

RAEME Head of Corps Newsletter



April 2003

(5th Edition)

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An Introduction – Head of Corps RAEME- Brigadier Dave McGahey, CSC

Dear Members of RAEME, I was honoured on 1 Mar 03, to take up the appointment of Head of Corps, RAEME. I have spent the last few weeks with the Corps Managers and Senior Leadership getting across the issues facing our large and complex organisation and in doing so meeting as many members of the Corps as I can. In operational terms, the forthcoming year will be a big year for the men and women of RAEME, reflecting the range of RAEME

personnel in support of Army's operational commitments, our essential role in maintaining the Army's operational and technical edge and the challenging times we live in. In my short time as Head of Corps, I have been delighted to hear from all levels of the Defence Senior Leadership about the outstanding commitment and dedication shown by members of the Corps in support of current operations in Iraq, Afghanistan, and Peacekeeping duties around the world.

I look forward to working with you in continuing to enhance the reputation and tradition of our Corps. I will be focussing on the Corp's Communication Competence and Credibility. By this, I mean building on the Corp's internal formal and informal communication networks and enhancing our technical and operational competence and credibility within Army and the broader Defence community. I look forward to meeting as many of you as possible in the forthcoming year.

Arte Et Marte





DHOC Report – LTCOL David Creagh

I would like to begin by saying how delighted I was to be given the opportunity as CO/CI of Materiel Support Division to represent RAEME as the Deputy Head of Corps. The first 4 months have been hectic to say the least however, it has been made considerably easier by the very good work the previous HOC team have undertaken in the past twelve months.

As RAEME soldiers within 7 Bde and 16 Bde (our March visit) will know we have continued with the practice of visiting the major formations on an annual basis. We propose visiting 3 and 11 Bde in May and funds permitting, a visit to 1 Bde in the second half of 2003. 2004 should see us visiting the remaining P/T Bdes. Ensure you all use these visits to raise issues and seek updates on matters affecting your specific trade or the Corps in general. It is also our intention to keep you abreast of other relevant issues such as issues affecting logistic corps in general and conditions of service matters.

A number of very good points were raised during the Brisbane visit which included but were not limited to; the vexed issue of technical mastery and the practicalities associated with the recent implementation of the Technical Regulatory Framework. The impact of the demise of the Clerk Production and the ongoing difficulties we are experiencing with recruiting and retaining ECN 419, 420 and 422 were also high on unit agendas. SO2 Corps is currently completing follow up action and will shortly staff a response to Brisbane based units through the Regional RAEME Rep. Notwithstanding this work in progress I will take this opportunity to update you on a number of issues.

ECN 419/420/422. The proposal to amalgamate these three trades into one (ECN 421) is progressing well. ALTC Training Development Group (TDG) has commenced the necessary action to complete this and we remain confident that the current ‘crop’ of trainees in EESW will be the first RAEME soldiers to complete the additional modules to allow them to graduate as ECN 421 Craftsmen.

Subj4 SGT Mech. The necessary developmental work for this initiative is now complete. The Subj4 Sgt Armt and Subj4 Sgt VM courses panelled for April 2003 will complete their training IAW the Subj4 SGT Mech TMP (the course commences on 28 Apr 03). NCOs attending the pilot course should note that they will receive a Subj 4 Armt or Sgt VM ROA qualification however, the competencies will reflect the Subj4 Sgt Mech cse curriculum. It is anticipated that the course will have been formally agreed to by the time the next course commences in Jul 03.

WO Art Ground Cse. MSD has secured developmental funding to assist TDG in developing a WO Artificer Ground course. This course will aim to provide RAEME WO with the requisite skills to fill technical appointments in areas such as the Defence Materiel Organisation. We hope to complete this work by Dec 2003.

RAEME Corps Seminar. The RAEME HOC, Brig Dave McGahey is very keen to ensure that we conduct a Corps Seminar, which addresses and discuss issues of relevance to all members of the Corps. Already potential topics include technical mastery, the Technical Regulatory Framework and an update on the 2nd Division’s Army Reserve Apprenticeship Scheme. You all have an opportunity to forward suggestions to the SO2 Corps, Maj Graham Anderson.

