



1997

RAA LIAISON LETTER

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Director's Message



A FINAL MESSAGE FROM THE DIRECTOR

The implications of the Defence Efficiency Review (DER) and the Restructuring the Army (RTA) initiatives, combined with the defining of Army's contribution to the Defence Capability Development process, provided the impetus for a formal review of Army's HOC. The review outlined options for the future of Army's HOC, including a recommendation for disestablishing Army's HOC and transferring their functions to other organisations. As a consequence of the DER announcement, and the subsequent Defence Reform Program (DRP), CASAG agreed to the disestablishment of the HOC. On 11 Jul 97 DCA directed the disestablishment of DARTY-A as part of the restructuring of Army's HOC.

DARTY staff currently perform many functions, however they can generically be divided into four broad functional areas. These are:

- capability development related tasks;
- training advisor (TA) and training resource advisor (TRA) tasks;
- career management tasks; and
- regimental matters tasks.

RAA capability development related tasks will in future be undertaken by RAA staff posted to the Capability Development (CD) Wing at Puckapunyal. The initial RAA manning within the CD Wing will comprise LTCOL Pat Meehan, MAJ Dave Jenkins and MAJ Shan Amor.

TA and TRA related tasks will in future be undertaken by the Commander of the Combat Arms Training Centre (CATC) at Puckapunyal. This officer will be assisted by specialist RAA staff. The initial RAA manning within the HQ CATC will be provided by MAJ Terry Nichols. He will obtain additional staff support from the School of Artillery training development staff.

Career Management of RAA personnel will be undertaken by the Directorate of Officer Career Management (DOCM) and the Soldier Career Management Agency (SCMA). The RAA career advisors in these organisations will continue to liaise with the chain of command concerning postings, promotions and career management information. They will also act as panelling authority for RAA career courses and RAA specific overseas courses. RAA career courses include the various Subject 4 courses for NCOs, the ROBC, TOSC, ROGC and ROAC. The CATC will manage the RAA NTL,

with DOCM-A and SCMA providing input as necessary.

Regimental Matters will be sponsored by BRIG Peter Kilpatrick in 1998. He has recently been appointed by CA as the RAA's Honorary HOC. His duties include: representing the RAA at Army and RAA activities when required, coordinating RAA conferences and RAA Regimental Committee meetings, forecasting and managing funds required for Honorary HOC and COL COMDTs, fostering COL COMDTs and assisting the Rep COL COMDT in coordinating Regimental affairs through the RAA Regimental Committee.

The CO/CI School of Artillery will be responsible for trade testing authority responsibilities, management of RAA Regimental funds and property, management of the RAA Regimental Shop, coordination of RAA Regimental history and production of RAA Regimental journals and publications. Note that supervision of the RAA Regimental funds, properties, history and journals remains a RAA Regimental Committee responsibility.

The RAA National Museum at North Fort is now managed by the Directorate of Army History (DAH) following the processes defined by Project Army Heritage. MAJ Kel Crozier and WO2 Steve Crawford have been posted to the DAH and will be based at North Fort as the Defence (Army) representatives. They will work with the RAA Historical Company (formally RAAHS) to manage the museum and fort on a daily basis.

I am confident that the new responsibilities and processes outlined above will work effectively.

I am sure you would agree that the RAA faces many challenges as we strive to modernise the capabilities we bring to the battlefield. I have been impressed at the way in which those Gunners involved in the A21 TF trials have sought to objectively assess the best way to optimise the unit structures and operational concepts articulated in the A21 Review. I urge all Gunners to assist in this process wherever possible.

Finally I would like to thank all Gunners for the support they have provided the Directorate over the past two years and publicly acknowledge the efforts of my staff. The Directorate has accomplished many of the goals and objectives we set out to achieve due to a combination of hard work and persistence. Thank you.

END OF MISSION

UBIQUE

From the Representative Colonel Commandant



Fellow Gunners,

I am sure that you will have been pleased by the rejuvenated Australian Gunner magazine published in March 1996. That created a challenge to us to provide the input that is vital to uphold the standard that has been set.

Trials to explore concepts for Restructuring of the Army and the subsequent implementation of outcomes are destined to keep us busy in our unit training environment for some time. We also need to be conscious of the change that is occurring in the wider Regimental environment.

