that BDE Comds and unit COs are aware of and are trying to address many of the problems facing their workshop personnel. Without exception, they are appreciative of the efforts and professionalism of their RAEME staff. So well done!

Trade issues.

Driver training for tradesmen. Without exception, this was the most common area of concern and was raised at every level from Bde HQ to the workshop floor. ALTC

currently does not have the capacity to provide ITT with a licence. This will leave the burden with Land Command in the short term. Planning is currently underway to expand this capacity with the intention that from the start of 2003, tradesmen and soldiers from other logistic trades will receive their C2 licence before they leave ALTC. There is a bit of work to be done yet, but hopefully, this problem will start to disappear.

Many units have expressed concerns regarding the demise of the Production Clerk and the specialist RPS Storeman. Clearly there has been a loss of capability, and units and individuals are working very hard to fulfil these functions as a consequence. These trades disappeared, in part as a consequence of the RAAOC 97 restructure that amalgamated a number of trades. There are more proposed solutions than there were trades to begin with so there is no easy answer or quick fix. You need to be reassured that the OPSUP trade is currently number one priority for review within the RAAOC trade system. So all I can say is be patient and be prepared to provide constructive input when called for.

All units, and a number of civilian workplaces employing OJT tradesmen, expressed their satisfaction with the quality of tradesmen currently being produced at MSD. This is pleasing and reassures us that we are on the right track. There is constant pressure to reduce training time to get the soldiers to Land Command sooner, but this is balanced by a desire expressed within Land Command for soldiers who are broadly trained and can be employed immediately. Periodically we review the competencies taught to our ITT to ensure we are training to meet unit requirements. Where we are under, or over training, we need to adjust our training package. Unit feedback is essential to support this process.

Electronic trades. Recruiting for ECN 420 has been poor for the past few years and this will be felt in reduced output from MSD in ECNs 419, 420 and 422 for the next few years. This will hurt Land Command and I have been warning units and commanders to expect a major impact to capability. Increased recruiting effort is being applied and units should take every opportunity to support lateral recruitment from their parent units. A subject matter expert working group will be conducted shortly to address issues concerning electronics trades and unit feedback will be sought. This is a critical issue and all options will be considered.

I will continue to work to progress these and other issues and I look forward to visiting units as I travel around the country.

Keep up the good work.

LTCOL Mike Barry, Deputy Head of Corps

## **SO2 CORPS**

### RAEME Corps Website

The Corps Website is in final stages of development and will be on the Intranet from the end of June beginning of July 2002. Corps members are encouraged to visit the website regularly for update on Corps activities. Suggestions for inclusions to the website can be forwarded to SO2 Corps.

### Subj 2 CPL RAEME

The staff support requirements for the conduct of Subj 2 CPL RAEME at ILD, ALTC have been included in the latest ALTC SED review. These appointments will be filled in the Jan 03 posting cycle with the first Subj 2 CPL RAEME course planned to be conducted at ILD early 03. The NTL for Subj 2 CPL RAEME is about 200 which will see courses of 20 being run throughout the year.

### RAEME Craftsman Magazine

The deadline for articles for the summer 2002 edition of the 'Craftsman' is 20 September 02. Units are encouraged to make a special effort for our Corps 60<sup>th</sup> anniversary edition. Many thanks to those units, individuals, and organisations that provided submissions for the winter 02 edition. When submitting articles you are strongly encouraged to include photos. Photos go a long way to adding to the article (the more the better). For each edition we have a colour feature article. If your unit would like to be considered for the feature article please get in touch with the SO2 Corps (MAJ Graham Anderson).

#### *Some Editorial Requirement tips:*

##### Edit:

- Edit should be sent in a word processing program preferably Microsoft Word (.doc) or saved as a text file(.txt).
- Edit should not be sent in PowerPoint, Publisher, Corel Draw, or PageMaker.

##### Pictures:

- Must be sent as SEPARATE picture files, such as a .jpg or .tif. We can not use Photos or graphs that have been embedded in Word Documents.
- Pictures must be of high resolution, at least 300dpi.
- If you have hard copy, post this, the publishers prefer to scan it themselves. Your image will be returned.

### **RAEME CORPS RSM REPORT**

Well the first six months in the job have been more than I expected and very rewarding. The discussions I have had with the soldiers of the corps have been productive and I hope there is enough time to tackle the "War Winning" issues that have been brought to my attention. Many of these issues have been raised and discussed at different levels. Some have been resolved; some have been forwarded to the next level to hopefully be resolved. Then, unfortunately, there are those things that will need to see us go back in time 15 to 20 years. Remember the good old days when we had Base Workshops to rotate soldiers through respite postings. When we had people called Clerk Production to input maintenance data instead imposing this task on our critical tradesmen whom could be better employed conducting maintenance. Who could forget when we had soldiers, not civvies, who rebuilt and repaired vehicle components in something called an MUA section. And of course the only time we saw contractors was when they delivered our stores and spare parts to the Storeman Technical General. Back then I can't recall Army ever having a retention problem. I hear you say "Oh for a perfect world", yes, we did have something that was pretty close to perfect, but I don't want to sound like a dinosaur.