One of the highlights of the visit to 7 Bde was the very positive feedback we received from COs/RSMs and the Craftsmen themselves on the OJT program we currently have in place. I wish to take this opportunity to acknowledge the efforts of Mr Wayne Allan, MSD’s Technical Training Manager and the WO2/SNCO team Wayne has in Brisbane, Sydney, Townsville in Darwin. This team is the pivotal link in what is a very important component of our training continuum.

I look forward to seeing many of you over the next 2 years either here at MSD or during one of the HOC visits.

Arte Et Marte

Civil Schooling

SUBJ: In-service applications for commissioning via attendance at long term schooling (LTS) ARA or the undergraduate scheme (UG) ARES

- A. DI(A) PERS 47-9 dated 6 FEB 03
1. With the transition of Defence Recruiting to civilian contractor (MANPOWER) In-service applications for commissioning will no longer be accepted by that organisation. With effect of this SIG all applications for commissioning VIA LTS/UG are now to be processed through DOCM-A.
 2. The LTS scheme is **not** available to the ARES. ARES applicants **may** apply for appointment to the Undergraduate scheme (ARA). Details of the Undergraduate scheme are listed in REF A.
 3. Applications for LTS or UG sponsorship commencing JAN 04 are now sought. Documentation required for applications is as listed below and is to be forwarded direct to DOCM-A:
 - a. PE 063 – Application by serving member for appointment as an officer.
 - b. Service printout (long).
 - c. Copy of all year 11 and 12 school results (certified true copy).
 - d. Copy of all tertiary results or any other current study results (certified true copy).
 4. Members are to be medical class 1, AIRN complaint and meet the following eligibility criteria:
 - a. Currently undertaking a full-time or part-time degree course approved by DOCM-A and have successfully completed or will complete by DEC 2003:
 - (1) One or more years of a three or four year course OR
 - (2) Two or more years of a five or six year course.
 5. Applications received without the required documentation or incomplete will be returned to unit.
 6. **Applications are to reach DOCM-A ATTN: Ray Hayes, R8-8-030 Russell Offices, Canberra ACT 2600 BY MON 30 JUN 03. Late applications will not be accepted.**
 7. All enquires are to be directed to Ray Hayes on (02) 62652365 E-mail address ray.hayes@defence.gov.au.

SUBJ: LONG TERM CIVIL SCHOOLING (LTS) 2004

- A. DI(A) PERS 177-1
B. DI(A) PERS 133-2
1. Applications for LTS for officers who are interested in a career in RAEME as an engineering officer are now being sought by DOCM-A.
 2. Current requirements are confirmed to degree studies in the following engineering disciplines:
 - a. Bachelor of aeronautical engineering
 - b. Bachelor of electrical/electronic engineering
 - c. Bachelor of mechanical engineering
 3. Applications are to be in the form of a DEMI Official Letter and is to contain the following details:
 - a. An outline of the applicants history
 - b. Certified true copies of all education documents.
 - c. A statement of any current tertiary studies together with any results to date.
 - d. A statement of the contribution the applicant can make to the CORPS as a professional engineer.
 - e. The application must be staffed through the applicants CO and is to include a CO recommendation.
 4. Application received at DOCM-A with any of the above information missing will not be processed and will be returned to the member.
 5. All applicants should be aware that participation on LTS would incur a Return of Service Obligation (ROSO). Further INFO on ROSO is available at REF A.
 6. **Applications for LTS in 2004 are to reach DOCM-A ATTN CA EME, DOCM-A, Russell Offices, Canberra, ACT 2600, by COB 18 APR 03.**
 7. Late applications will not be processed.
 8. Enquiries are to be directed to the CA EME, 02 62655777.

SUBJ: OTHER RANKS ENGINEERING COMMISSIONING SCHEME (ORECS-A)

- a. DI(A) PERS 133-2 DATED 21 FEB 02
b. DI(A) PERS 47-1 DATED 4 DEC 01
1. Applications for attendance at the Australian Defence Force Academy (ADFA) in 2004 to study for an engineering degree are now being sought.
 2. Current requirements are confined to degrees studies in the following engineering disciplines:

- a. Bachelor of aeronautical engineering
 - b. Bachelor of electrical/electronics engineering
 - c. Bachelor of mechanical engineering
3. Applications are to be submitted as laid down in ref A. Applications received without the required documentation will be returned to unit.
 4. Applicants are to be fully conversant with the contents of above references.
5. **Applications are to reach DOCM-A ATTN: Ray Hayes, R8-8-030, Russell Offices, Canberra ACT 2600 by Friday 18 APR 03. Late applications will not be accepted.**
 6. All inquiries are to be directed to Ray Hayes on (02) 62652365 E-mail ray.hayes@defence.gov.au.

