

RAEME Head of Corps Newsletter



April 2004

(8th Edition)

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DHOC Report – Lieutenant Colonel David A. Creagh

2004 has commenced at a cracking pace, a theme which appears to be pretty constant no matter where you are posted or what unit you belong to!

January 1 2004 was a significant milestone for Materiel Support Division, ALTC because we saw the transition process to the new in-house contractor – Scientific Management Associates or SMA draw to a close. I am pleased to report that the transition from RMIT to SMA has proceeded very smoothly and that the new contract for the provision of initial trade training is in good shape. The acronyms have certainly changed but there are still many familiar faces amongst the new SMA team.

Our annual DHOC visit program has commenced and already we have visited 9 and 13 Bde, 16 AD Regt and just last week 1 Bde. We remain on track to visit 16 Aviation Bde and Oakey in early May.

Our visit to 9 & 13 Bde was most worthwhile. 9 CSSB Fd Wksp continues to go from strength to strength and is currently examining how it will role out the Army Reserve

Technical Trade Scheme (ARTTS). We also had an opportunity to address 9 Bde and 16 AD Regt RAEME soldiers and apart from catching up with some familiar faces I was very impressed with the level of interest being displayed and the types of questions being posed on Corps related issues.

Apart from recruiting a new Western Region Honorary Colonel (on behalf of BRIG McGahey) our visit to 13 Bde and SASR was also most worthwhile. We were able to address nearly all the F/T cadre staff and a number of P/T EME soldiers holding key appointments in 13 Bde during one central forum. Again some very good feedback was provided particularly on our initial thinking on how we will create viable career paths for P/T RAEME tradesmen. We will know more once the McNab Review has been published and/or endorsed.

I was most impressed with the work being undertaken at SASR by the Tech Spt Tp. Clearly this is a posting where the term '*Light Grade Repair*' is flexible, nevertheless the lads were happy, there is a job to be done and they are certainly getting on with it! It was very pleasing to hear from CO SASR how happy he was with the level of support his BLUEBELL element was providing. So to CAPT Hennessy, 'Tank' and crew, well done.

A wide range of issues emerged during our week in Darwin not only in respect to 1 Bde units but so to at NORFORCE and JLU (NT). Indeed there are too many to go into in any great detail right now but the following is a summary of the **key** points we took from the visit and the issues we are now following up:

- RAEME trade vacancies are impacting on Brigade units. The observations of a large number of experienced members of the Corps was that vacancies coupled with the Bde's tempo, the quantity and age of the equipment is really beginning to bite. Not only is equipment availability suffering but so to be your enjoyment of the job! This is clearly an issue so I was heartened by the knowledge that COMD 1 Bde is

well aware of this (having raised it as an issue with me during my courtesy call).

- The uncertainty surrounding remuneration and whether retention initiatives are being considered was frequently raised. To that end SO2 Corps has formally written to the Army Trade Management section in Army Headquarters to obtain a formal position. The Corps RSM will also raise this together with a number of other points you raised with him with RSM-A and RSM TC-A.
- Discussion of the practical implications of the TRF and the 'lessons learnt' is clearly long overdue and will be a theme that we will pursue at the 2004 Corps Seminar. I have every confidence that DTR-A, COL Billett and his team will welcome any feedback that will arise from this discussion.
- The shortage of OP SUPs and therefore no clerk to run SDSS is an issue that is raised no matter who we visit. I also took note of the very valid observation put forward by a number of you in relation to the impact SDSS is having on a JNCO/SNCO's ability to perform the 'Clk Prod' function, supervise and perform his/her other duties, where you are carrying vacancies at that level.
- A number of units raised the issue of their inability to secure places for RAEME soldiers on the various A vehicle courses conducted by the School of Armour. I have already written to the CO/CI seeking his assistance in formulating a plan, which will allow us to achieve priority in terms of securing positions on these courses.