The disbandment of the Directorate of Artillery has resulted in the appointment of Brigadier Kilpatrick, Commandant Combined Arms Training and Development Centre, Training Command, as the Honorary Head of the Regiment. As this is virtually an extra-curricular appointment, Brigadier Kilpatrick is going to need strong support from all of us on Regimental matters.

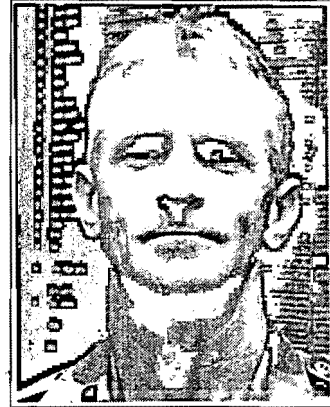
The new home of the School of Artillery, Bridges Barracks at Puckapunyal, has proven to be second to none in quality of Defence accommodation Australia wide. The future of the RAA museum at North Head, Manly has been assured with the retention of the North Fort area as Defence property. The Museum is going ahead in leaps and bounds and has the potential to be a significant tourist attraction. I urge all of you to visit the Museum, as opportunities arise, to see the progress that is being made and to actively promote it to all Australians.

Warrant Officer Jobson's book "Royal Regiment of Australian Artillery Customs and Traditions" should now be readily available in units; I commend reading of it to all of you. We need to be thoroughly familiar with such fundamental aspects of our heritage.

I had the pleasure of attending the Annual Gunner Dinners in both Sydney and Canberra in August and it was rewarding to see them well supported. I encourage even more of you to attend the annual Gunner Dinner in your area.

The Regimental Committee, of which I am the Chairman, exists to serve you in Regimental matters, including the maintenance of Gunner heritage. In 1996 the Committee commissioned a portrait of Warrant Officer Prewett, the first Gunner RSM of the Army; the portrait now hangs in the Regimental Sergeants' Mess. In 1997 the Committee purchased Allan Waite's painting depicting the role of the Gunners at the Battle of Long Tan on 18 August 1966. These two paintings, which cost some \$11,000, and all other Regimental property, are available for loan to all RAA units, in turn, for display. In 1998 the Committee intends to commission a painting with an Air Defence theme. The sources of funds for such purchases are profits from The Regimental Shop and donations from RAA members. I ask you all to recognise the importance of heritage matters and to assist in funding them.

From the Desk of the Regimental Master Gunner



These last two years have been a significant period in the history of the RAA. We have seen many of our organisational structures redesigned and a more flexible approach to the employment of artillery being examined. A number of these new structures and operational concepts are being trialed as part of the RTA A21/TF trials. The RAA training system has also been examined and redesigned. Finally the rationalisation of RAA transport BDRs to RACT and RAA Q personnel to RAAOC is to occur by January 1998. All of these initiatives have occurred in an attempt to bring the focus of the RAA from the 1940s to the year 2000 and beyond.

Change is not easy to accept, however the positive approach shown by all Gunners is inspiring. It will ensure that the RAA remains a major force on the modern battlefield. As part of other changes within Army, we see the Directorate of Artillery disbanded and the formation of a Combat Arms Training Centre (CATC). This is where the Training Adviser (TA) and Training Requirements Adviser (TRA) functions for the RAA will be executed. The TA functions include deciding on the technical content of courses and for whom the courses are designed. The TRA functions include identifying the personnel requiring training and then winning the funds to move those students to the School of Artillery.

The obvious relationship of the Regimental Master Gunner (RMG) to the Director of Artillery is removed. The RMG will be employed in the Training Development Cell of the School of Artillery and provide advice to the CATC and CO/CI. The RMG will also liaise with the Career Managers at SCMA and DOCM-A to stay abreast of manpower issues. In conjunction with SCMA and DOCM-A, the RMG will be the panelling authority for all RAA courses run at the School of Artillery.

I have reached the pinnacle of my career having occupied the senior soldier position within the RAA, that of the RMG. My replacement will be WO1 G.D. Chillingsworth, OAM who brings with him almost 30 years experience.