AMALGAMATION OF ECN's 420, 422 AND ABSORPTION OF ECN 419 TO FORM ECN 421

Background

Within Army the responsibility for the maintenance and repair of Electronic Telecommunications, Radar and Electronic Systems equipment belongs to RAEME, with three separate trades; ECNs 420, 422 and 419 being responsible for the performance of this function.

At present the RAEME electronics trades are suffering from poor retention, with ECN 420 (Technician Electronic Telecommunication) being identified as most critical at the Craftsmen level. Predictions have suggested that financial year 04/05 will see a Craftsmen asset of nine with a liability of 46 within the ECN 420 trade.

The current training being delivered to ECN 420 is providing shortcomings within the trade, they are:

On leaving ALTC trainees have only been trained to light grade repair, this training enables the performance of minor repairs such as The replacement of external fitting and knobs, Cable and harness replacement, and a function test using the built-in test equipment.

As technological advances have occurred and new equipment's introduced into service, a need for a soldier with a more diverse skill set has been identified. This along with critical shortages of tradespersons to maintain the equipment has driven a new approach to the electronic trades within RAEME.

CURRENT SITUATION

A Subject Matter Expert Working Group (SMEWG) was raised to discuss the amalgamation of the ECNs, with general comment sort. Some reservations were received from members of ECN 419, (AN/TPQ-36 qualified); however, generally

the proposal was well received, with strong support from all other electronic trade disciplines.

The intent is to develop a revised course for implementation on to the Army Technical Trades Scheme Technician Electronic (ATTSTE), with trainees currently undergoing the basic trade phase of their course at Electrical and Electronic Systems Wing (E&ESW). Trainees that are presently undertaking training and identified for employment within radio trade ECN 420 will be required to undertake a further 20 weeks training in order to deliver the added revised competencies.

HOC endorsed the proposal, with an "in principal" endorsement from LC and AHQ. This endorsement provided the necessary support to proceed with the amalgamation of the RAEME electronic trades.

Because of the current shortfalls occurring within the electronics trades, SCMA has been forced to panel electronics tradespersons on courses that have been traditionally outside of trade their specialty. An example of this is the panelling of a Technician Electronic Systems (TES) tradesperson on a Light Raven Repair course. Radar and Radio tradespersons have also been identified to undertake training on the RBS-70.

CURRENT TRAINING PROGRAM

Presently all technicians undergo the same Initial Trade Training (ITT) at E&ESW. The ITT training is approximately 18 months in duration and is then followed by an Equipment Maintenance Techniques (EMT) phase. The EMT phase is six weeks for ECN 420 and 12 weeks for ECN 422. During the respective phases the trainees will learn the basic knowledge and skills applicable to their trades, which are needed to maintain common equipment's for which they have responsibility. ECN 420 has responsibility for maintaining the Combat Net Radio Communications Equipment (CNRCE) whilst

ECN 422 has responsibility for maintaining instrument, optical and electronic systems equipment, to include:

- compasses,
- sights,
- Night Fighting Equipment (NFE),
- laser range finding equipment,
- hydraulics, and
- an introduction to AFV control systems.

A period of 12 months On the Job Training (OJT) follows ITT, this allows trainees to develop their trade proficiency. On completion of OJT, technicians are posted to units throughout Australia as qualified electronics technicians. Once in a unit the tradesperson will only work on equipment for which their trade/ECN permits. A certificate Three and Four in electronics is awarded at the completion of the OJT phase of training.

ECN 419, these personnel are selected from ECN 420. They are trained in the maintenance techniques required to maintain the Rapier anti-aircraft weapon system, Ground Surveillance Radar (GSR) and/ or the ANTPQ-36 mortar locating radar system.

PROPOSED TRAINING PROGRAM

The proposed training continuum to establish ECN 421 will be as follows:

An 18-month ITT training program delivered

to trainees:

At the completion of the training the trainee will have received the required knowledge, skills and competencies necessary to be awarded a certificate three and four in electronics. The granting of the certificate will occur on completion of the OJT phase of training.