In all it was an excellent visit, the opportunity to catch up with a large number of you at the Spanner function on the Wednesday afternoon was most appreciated. I was particularly impressed with the approach being taken at 1 CER. Their 'catchcry' of *'People focussed and Equipment centric'* in many ways sums up the approach we all try and take as members of the Corps of RAEME! Again thank you to those of you that assisted WO2 Mark Bruton with the coordination of the visit program.

Turning to this year's Corps Seminar, the SO2 Corps will provide a more detailed update but suffice to say we want to leverage off the success of the 2003 event. I think this year's theme *'RAEME – Doing Things Better'* is most appropriate and will provide plenty of scope for discussion. I am very pleased to report that there is no shortage of takers in terms of sponsorship and organisations wishing to

deliver keynote addresses so I remain confident that the 2004 Seminar will again be a successful event.

I look forward to catching up with as many of you as possible during our upcoming visits to Oakey, Brisbane, Townsville and Sydney. Consistent with our commitment to you, as we receive advice on the issues that you raise as the HOC and the HOC team visit the various regions in Australia, we will feed responses back to you via the RAEME Regional Representatives.

Arte et Marte

Corps RSM's Report

It is a privilege and honour for me to submit my first article as your Corps Regimental Sergeant Major. I have been in the chair for over 3 months now and I am travelling along a very steep learning curve. It would be remiss of me not to personally thank Warrant Officer Class One Kingsley Packer for his hard work and commitment as the Corps Senior Soldier. I know my job is easier now as a result of your efforts, so thanks Dave.

Just last week I had the privilege of visiting RAEME personnel in 1 Brigade Darwin. Thanks for turning on the humidity and giving the deputy head of corps and I a real feel of the climate 1 Brigade operates in. I had the privilege to listen to the Brigade Commander and all the Commanding Officers of the Brigade praise the high standards achieved by their RAEME soldiers, even in a climate where some Brigade units are at 60% EME manning, our Craftsmen stand out in the crowd. I listened keenly to your comments raised during our visit. I have taken the points on and will endeavour to seek answers and solutions where possible.

Many of you will be aware of the initiative by the Chief of the Army to harden the Army. His intent is to make the Army more agile, hard hitting, more deployable and better protected. To achieve this outcome, there will need to be a considerable contribution by the Corps towards assisting the Army to become more robust. Part of the Chief of the Army's initiative is the procurement of the 59 M1A1 AIM Main Battle Tanks to enter service in 2007. These are very exciting times for our Corps with 2007 not far away. Therefore, it is ever so important that the Corps focuses on capability with a view that our procedures and training enhance the Army's ability to fight.

All of us have a part to play in ensuring the Corps and the Army gets it right.

For the past two Years the Corps RSM has been pushing the regimental barrow around the Corps touting its importance to the Corps and the Army. As far as I am concerned “no change.” It is your Corps and the regimental postings are your postings. Our Corps is a Corps of tradesmen and officers and it is important that tradesmen take on the job as CSM and SSM in our Maintenance Companies.

Nothing disappoints me more, as a proud RAEME soldier, than seeing SCMA offer our CSM positions to other Corps to fill due to the fact that we have no one to fill the positions. So if you are after a change for while and you want to expand your skill set and are looking for job satisfaction, then drop SCMA or me a line we might have a Job for you.

Corps Instruction No 17 outlines the nomination for Craftsman of the Year for both ARA and GRes Craftsman. The Representative Colonel Commandant sponsors this award. The award is judged for the period 1 July of the previous Year to 30 June of the current Year. Nominations are to reach Regional Corps Committees by the end of July. If you are a supervisor of Craftsman then please ensure you read this important Corps Instruction. Nothing disappoints me more than when I hear there are no nominations for the award from a region. Lets get back to the basics of soldiering and look after the welfare of our soldiers.

Corps Instruction 18 outlines the RAEME Recognition of Service Certificate for both military and civilian personnel. The certificate is for recognition of 20 Years or more RAEME service and who has elected discharge. Military members who are eligible but have not received a certificate by their date of discharge or retirement may initiate a request for issue. This should be done through the last RAEME unit in which they served or directly to SO2 Corps. In summary, if we don't know about it, you will not get your certificate, so please keep the SO2 Corps and I informed.