I would like to leave those aspiring to a career in the RAA with this advice; stay fit, be proficient in trade and maintain the rage.

To those moving on posting I wish you safety in your travels. To everyone and their families I wish you a Merry Christmas, and a happy and prosperous New Year.

Ubique.

The View From DARTY-A

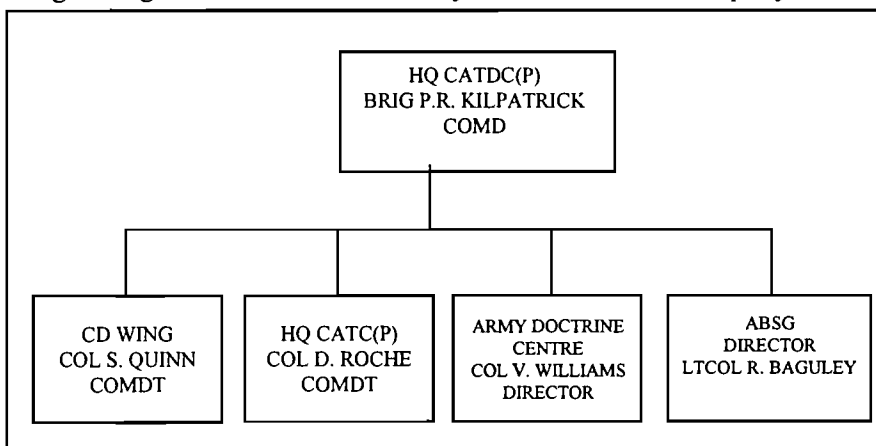
THE SUCCESSORS OF DARTY-A: THE CATDC

Most readers would be aware of the changes which have swept through the Army in 1997. The disestablishment of the Directorates, including DARTY-A, is one of the more significant changes. In its place there will now be one organisation to perform the functions of Capability Development and Training Adviser.

BRIG P.R Kilpatrick will be the COMD CATDC from Jan 98, and has been tasked to develop the requirements of a Combined Arms Training and Development Centre (CATDC), which will be established in Puckapunyal by 1999. The final structural organisation of the CATDC has only been partially determined, however, in its final form the CATDC is likely to include the following elements:

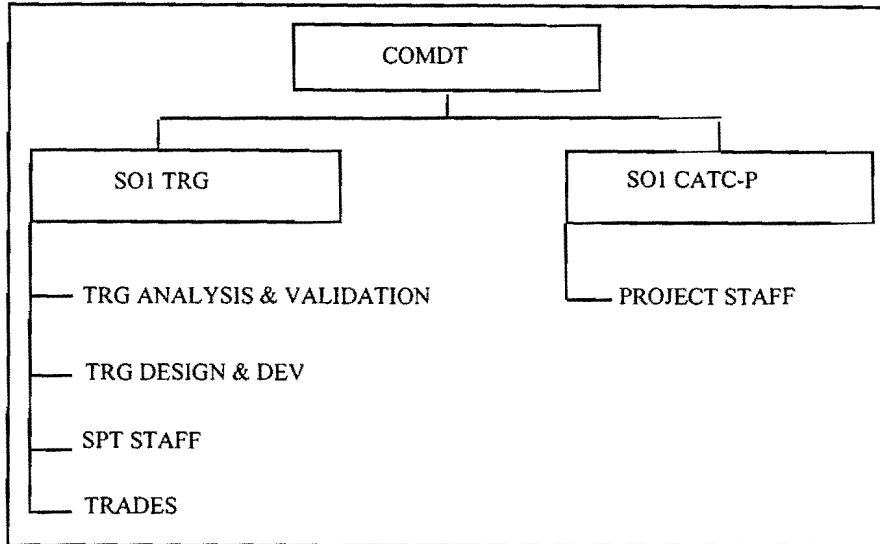
- a Combat Arms Training Centre (CATC);
- a Capability Development (CD) Wing;
- a Doctrine Wing (currently Army Doctrine Centre);
- a Simulation group, based on ABSG;
- a Combat Training Centre (CTC); and
- a number of Army/DSTO sponsored 'Battlelabs'.