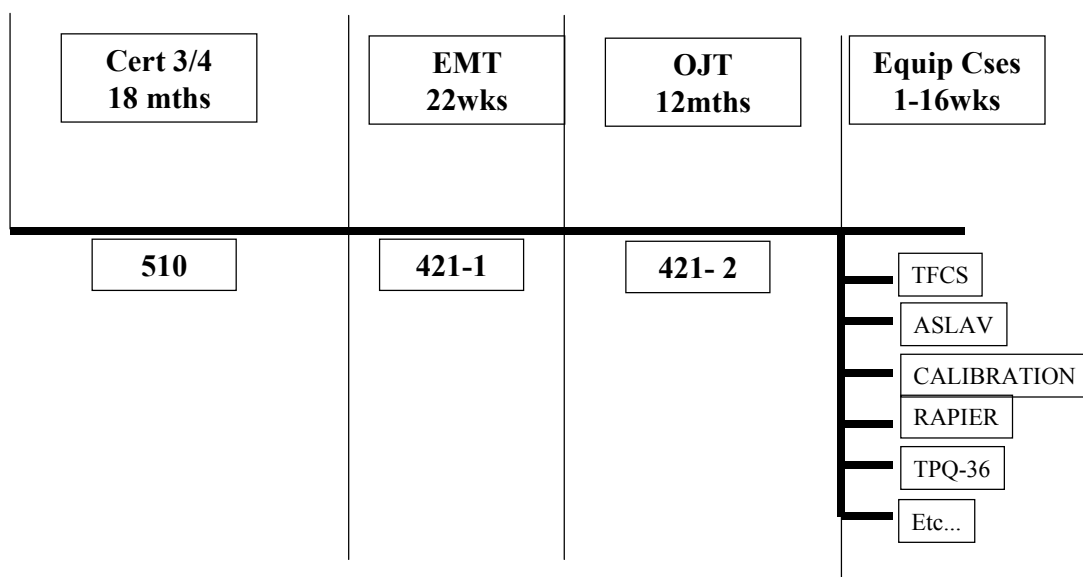
The 18 months ITT training does not provide any military specific skills required to be employed within a unit.

A further 20 weeks of training will be delivered in-order to provide the basic skill sets required for employment within a unit; the training make-up is as follows:

- radar fundamentals, two weeks – non equipment specific;
- TES optics, 10 weeks – non equipment specific; and
- medium grade repairs to the Combat Net Radio (CNR) eight weeks.

On completion of training delivered at ALTC, trainee will undergo 12 months OJT in-order to consolidate their training. Once the trainee has completed the OJT the soldier will then have the necessary trade skills required for employment within a unit. Importantly all new tradespersons will be qualified on the CNR, up to medium grade repair where the greatest hurt is being felt.

Proposed Trg Continuum



Detailed below is the proposed training continuum for the RAEME electronic trades; specific equipment courses will be delivered in accordance with the training liability and unit needs. The duration of the courses will vary from 1-16 weeks; however; the underpinning knowledge for these courses will have been delivered on the basic ATTSTE course.

E&ESW have been tasked to identify the TMP amendments required to implement the necessary changes to deliver the competencies to the course currently running.

The priority of training for tradespersons who are currently qualified technicians is as follows:

Priority 1 - qualify ECN 422 in Lt Raven repair to ease workload for currently qualified ECN 420 Mdm Raven technicians.

Priority 2 – qualify ECN 422 Mdm Raven repair to address pending shortage of ECN 420.

Priority 3 – qualify ECN 420 as ECN 422.

Disadvantages

The following disadvantages have been identified with the amalgamation of the RAEME electronics trades:

- increased up-front training time, and
- retention of trade skills may be problematic.

Advantages

The following advantages have been identified with the amalgamation of the RAEME electronics trades:

- wider employability;
- all tradespersons will have the underpinning knowledge required to attend the respective unit needs courses;

- all new technicians will be employable on the CNR, to medium grade repair;
- more diverse trade (skill sets); and
- new equipment requires multi-skilled tradespersons.

REQUIRED ACTIONS

A successful submission will require the following action before full implementation of ECN 421 can occur. TMP amendments, and course scheduling amendments. Once approval has been given, a Single Entitlement Document (SED) review of positions will need to occur; however, not before full implementation of the new trade is in place and functional.

CONCLUSION

The RAEME electronics trades are suffering from poor retention rates, which is causing critical shortages and trade imbalances. These shortages and imbalances along with shortfalls within the trades have caused the Corps to identify an innovative new approach to the training of RAEME electronics technicians.