Every Year World Skills Australia holds the national finals for the best selected tradesman from each state of Australia. This Year the competition is being held in Brisbane as part of the Queensland Careers and Employment Expo from 28 – 30 May 04. I am happy to announce that this year Craftsman Timothy Andrew Johnstone, who is currently posted to 85

Transport Troop, 26 Transport Squadron, will be representing NSW in the Heavy Vehicle Mechanics section, the Corps and I wish you the best of luck.

Finally, the Prince Phillip Banner will be Paraded in Brisbane this Year on ANZAC Day. I would like to thank the Queensland RAEME Association for all the hard work they have put in to make it happen. Our Craftsmen are providing the supporting guard for the Banner from the South Queensland region, so if you have no plans for the day, come along. I look forward to meeting as many of you as possible in the forthcoming year. ARTE et MARTE

RAEME Corps Seminar 2004

This year's Corps seminar is to be held at Bandiana over the period **14 -15 Oct**. Similar to previous years there will be an all ranks function on the afternoon/evening of Wed 13 Oct, the Officer dining-in night will be held on Thur 14 Oct and the WOSNCO Dinning-in night on Fri 15 Oct.

The theme for the 04 seminar is '*RAEME - doing things better*'. We will be taking the opportunity to invite guest speakers from industry to present keynote addresses on the theme. Industry will be represented from the heavy automotive, IT and aviation sectors.

Attendance at the seminar is via nomination attached to this newsletter (also avail from HOC cell or Corps Website). Cost for the seminar is \$10 per head. Cost for the Dinner (Offr & WOSNCO) is \$50. Accommodation is available, under members own arrangements, via the Bandiana Accommodation cell (02) 6055 4398. Dress for the seminar is DPCU; dress for dinners is summer mess kit.

Last year numbers for the seminar and dinners exceeded capacity so people are encouraged to get nominations (and payment) in as early as possible.

Trade Management Update

ECN 421 – Technician Electronic: The case for ratification of amalgamated electronics trade is going before the ECRC committee in the next couple of weeks. Once this has been completed the gap training will be developed to ensure all Technician Electronic are trained to the same level. This will only effect CFN to CPL positions, as within 3 to 5 years all SGTs

will be ENC 007 anyway. If there is a requirement SGTs will be trained on specific skills on a unit needs basis. At this point in time there is no intent to move for a review of pay or the number of positions. These issues will be reviewed once steady state in the new construct is achieved.

The transition plan is still in draft form pending final approval of the trade amalgamation.

Draft Transition Plan

1. *Once approved the following elements are to be included in to the ITT.EMT syllabus:*

- *radar fundamentals – (non equipment specific);*
- *TES optical instruments – (non equipment specific) and NFE equipment;*
- *medium grade repair, to the Combat Net Radio System.*

2. *Conversion training for serving CFN-CPL.*

3. *In order to provide transition training to qualified tradesmen, the following training regime, in priority order, is to be implemented:*

- *Qualify ECN 420, CFN-CPL up to medium grade repair on the Raven radio system;*
- *Qualify ECN 422, CFN-CPL, up to medium grade repair on the raven radio system and radar principles;*
- *Qualify ECN 420, CFN-CPL, on TES Optical Instruments and radar principles; and*
- *Qualify ECN 419, CFN-CPL, up to medium grade repair on the Raven radio system and TES optical Instruments*

4. *SGTs and above will not be required to undertake formal conversion training; however, they will be expected to be familiar with the equipment for which they will supervise/manage the repair.*

ECN 146 – Fitter Armament: There are two issues with this trade group. Firstly the base trade of 146 has been classed as a “serious” trade as numbers are falling. This is being monitored closely and steps are in place to increase recruiting figures. SCMA is also managing this trade on a more personal basis.

The Marine Element is still causing concern as only 47 positions are filled out of 92. This

has occurred for several reasons – SEDs have been changed by units to increase their 146-3 positions and SCMA are finding it difficult to post personnel to the bar 3 posts. It has been agreed by HQ-A that they will chair a SMEWG in May 04 to address SED creep, the number of bar 3 posts actually required in units, and the possibility of other trades taking some of the bar 3 responsibilities.