A Head of Corps visit to Canberra in March/April raised the corps' concerns on trade shortages with Defence Establishments and Personnel and Defence Recruiting. This showed to be one area that was not well understood or had been passed over in some cases. However after these issues were raised and discussion into the consequences of some of these declining trades, measures were put in place to address these problems and prevent further decline. Deputy Head of Corps will have more on this issue in his report.

Hands up those of you in CSSBs, FSBs and other Logistics units that have a RAEME RSM. If you have your hand up take another look, we don't have any. The corps has not only lost many of its tradesmen but also many of its RSMs, CSMs and regimental soldiers. SCMA and myself have identified that the corps needs to re-establish a sound regimental stream and a base on which to draw potential CSMs, RSMs. The regimental stream offers much, soldiers can have a chance to take a break from trade to further develop their military and man management skills, skills that will be invaluable whether remaining in the regimental stream or going back to trade. SCMA encourage interested soldiers to move in and out of trade and regimental postings, and it will not be detrimental to the soldier's career. Many soldiers have gone to postings like Kapooka with huge apprehensions only to find what a totally fulfilling posting it can be. RAEME has several regimental positions around Australia, and unfortunately many are vacant or filled by other corps. For crafties there is the Federation Guard; for CPLs, SGTs, and WOs we have positions in Training and Land Commands and Recruiting. If supervisors can identify any potential soldiers for the regimental stream or individual soldiers are interested in a career in the regimental stream, then contact me on the phone number or e-mail address below. This will be the only way of getting the RAEME hat badges back into the Logistics RSMs positions.

Dave Packer: Corps RSM

### **On-The-Job Training**

In Jan 01, the responsibility for On-The-Job Training (OJT) was shifted from Spt Comd to Trg Comd (TC-A). This meant that units like DNSDC and NLG (formerly SQLG) were no longer responsible for the management of OJT trainees within RAEME.

With this change in responsibility, came the introduction of my position, as the National Technical Training Manager (NTTM), an APS position created, among other things, to manage and coordinate OJT for technical training not only within RAEME, but RASigs, RAE and RAAF Ground Support Equipment Fitters (RAAF greasers).

Based on initiatives such as CSP and DIDS, it was decided to limit the number of locations for OJT to be conducted, concentrating on areas with sufficient military infrastructure, so as to expose the trainees to a taste of life as a future tradesman. Consequently, OJT for RAEME trades is now only conducted in the following regions:

- a. Darwin,
- b. Townsville,
- c. Brisbane, and
- d. Sydney.

To coordinate the management of OJT within each region, a Technical Trainee Management Officer (TTMO) position was created, which is a particularly fancy name for an "Apprentice Master". Even though these positions are located regionally, the positions are part of ALTC and are manned by a RAEME WO2. Each TTMO is currently managing between 40-50 trainees and this number is set to rise with the increase of trainees being pumped through ALTC in the coming years. Within each region, the TTMO maintains an office at the respective Regional Training Centre (RTC), who provides some local administrative support. Although located regionally, the trainees remain part of ALTC until the completion of their trade training.

Due to this increase in trainee numbers, in Mar 02 the SED was increased to provide each location with an Assistant TTMO position, to be manned by a RAEME SGT. These positions will be filled from Jan 03 and will allow more time for trainees to be visited at their detachment locations.

Trainees march out of ALTC with a Competency Log Book (CLB), which stipulates certain competencies and requirements they are to complete, before being deemed ECN-2. While on OJT, trainees are exposed to a wide variety of training, through detachments to military and civilian organisations within each region. This is a win-win situation for military units, who provide valuable trade training and supervision for the trainees, while at the same time utilising the additional workforce to assist with production tasks.

Units are able to gain the assistance of the trainees by contacting the TTMO within their respective region. This can be particularly useful when units are deploying to the field on exercise. If the TTMO has the capacity to spare a trainee or two, who has some outstanding competencies that the unit can assist with, then a deal can usually be struck. The TTMO contact details in each region, are as follows:

- e. TTMO Darwin – WO2 Mike Baldwin (08) 8935 3104;
- f. TTMO Townsville – WO2 Rob Greenfield (07) 4771 1305;
- g. TTMO Brisbane – WO2 Dave Spencer (07) 3332 4292; and
- h. TTMO Sydney – WO2 Phil Mumberson (02) 9600 4301.