The amalgamation of the trades will provide the diverse skill sets required by the tradesperson to repair and maintain the technologically advanced unit equipment. The targeting of the radio trade will assist in reducing the liability gap and remove the shortcomings currently associated with the trade. It will also provide greater flexibility to the Unit Commander when determining unit, training needs.

RAEME Corps Seminar 16 – 17 October 2003

The 2003 RAEME Corps Seminar is to be conducted over the period 16 – 17 Oct 03. The Aim of the seminar is to raise and address key issues of relevance to the Corps and focus in on corps values. In order to adequately raise and address the range of issues it is proposed to conduct a two day seminar. The detailed format is yet to be finalised however; the intent is to conduct a range of presentations by subject matter experts, each to be followed by a plenary session to facilitate feedback and development.

IAW CA Directive 05/01 Australian Army Heads of Corps the HOC formally reports the

outcomes of the Annual Corps Seminar to the ACMC. To ensure seminar outcomes are fully considered and represent the wider Corps input it is important that we get maximum representation from across the Corps at the CO, OC, ASM, and key staff appointment level (officer and WO/SNCO).

Some of the key subject areas that are being identified for discussion are:

- *TRF-18* months down the track what are some of the practical realities and way ahead
- *Technical Mastery*-getting the balance right
- *SED Review*-Corps input, Maint Spt methodologies ie; WVU.
- *Corps Values*

- *Capability Update*-Impact on the Corps, maintenance implications,
- *Training Update*-Update / Tour of ALTC (MSD) technical induction training

Similar to last year, the Corps Regimental Officer and WO/SNCO dinners will be conducted at the time of the seminar.

Members of the Corps are encouraged to

attend the seminar and participate in the concurrent activities. Members are also encouraged to raise and submit issues for discussion at the seminar. Issues can be forwarded to the SO2 Corps-RAEME, MSD, ALTC, BANDIANA, Vic, 3694 or via your Regional RAEME Representative.

Land based Engineer Professional Development Program

On the 24th April 2002, ACMC approved, the establishment of a Professional Development Program (PDP) for Army ground-based Engineering Officers with the Institution of Engineers Australia (IEAust). This program was established to broaden and deepen engineering officers' knowledge, technical management skills and assist them to remain abreast of the continuing changes in engineering technologies. This continuing development is fundamental for the sustainability of the Army land materiel capability. The aim of the PDP is to ensure that engineers undergo structured professional development and have their competencies assessed and recognised by an independent authority. The PDP will monitor the development of Army engineers and provide evidence that the engineers are gaining the required competencies and experience. The PDP will assist DOCM-A in identifying which individuals possess the prerequisite competencies for designated engineering position in the Army, DMO and CSIG.



Pictured is MAJGEN Frank Roberts, DCA and MR John Boshier, CEO Institution of Engineers Australia signing an agreement to establish a Professional Development Program) for Army land based engineers on 9 Oct 2002.

A pilot program commenced late last Oct with 42 selected Army engineers from disciplines including electrical, mechanical and civil undertaking the pilot program. There are currently 21 RAEME engineer officers participating in the pilot program. It is envisaged that the program will be expanded in

subsequent years to include all Army land based engineers.

Participants of the program are required to produce an Engineering Practice Report, which consists of a number of written Career Episode Reports (CER) documenting their experiences gained throughout their professional careers. These CER's will demonstrate attainment of experience against five IEAust Units of Competency. . On completion of this formal, recognised development program, experienced graduates will have gained Chartered Professional Engineer status and be eligible for registration on the National Professional Engineer Register (NPER). This registration of engineers on the NPER will provide evidence of Army meeting world's best practice, and show that the ADF is managing the development of its engineers. The success of Army's revised Technical Regulatory Framework depends very much on having competent engineers being responsible for technical decisions. A PDP is essential to achieving a competent engineer and will be a key retention initiative for maintaining Army's engineering asset. Point of contact for information on the Army PDP is the PDP Manager, Mr Andrew Barnett, at the Directorate of Technical Regulation – Army on (03) 9282 7558 or by e-mail at andrew.barnett@defence.gov.au