The first stage of the project is the establishment of the HQ CATC(P) and the CD Wing at Puckapunyal from Jan 98, with the HQ CATDC(P), Army Doctrine Centre and Army Battle Simulation Group (ABSG) remaining at Georges Heights until Dec 98 when they also relocate to Puckapunyal.



HQ CATC(P)

The HQ CATC combines the Training Adviser (TA) functions currently performed by DARTY-A, DARMD-A, DINF-A and DENGERS. It is an exciting initiative which will bring together in one organisation Armour, Artillery Engineers and Infantry, and enable the holistic development of training within a Combat Arms context. It is proposed that from 1 July 1998 the COMDT CATC(P) will command the four Training Establishments.

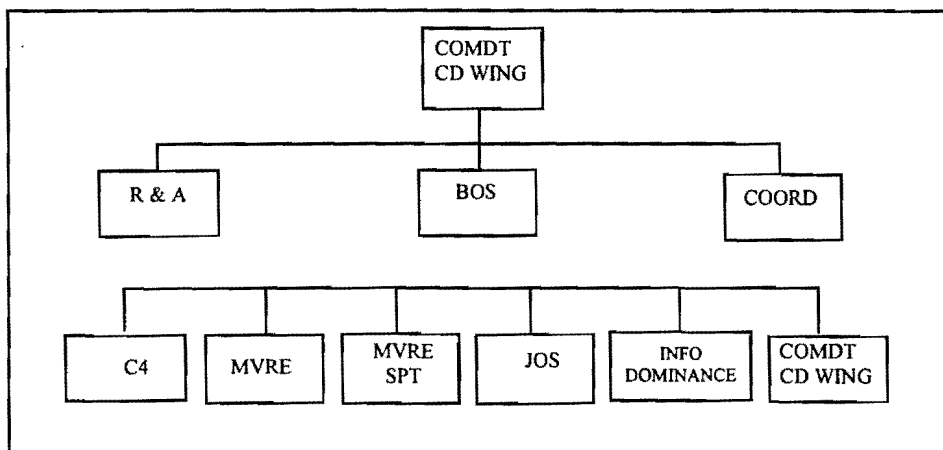


CD WING

The Development function of the CATDC is part of a fundamentally new approach to Army's capability development, and has the role of providing Army's capability focus to support the development of an optimal land force. Although established within Training Command, it will be responsive to the CA for the following functions:

- Operational and tactical level capability analysis and the subsequent development of capability options.
- Technical analysis of capability options which will include the use of modelling and constructive simulation techniques.
- Field evaluation of capability options through TEWTs, CPXs, and field trials of concepts, organisations and indicative new technologies.
- Evaluation and training of the current capability through a combination of field exercise, CPXs and wargames.

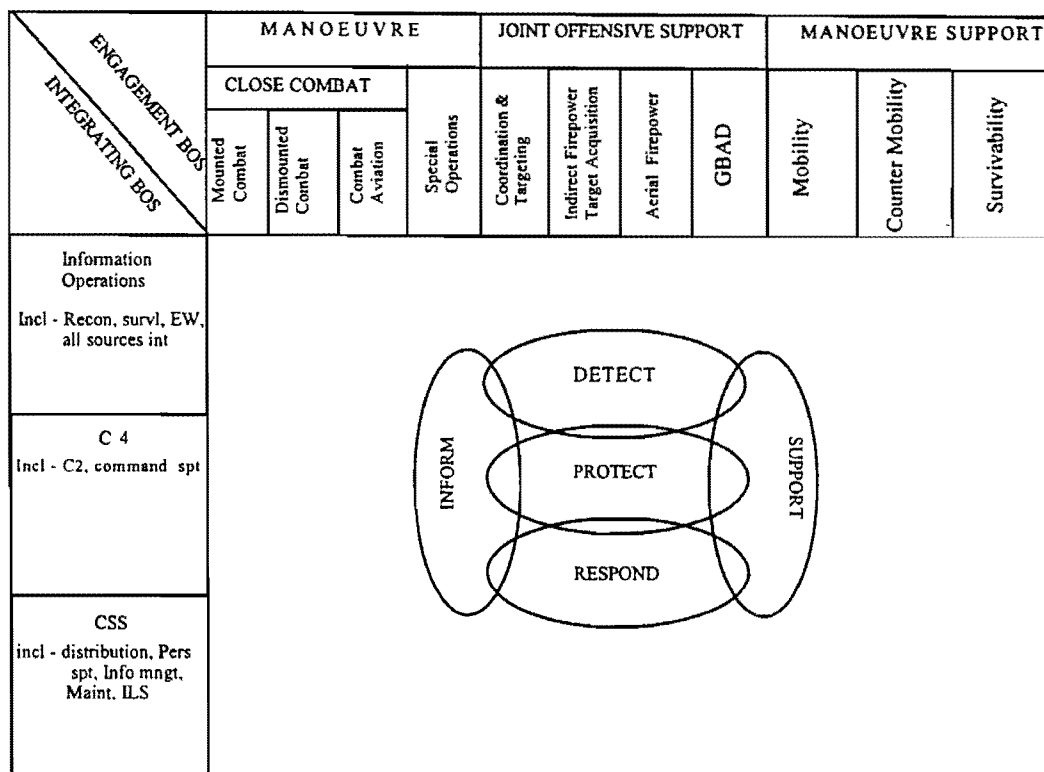
The CD Wing is a central organisation of the CATDC development function: much more than a simple amalgam of the HOC capability development sections. The role of the CD Wing is to identify and analyse options to inform land force capability development decisions.