New Weapons Course: Several requests have been received requesting training on the MP5, M4 and pump action shotguns. Many of these weapons were purchased as a quick procurement to fix a capability gap during recent deployments. Originally they were to be out-scaled post deployment, however, there are hundreds of these weapons still about and they will remain in service. These weapons will require a separate course, as the “action” of these weapons is significantly different from that of the Styer. We are still working on the numbers of personnel from the three Services who will require this training, and then we can assess the viability.

Pay

Directorate of Personnel–Army have advised that the fundamental review of the other-ranks pay structure that was announced last year will not be going ahead. ADF is now looking at introducing a pay group 8. Potentially this will provide the opportunity for realignment of some employment categories. This is a disappointing development and on the face of it will not address the pay compression that has been occurring in the pay group 4,5&6 band. Currently the advice is that any realignment or pay group change will still need to go through the very limited ECRC / DFRT process. Once the decision is finalised we will explore the options for developing a case for RAEME employment category review.

Subject 4 Training

The wheel is turning and the continuum of subject 4 courses is undergoing change. The Subj 4 CPL is to be a trade specific course although much of the course is common to all trades. This will allow economic programming of the courses.

The Subj 4 SGT course will be conducted in two courses covering Elec Trades and Mech Trades.

The Subj 4 Artificer Course will be conducted as one course for all ground based RAEME trades.

Subject 2 Training

The Subj 2 training continuum TMP is nearly ready to release. The only outstanding issue with this course is the competencies missed by the RAEME aviation trades as they do not currently cover "RAEME Ethos" in their Subj 4 s. This issue is currently being reviewed with a number of options being considered.

GRES Training

The delivery of technical training to GRES soldiers is under review in context with the recently tables McNab report which was a fundamental review of training and employment of GRES soldiers. One of the recommendations of the review is that some technical trades are not viable or sustainable for GRES soldiers under the one Army policy. For example it is not possible to grow a GRES Radio Technician to ARA standard given the required time in training and the military and equipment specific nature of training. There are other technical trades that may fall in to the same category. The trade review recommends that an ECN-1 trade continuum be established for GRES tradesmen that will provide a career progression up to the rank of SGT allowing them to be gainfully employed with limited

supervision and at the same time gain competencies towards bar two status. The draft Standing Orders for Trade Management of GRES Trades is available on the ALTC website under the Training & Development Group section.

<http://intranet.defence.gov.au/armyweb/Sites/TRGDEVGP/>

Employment Specifications

These are still in draft form for two reasons. Firstly we have not had the Standing Orders for Trade Managers or the Employment Category Standing Orders ratified as yet and secondly the format of the Employment Specs are likely to change in the very near future.

Craftsman Magazine

The 2004 winter edition Craftsman magazine is to hit the streets early in May. We will still accept submissions up to the end of first week in May. We are light on for input so units are encouraged to provide submissions.

The 2004 summer edition Craftsman will go to press in Sep/Oct. Units are requested to put the wheels in motion early for unit articles. We are also seeking articles of technical, historical nature and on achievements both personal and unit be it military, sporting, community or other.

RAEME CORPS REGIONAL REPRESENTATIVES							
	Formation	Appointment	Rank	Name		Region	Phone
1	LHQ	SO1 MAINT ENGR	LTCOL	Atkins	Craig	NSW	02 93393387
2	DOCM-A	CA	MAJ	Griffiths	Martin	ACT	02 62655777
3	1 CSSB	OC FD WKSP	MAJ	Turner	Craig	Northern Region	08 89859301
4	3 CSSB	OC FD WKSP	MAJ	Hill	Scott	North Queensland	07 47717678
5	7 CSSB	OC FD WKSP	MAJ	Willmann	Chris	South East Qld	07 33327645
6	16 AD REGT	BC SPT BTY	MAJ	Kelly	Andrew	Central Region (SA)	08 83890290
7	LSD	CHIEF ENGR- MOB	LTCOL	Murphy	Joe	Southern Region	03 92826425
8	AAVNTC	OC/CI RAMS	MAJ	Tsamis	Arthur	Darling Downs	07 46917400
9	SASR	OPS RESEARCH	CAPT	Hennessy	Ben	Western Region	09 92856681