RAEME CORPS REGIONAL REPRESENTATIVES

Formation	Appointment	Rank	Name	Corps Appointment	Region	Phone
LHQ	SO1 MAINT ENGR	LTCOL	Adams Andrew	Corps Regional Rep	NSW	02 93393387
DOCM-A	CA	MAJ	Borg Tony	Corps Regional Rep	ACT	02 62655777
1 CSSB	OC FD WKSP	MAJ	Ashurst Todd	Corps Regional Rep	Northern Region	08 89859301
3 CSSB	OC FD WKSP	MAJ	Faughey Nick	Corps Regional Rep	North Queensland	07 47717678
7 CSSB	OC FD WKSP	MAJ	Willmann Chris	Corps Regional Rep	South East Qld	07 33327645
16 AD REGT	BC SPT BTY	MAJ	Kelly Andrew	Corps Regional Rep	Central Region (SA)	08 83890290
LSD	CHIEF ENGR-MOB	LTCOL	Barwick Gavin	Corps Regional Rep	Southern Region	03 92826425
AAVNTC	OC/CI RAMS	MAJ	Wharton Mark	Corps Regional Rep	Darling Downs	07 46917400
SASR	OPS RESEARCH	CAPT	Bassett Paul	Corps Regional Rep	Western Region	08 92856681
SASR	OPS RESEARCH	CAPT	Hennessy Ben	Incoming WEF Jul 03	Western Region	09 92856681

HONORARY COLONELS COMMANDANT APPOINTMENTS

Appointment	Officer	Contact Details
Colonel in Chief	Field Marshall His Royal Highness The Prince Philip Duke of Edinburgh, KG, KT, OM, GBE, AC, QSO	
Representative Colonel Commandant	BRIG R.L.G. Grant AM (Rtd)	PO Box 28 BULIMBA, Qld, 4171 Email: rossgrant@acgs.qld.edu.au
Honorary Colonels Commandant		
Eastern Region	COL B.C. Whiting (Rtd)	4/10 Park Ave, EAST BRISBANE, 4169
Queensland	BRIG R.L.G. Grant AM (Rtd)	PO Box 28 BULIMBA, Qld, 4171
Southern/Tasmanian	COL G.R. Smith (Rtd)	DTR-A, DMO, DPM-3, 661 Bourke St MELBOURNE
Western Region	MAJ I.L. Stewart (Rtd)	77 Keslake Way, PARKWOOD, WA, 6147
Northern / Central Region	LTCOL Chris Wrangle (Rtd)	25 Brinkin Terrace BRINKIN NT 0810

RAEME TRADE STATUS UPDATE								
Serial	ECN	Trade	Asset	Liab	Vac Rate %	Trg Input per yr	Projection	Issue
1	418	Tech Electrical	130	145		20		Need subj 4 SGT
2	419	Tech Radar	24	35		Feeds from 420	Cross trg of 422 to meet short term gap	Suffered recent loss of tdsmen to O/S civil contractors. Part of ECN 421 amalgamation
3	420	Tech Telecom	106	124		Minimal	Will suffer losses over next 3 yr extremely critical	Train ECN 422 in LT Raven repair to help cover shortage Part of ECN 421 amalgamation. Tradesman satisfaction issues
4	422	Tech Elec Sys	103	111		Feeds from 420	Sustainable due to loss of posn's	Part of ECN 421 amalgamation plan. Tradesman satisfaction issues
5	226	Mech Recov	100	131		24	Healthy outlook	Trade has a healthy outlook – received pay gp increase in Nov 02
6	146	Fitt Armt	308	367		Approx 50	4-5 yr to be at full str	Increased manning for water craft type units
7	235	Metalsmith	47	51		5 – 10	Healthy trade	Health outlook, Slow career progression
8	229	Mech Vehicle	528	650		Approx 90	4-5 yr to be at full str	Future manning considerations for new equip fleets
9	411	Tech Aircraft	306	240		40 – 50	2-3 yr to be at full str	Air 87/ARH?
10	412	Tech Avionics	177	155		24	2-3 yr to be at full str	Air 87/ARH?
11	153	Fitt Struct Air	23	23		4	healthy outlook	Ceiling rank is SGT
12	154	Fitt Life Spt	24	31		6	4-5 yr to be at full str	Ceiling rank is SGT. Creation of WO2 posn being explored
Artificers								
13	013	Art Ground	53	57				
14	021	Art Air	23	24				
15	006	Art Mech	125	134				
16	007	Art Elec	36	61				
17	008	Art Avionic	22	28				
18	009	Art Aircraft	32	39				