Functional Organisation of CD Wing

The CD Wing will be functionally organised utilising Battlefield Operating Systems, and include organisations for Operational Analysis. The Battlefield Operating Systems are the means by which the land force will perform its basic functions within the operational dimensions of Detect, Protect, Inform, Respond and Support. The operating system provides a functional focus for the delivery of capability rather than a tribal or equipment approach. The uniformed CD Wing staff are the 'user' experts and trained to provide capability development advice.

Army Battlefield Operating Systems



The CD Wing will be pivotal to the timely development of the land force's operational capabilities, and will be the CATDC's primary agent for the following:

- the pursuit of research and exploration of technologies where success may provide significant, rapid and cost-effective operational capability advantages in support of the development of options for capability development;
- the horizontal integration of land force doctrine, training, structure, material and soldier systems; and
- the adoption and vertical integration of appropriate science and technologies.

The establishment of the CD Wing and HQ CATC from Jan 98 are in themselves long awaited initiatives. The eventual formation of the CATDC, however, will revolutionise the way Army develops its capabilities by functionally and synergistically aligning capability development, doctrine, operational and scientific research and analysis, and training.

THE REVIEW OF RAA PART TIME TRAINING

In 1996 the Artillery Centre Review Team (ACRT) reported on the review of FT RAA training. During 1997 a similar review was conducted by the ACRT of RAA Other Ranks and Officer training courses for PT. The outcomes of the Review of PT training were to:

- identify and define the individual training requirements to achieve MLOC for the PT force;
- identify, establish and document the relationship between FT and PT training requirements for all RAA individual training;
- develop and define PT CEG;
- design training to maximise the opportunities for Integrated Training; and
- produce a validation plan for PT training.

The Review has resulted in significant changes to the training required by PT soldiers, with some courses containing additional competencies. Common characteristics of the new courses is an increased emphasis on pre-course training and the maintenance of competency logs for each soldier. A consequence of the new training is a need for soldiers qualified under the old system to "migrate" to the new competencies.

The migration training requirement (or catch-up training) is that training required by individuals to become fully qualified under the new criteria for their current rank/trade. Personnel will retain their trade qualifications for their current substantive rank. However, they will be required to become fully qualified in the revised competencies for their current rank/trade before attending their next Subj 4 promotion course.

Most of the required migration training will be delivered within the unit, or achieved by Recognition of Current Competencies (RCC). The RMG will liaise with unit RSM's to identify and confirm the migration training required for individual soldiers, and where appropriate the latest time by which particular individuals need to have it completed.

It is intended that the proposed revisions to courses be progressively introduced from the beginning of TY 98/99, and that they be fully implemented by Dec 99. It should be expected that there may be further amendments to the courses as they are validated. In summary however, the proposed changes will ensure that PT RAA individual training is aligned with the FT training requirement, appropriate for MLOC, and relevant for the full spectrum of ADF operations in which the RAA may be required to participate.