To give an indication of the number of trainees we are producing, the following table shows the current RAEME trainees, by trade, that are undergoing Initial Trade Training (ITT) at ALTC.

<b>Trade Group</b>	<b>Current Trainees</b>	<b>Remarks</b>
ECN 146 – Fitter Armament	50	
ECN 229 – Vehicle Mechanic	119	
ECN 418 – Technician Electrical	24	
ECN 420 – Technician Electronic Telecommunications	4	This trade feeds ECN 419 – Technician Electronic Radar and ECN 422 – Technician Electronic Systems

On graduation from ALTC, all RAEME trainees will spend a minimum of 12 months undertaking OJT, to prepare them for Land Comd both from a technical and military perspective. The table below shows the number of RAEME trainees who are currently on OJT, as well as the number who have successfully completed their training in the past 12 months and have subsequently been posted to a Land Comd unit.

<b>Trade Group</b>	<b>On OJT</b>	<b>OJT Graduations</b>
ECN 146 – Fitter Armament	36	37
ECN 229 – Vehicle Mechanic	101	67
ECN 418 – Technician Electrical	14	9
ECN 420 – Technician Electronic Telecommunications	10	5
ECN 422 – Technician Electronic Systems	13	12
<b>Total</b>	<b>174</b>	<b>130</b>

From reports we have received from many CO's, the product we are producing is meeting the needs and expectations of Land Comd. The trainees themselves feel comfortable and competent that, once they have completed their OJT, they are able to take on the challenges of Land Comd. This should see that RAEME remains in good shape well into the future.

Mr Wayne Allan National Technical Training Manager

### **Implementation of the Technical Regulatory Framework in Land Command**

From July to November last year the Directorate of Technical Regulation – Army (DTR-A) implemented the revitalised Army Technical Regulatory Framework (TRF) in 1 Bde. This pilot refined the Technical Regulation of Army Materiel Manual (TRAMM) and the strategy for 2002. The TRAMM was released on 27 Nov 01 and copies should now have reached all units.

TRF staff officers have been posted to LHQ, HQ LSF, DJFHQ, HQ 1 Bde, HQ 3 Bde, HQ 7 Bde and HQ 2 Div. These officers perform design acceptance for local modifications and maintenance approval for units seeking accreditation against the TRF. DTR-A ran a seminar for these officers earlier this year.

Implementation outside 1 Bde started in May this year. LHQ direct command units, Special Forces units, LSF units and DJFQ units in the Sydney, Brisbane and Townsville regions are adopting the TRF by Dec 2002. TRF officers in each location are managing implementation with DTR-A staff help.

The standard implementation program has five stages: initial training, unit planning, pre-initiation training, initiation and accreditation.

**Initial training.** Commanders and key unit staff are briefed to undertake implementation activities in the next phase.

**Unit planning.** Units develop their Maintenance Management Plan (MMP), revise processes, and plan for initiation. DTR-A staff is visiting to help with this planning.

**Initiation training.** All remaining staff are trained on the TRF – in particular the new classification system. Units train all members on the new MMPs.

**Initiation.** Units start operating under their MMP and the TRF. The main difference soldiers will see is the new classification labels and tags.

**Accreditation.** TRF staff officers and DTR-A conduct accreditation audits to confirm unit compliance with the TRF. Audit teams check MMPs, and then visit units to ensure they follow the MMPs. Entire units are accredited as AMOs, not just workshops – operator maintenance is just as important under the TRF as technical maintenance.

Before accreditation, units conduct audits of all local modifications and Articles Manufactured in Workshop (AMW). One of the requirements of TRF is that engineers accept designs for local modifications and AMWs to ensure they are safe and fit for service.

For more information about the TRF or implementation look at the DTR-A web page at <http://sorweb.sor.defence.gov.au/DTRA/> or e-mail DTR-A on [tech.reg@defence.gov.au](mailto:tech.reg@defence.gov.au).

### **Update on Army Reserve Trade Training Scheme (ARTTS) – 8 CSSB**

The ARTTS provides a specialised avenue of recruitment into the ARes for soldiers who will fill technical and trade appointments. The ARTTS provides an opportunity for civilian apprentices to enlist into the ARes to undertake military training and to be exposed to on-the-job experiences (OJE) that will complement their civilian apprenticeship training. The policy guidance on the ARTTS is outlined in a new instruction DI(A) Pers 116-13 *Army Reserve Technical and Trade Scheme*.