RAEME COLONELS COMMANDANT	
Representative Colonel Commandant	
	BRIG R.L.G. Grant AM
	P.O Box 28 BULIMBA, QLD, 4171
Colonel Commandant Queensland Region	
	COL Bryce Leslie Stephen Titcume
	48 Summerfield Street, ASPLEY QLD 4034
Colonel Commandant Southern / Tasmania Region	
	COL G.R. Smith
	DTR-A, DMO,DPM-3, 661 Bourke St, Melbourne,3000
Colonel Commandant Western Region	
	COL M. Mackenzie
	RAM Engineer Raytheon Aust, Bldg 3 124 Quill Way HENDERSON, WA, 6166
Colonel Commandant Northern / Central Region	
	COL Chris Wrangle
	25 Brinkin Terrace BRINKIN NT 0810
Colonel Commandant Eastern Region	
	COL B.C. Whiting
	48 Briarwood Street Carindale Brisbane, QLD, 4152

HEAD OF CORPS APPOINTMENTS		
Name	Corps Appointment	Primary Appointment
BRIG David McGahey, CSC	Head of Corps	DGMATSYS, DMO
LTCOL David Creagh	Deputy Head of Corps	CO/COI MSD, ALTC
MAJ Graham Anderson	SO2 Corps-RAEME	
MAJ Rodney Bolt	SO2 Corps-RAEME GRes	
WO1 Tibor Fekete	Corps RSM	RSM MSD, ALTC

CALL FOR NOMINATIONS FOR LONG-TERM SCHOOLING SERIALS.

Long Term Schooling at ADFA

Any officers (preferably LT/CAPT) interested in studying Engineering at ADFA in 2005 should contact the RAEME Career Adviser at DOCM (Major Martin Griffiths) as soon as possible. A signal formally requesting nominations will soon be released, but those interested in Long Term Schooling in either Aeronautical, Electrical or Mechanical Engineering at ADFA in 2005 should make themselves known to the Career Adviser either via telephone or e-mail (martin.griffiths@defence.gov.au) NLT 15 May 04. Preference will be given to those who have commenced part time study. All candidates must be accepted to the University of New South Wales via the University Admissions Centre (UAC) nomination process prior to commencing their studies.

Other Ranks Engineering Commissioning Scheme (ORECS)

Any CFN, CPL or SGT interested in studying Engineering at ADFA in 2005 should contact the RAEME Career Adviser at DOCM (Major Martin Griffiths) as soon as possible. Full details of the OREC Scheme are contained in DI(A) Pers 133-2. The closing date for nominations has been extended to 27 Apr 04 - a signal calling for nominations and detailing the amended closing date has been released. Those interested in studying either Aeronautical, Electrical or Mechanical Engineering at ADFA in 2005 should make themselves known to the Career Adviser either via telephone or e-mail (martin.griffiths@defence.gov.au) ASAP. All candidates must be accepted to the University of New South Wales via the University Admissions Centre (UAC) nomination process prior to commencing their studies. Applicants must also be recommended by their CO, released by SCMA, have a medical board and be assessed as suitable for commissioning by an RMC Selection Board.

Visit the DOCM-A website:

[<<http://intranet.defence.gov.au/ArmyWeb/Sites/DOCMA/>>](http://intranet.defence.gov.au/ArmyWeb/Sites/DOCMA/)

DOCM-A Internet Homepage:

www.defence.gov.au/army/docma

Download your Posting Order:

[http://defweb.cbr.defence.gov.au/army postings /](http://defweb.cbr.defence.gov.au/army postings/)

Prince Philip Banner Miniatures

The long awaited Corps banner miniatures are completed and have been dispatched with the exception of 16, which will out by the end of April. The complete run of 200 in the 'Foundation Issue' has been sold. I can not say if or when another production will be done. The minimum order is 200. There has been a strong renewed level of interest since the foundation miniatures have arrived in units. If you are interested in acquiring a banner miniature I recommend you send an email/fax to SO2 Corps – MAJ Graham Anderson and register an interest complete with contact details.