I encourage all unit commanders to provide feedback to the COMDT HQ CATC(P) and the CO/CI School of Artillery on any RAA training issues, and to provide any constructive suggestions on how to further improve RAA Individual training. The focus of the ACRT in 1998 will be on the further development of all courses, and in particular, refining the actual delivery of training by further developing initiatives such as Distributed Training Packages.

FINAL VIEW FROM THE POND

A finer bunch of pen-pushing, desk-sucking, blotter jotters has rarely been seen. The final Pond Dwellers included MAJ Des McNicholas (SO2 MAT), MAJ David Jenkins (SO2 AD) and MAJ Terry Nichols (SO2 DOC/TRG and frustrated French Linguist).

1997 was a hectic year in the Pond, given the range of equipment projects under way, significant changes to training and personnel structures, and the requirement to turn out the lights at the end of it all.

Surface-to-Surface Update (MAJ Des McNicholas)

The year has seen some major steps towards the modernisation of equipment fleets across the RAA. Where necessary, we have changed existing specifications in order to take advantage of new technology. Whilst this has resulted in some minor delays to ISD, the new solutions should see us in a good position for the future.

The IGC replacement will now be a Pentium based ruggedised laptop PC. They will replace the IGC fleet, permit a greater holding of CFC in the repair pool and satisfy the AD CP computer requirement. ISD Mid 98.

The in-service Vaisala MARWIN meteorological systems are currently being upgraded to GPS, as a result of the closure of the OMEGA satellite system. The short delay in the change has resulted from a sudden world-wide demand for the new systems. ISD Nov/Dec 97.

The purchase of a new Indirect Fire Observer Trainer has been approved. Whilst Training Command initially raised the prospect of centrally locating the system in Regional Training Centres, the BOP has now reverted to unit level. The system will be deployable, based on a PC and screen - similar to Phoenix. ISD 98/99

Other projects of interest include the Artillery Orienting System (AOS), which will see a GPS based approach to survey; the potential for upgrade of the M198 to assist deployment; and the way ahead for target acquisition - this might include improved radars or some other form of technology. In addition, we are looking at means of improving our capability without major platform modifications. Options include improved munitions, such as ICM, modular charge systems and base-bleed ammunition.

The World According to Air Defence (MAJ Dave Jenkins)

This year has seen a lot of changes, not only with the HOC Review and DER, but also within the world of air defence (AD). The most significant of these changes deals with the finalisation of 16 AD Regt's Structure and SED. This on-going saga has now hopefully been put to rest and now paves the way for the next restructure as part of Project Land 117. The Project itself continues on with the in service date now slipping to 1995/6.

On the Equipment side, AD has acquired some new toys which will significantly enhance the AD capability. The contracts for the Clip On Night Device and Visual Automatic Cueing System are going very well with the equipment likely to be introduced into service mid to late 1998. This will provide 111 AD Bty (Lt) with some improved anti-submarine capability whilst also giving them more things to burn on exercise.

The Rapier Options Paper, which is waiting on the Integrated Logistics System Study to be completed, will provide the 'way ahead' for Rapier and should be completed early 1998. Rapier has also commenced receiving its Mode IV IFF, however, there are those that wish they hadn't bothered.

Once these minor concerns are rectified, 110 AD Bty will enjoy a significant improvement to its equipment.

Some minor wins for the AD community are the approval to upgrade the AD command post computers to ruggedised Pentiums and the purchase of a new aircraft recognition training system from the US. DARTY-A (RIP) is also hopeful that a solution may soon be developed for the Rapier Tracker Trainer, allowing 110 AD Bty to finally train effectively without using their main equipments.

Finally, DARTY-A has re-structured most overseas training serials and the future looks very promising with some very good training packages.

A Solution to Every Problem ???? (MAJ Terry Nichols)

Having been welcomed into the Directorate with some small tasks by the Director to analyse the personnel liability and asset for the Corps, I was most pleased to know that the remainder of the year would hold many more rewarding tasks such as this. The year has been full of changes for the RAA and many of these changes have been to our advantage.