8 CSSB is currently running a Pilot ARTTS for vehicle mechanics. The pilot so far has shown that the scheme has great potential. The Reserve Apprentices (RA's) have now been with 8 CSSB for over four months and it has been a good testing ground for the scheme. Although there have been problems and there will be more to come the overall concept is proving to be sound. The key lesson being learned however is that this scheme is not for everyone. The selection of trades and regional locations need to be carefully identified to ensure the commitment from host employers. Also, the unit that employs RA's must be committed to the scheme. Such commitment will require a shift in focus from a training unit to a live load working unit that is still training focussed.

#### **Other Lessons Learned.**

- 8 CSSB have taken on 13 VM apprentices which they are finding are too many for their unit. The administrative support and the requirement to keep the work up to the RA's is too much for a unit the size and geographic location of 8 CSSB. A number of alternatives are being explored to reduce the burden on units that employ RA's. Some examples are technical assistance being provided by ALTC Regional OJT Supervising Officers, and administrative support being provided by RTC's.
- It is important that the Group Training Companies (GTC) are carefully selected and are made fully aware of the rules and guidelines. For the scheme to be successful the GTC and the supervisors within the unit must establish a very close and trusting working relationship. There is potential for GTC's to see this scheme from a purely profit motive. This must be discouraged.

A copy of the full Update Report on the ARTTS will be available on the RAEME website. The website is in the final stages of development and will go live at the end of June or the beginning of July 02.

### **EME Cell at Development Group, ALTC**

The EME Cell at Dev Gp has been busy this year with preparation, planning, analysis and updating documents. The most significant item on the agenda has been the Recovery Mechanic Pay Case, which is to go to the DFRT in late 2002. At present, the preparations have passed discrimination by the EREC, and 'we are go' for the inspection later in the year.

Validation of the specialist courses for Recovery Mechanics is under way, with a report anticipated by mid-June. A job analysis for the Vehicle Mechanic trade has occurred and the report is in the process of being finalised. In addition, a wide-ranging job analysis is planned in Jul-Aug to focus on investigating the Subj 4 Mech continuum. It will investigate the potential to combine elements of the Art Mech/Elecs course and also look at the skills required of the Art Ground again with potential to develop an ART Gnd course that will equip our WO1 with significant industrial credibility.

Apart from minor adjustments to TMPs, the electrical/electronic trades appear to be in a steady state, and it is planned that they will be analysed in more detail next year.

The EME Cell is involved with some 40 plus projects that DMO are playing around with. These projects include the ARVM upgrade through to the introduction into service of a new 12.7mm sniper rifle. Couple this to the incorporation of TRF requirements is making for a busy start to the year.

RAEME Critical Trades Update. ECN 420 is now on the books as critical due to significant separation rates. A review of all boffin trades will be conducted shortly to identify if there are any advantages in amalgamating or modifying the trades.

ARTTS is well underway with the first of the Apprentices completing their recruit course at ARTC and marching into 8 CSSB. These 10 vehicle mechanics Reserve Apprentices will be joined by 12 carpenters hosted by 22 Const Regt in the near future.

EME Cell is currently reviewing DI(A) Pers 116-1 *Trade Assessment and Testing Policy, Organisation and Procedures*, and DI(A) 116-2 *Army Technical and Trade Scheme* with the intent of distributing both documents for comment in the near future.

<b>Contact List</b>				
<b>Name</b>	<b>Appointment</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
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WO1 Dave Packer	Corps RSM	(02) 60554031	(02) 60554281	<a href="mailto:kingsley.packer@defence.gov.au">kingsley.packer@defence.gov.au</a>
Mr Wayne Allan	National Technical Training Manager	(02) 60554323	(02) 60554281	<a href="mailto:wayne.allan@defence.gov.au">wayne.allan@defence.gov.au</a>

MAJ Gerry Stow	SO2 EME Trade Management	(02) 60554448	(02) 6054165	<a href="mailto:gerry.stow@defence.gov.au">gerry.stow@defence.gov.au</a>
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**Editor:** MAJ Graham Anderson  
SO2 Corps-RAEME  
Members who would like to be added to the e-mail address group of the Newsletter please provide e-mail address.

**Coming Activities:**

**North Queensland RAEME Mid Year Function**

**Friday 12 July 02**

Venue: 5<sup>th</sup> Aviation Regiment

Pegasus Club 1630 – 2300

*All Ranks Function for RAEME members Past and Present*

*Cost: \$5.00 on entry for bar snacks and pizza*

*POC is Sam Brooker – (07) 4752 2752*

**RAEME Corps Seminar**

**16 – 18 October 02**

Venue: ALTC

*Including all ranks function,*

*WO/SNO Corps Dinner, Officers Corps dinner*

*Keynote speaker, central presentations, and separate discussion groups*

*POC Major Graham Anderson (02) 6055 4308*