RAEME Craftsman Port

The Corps has had strong support for the last two productions of the Corps Port. The sale of Corps port provides a good income for Corps funds, which supports such things as Corps awards. The ongoing support is much appreciated. This year our blue beret fraternity is producing Corps Port up at Oakey. Keep an eye out for the fliers and order forms, please continue to provide the ongoing support and build your Corps Port Collection. There are limited numbers of the 2003 & the 2002 60th anniversary edition still available; POC is SO2 Corps, ALTC.

Corps Instruction 33 describes the process for units to nominate to produce the Corps Port. The Corps port provides an excellent opportunity for units to be profiled within the broader Corps and defence community and to raise unit funds. Any units wishing to be selected to produce the annual RAEME Corps Port in 2005 are to have their name into the SO2 Corps NLT 1st October 04.

A Modern Heavy Recovery Capability

The contract for the upgrade of the Heavy Recovery Vehicle (HRV) fleet was signed on the 18th of December 2003, with Mack Trucks Australia (MTA) by Mr Kevin O'Callaghan, PD LAND 121 and Mr Colin Partington, CEO MTA.

Currently the Army's heavy recovery capability is provided by the Truck Wrecker Heavy (TWH) which comprises a Holmes 750 Twin Boom recovery unit mounted on the in-service Mack RM6866RS cab/chassis. Whilst this vehicle provided a heavy recovery asset of acceptable capability, the Holmes recovery equipment is archaic, agricultural and exhibits severe and unacceptable occupational health and safety risks to operating personnel.

The new recovery system will totally replace the Holmes system with a Miller Industries recovery platform incorporating a Palfinger Crane, two Sepson Hydraulic winches, a

hydraulic lift/tow recovery system and a commercial locker system for stowage of CES and personal items. A recovered crew cabin will be added to the vehicle to aid in transport of the disabled vehicle's crews along with modifications to reduce cabin noise and vibration. Also, upgrades to the vehicle drive train will be made to improve its capability, including increasing the vehicle's Gross Combination Mass to 110 T.

The current Schedule for delivery of the HRV into service will see the first production HRV arrive to LAND 121 around the middle of August this year. The Project Office will then put this initial vehicle through a series of acceptance tests, conducted by the Accredited Test Services, at Monegeetta. After the acceptance tests, the Commonwealth will proceed with full production and hopefully have the vehicles ready for introduction into service, early in 2005.

LAND 121 Phase 2A.



RAEME CORPS SEMINAR 14 – 15 OCT 2004

Nomination Form

Surname: _____ **Initials:** _____

First Name: _____ **Rank:** _____

PMKeys Number: _____

Unit: _____

Unit Address: _____

Contact Number: _____

Email Address: _____

**Attending Seminar 14 - 15 Oct 04:
\$10 per head**

YES	NO
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**Attending All ranks Barbecue /
13 Oct 04**

YES	NO
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**Attending Officer Dinner 14 Oct 04
\$50 per head**

YES	NO
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**Attending WO/SNCO Dinner 15 Oct 04
\$50 per head**

YES	NO
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Payment for the seminar and dinner is to be finalised in order to secure your attendance at the seminar and/or dinner.

Cheque/money order/cash/other/ payment of _____ is attached / Following (cheques payable to RAEME Corps Funds)

Signed: _____

Date: _____

Forward to: MAJ Graham Anderson, SO2 Corps – RAEME, HOC Cell, ALTC, Latchford Barracks, MILPO BANDIANA, Vic, 3694. Ph: (02) 6055 4308, Fax: (02) 6055 2436, email: graham.anderson@defence.gov.au

Note: Accommodation is a member's responsibility. Service accommodation can be booked via Bandiana Accommodation cell (Reservation number 109272) Ph: (02) 6055 4398, fax: (02) 6055 2964