In many ways the RAA has undertaken dramatic challenges, including concerns with ammunition and fuse combinations such as the M739A1, the distribution of limited 155mm ammunition allocations, and impact of additional safety requirements when using airburst ammunition. Throughout these events the RAA has been able to maintain a high degree of safety and ensure that we are able to get the best from our training without prejudicing the lives of our soldiers in training.

On the bonus side, the Corps has been able to secure the increases in recruit numbers (up 200+%) from 1 RTB throughout the remainder of 97/98 and will be continuing to push for increases in 98/99. The redistribution of Hamel, M2A2 and M198 has provided a greater degree of commonality between the FT and PT elements of the RAA, improved logistic support and hopefully greater levels of support in the PT force as a result of these changes.

The RTA Trials process has been uppermost in the minds of the Directorate with regular 'discussions' with 1 Bde and 8/12 Mdm Regt on how best to provide artillery support to the trials process.

Yet to reach finalisation before this letter, but to be finalised shortly, is the RAA submission to the ECN Review Committee for the approval of new RAA career progression and training. This should allow for the RAA to progress DFRT in mid 1998.

The highlight of the year, however, was the Range Siting Board for Mt Bundy Training Area in the Northern Territory. Anyone who has not had such an experience should volunteer to participate in one. Only once in lifetime can you afford to have such a good time with environmentalists, hear about riparian habitats and live to tell the tale.

Update on the Relocation of the School

by Lieutenant Colonel F.G. Colley

Since 1885, the School of Artillery has provided Gunners the expertise and knowledge that has been the basis of a glorious history in both peace and war. Throughout these 112 years, the School has provided this excellence in training almost exclusively from Sydney and, for the last 52 years, from Manly. In fact, for nearly all of us, North Head is the only 'home' we have known. The most notable exception is MAJGEN T.F. Cape who, between August 1941 and January 1942, commanded the School of Artillery (Anti-Tank) at Puckapunyal in central Victoria.

LTCOL John Platt, in the previous edition of *Australian Gunner*, described the background that saw the decision made to return the School to Puckapunyal. In this edition, I want to bring you up to date with progress on the project, advise you about naming of the key facilities and streets, and outline our plan for opening the new facility.

Work on the project continues to progress very well. The buildings are approximately one week ahead of schedule and promise to create for the School a working, learning and relaxing environment that will be the envy of the Defence Force. The Bingham Instructional Block provides a degree of functionality and technology that we have never experienced before. Renovation of the transport, Q and TST facilities is already complete and, compared to the scattered sheds 'enjoyed' by these key support areas at North Head, we are moving into a palace.

The Other Ranks Mess and Cutler VC Club have undergone a transformation, as have the lines for both staff and trainees. When considered in conjunction with the Buie/Evans Recreation Area and the Thornton Centre the School's Other Rank staff and trainees will enjoy a practical, versatile and relaxing living precinct.

The Regimental Officers' and Sergeants' Mess is almost complete. Again, the level of amenity provided for staff and trainees by this facility is significantly greater than that provided at North Head. A particularly exciting aspect of the project is the level of CIS support we will gain. The whole School, including Officer, SNCO and Other Rank living accommodation, both for staff and trainees, will have access to the School's LAN. As we improve our technological base further, this enhancement will contribute significantly to our ability to train more effectively.

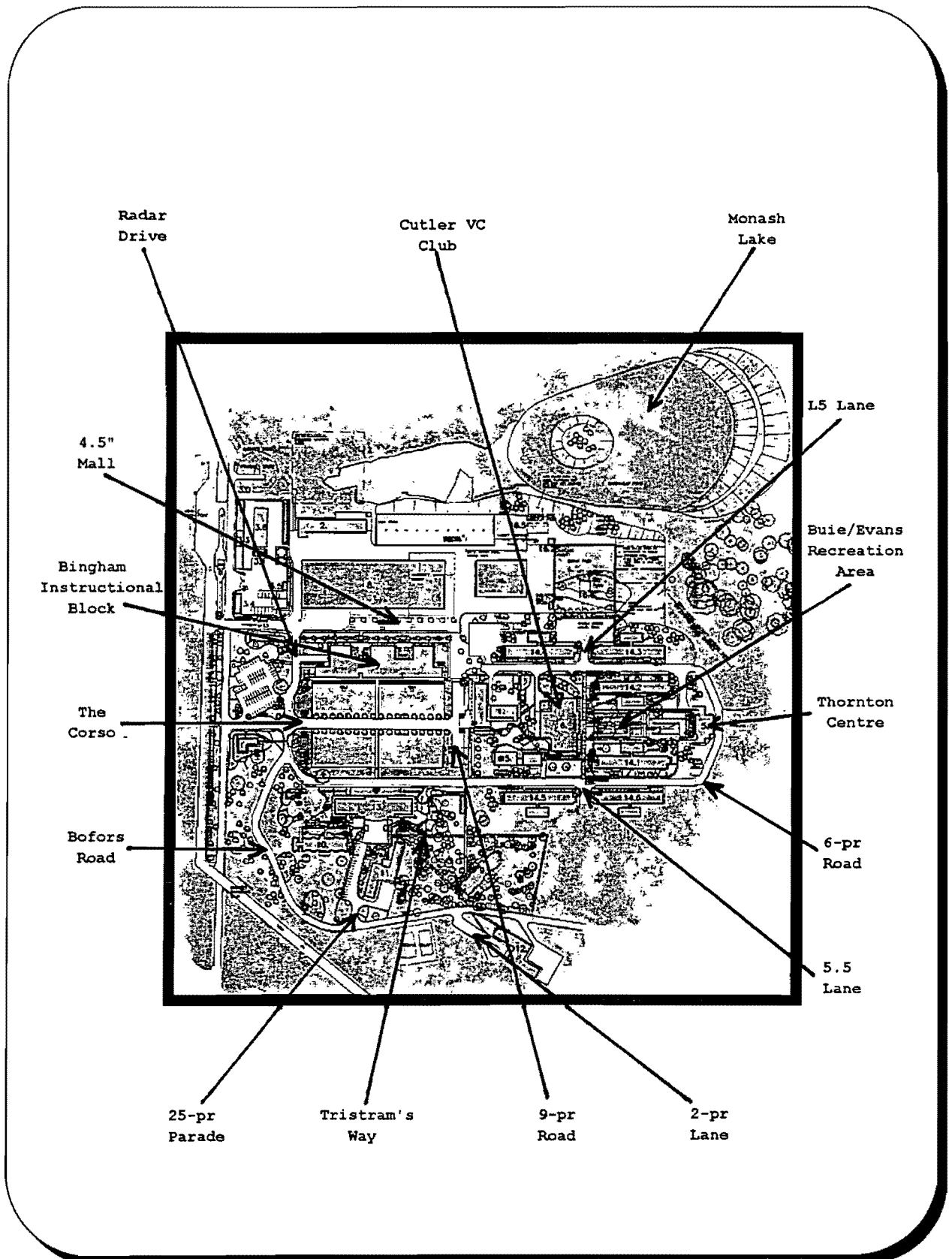
The next two pages summarise the planned names for key facilities and streets within Bridges Barracks. We have gone for a naming solution that provides appropriate recognition across all the Corps' capabilities and across the whole rank spectrum and that also fosters the heritage of the School. The background for the selection of each name is included on the table and appropriate signs will provide an attractive enhancement to the School grounds.

Finally, it is planned that the School of Artillery at Bridges Barracks will be formally opened by the Chief of the Army on Saturday, 14 March 1998. The opening ceremonies will take place in the morning and be followed by an open day that will culminate with a series of sunset parades and the 1812 Overture. We are planning an appropriately spectacular opening to mark what is a most significant milestone in the history of the School and the RAA. I hope to see as many of you there as possible to join us in the celebration. As was the case with the closing ceremonies at North Head in August, we will be circulating a program and attendance sheet soon.

Bridges Barracks Key Locations

SERIAL	DESCRIPTION	ABBREVIATED NAME	FULL NAME	BACKGROUND
1	Barracks	Bridges Barracks	Bridges Barracks	Named for MAJGEN Sir W.T. Bridges, the first Australian Chief Instructor of the School of Gunnery (1893) who, as COMD 1 (AS) Div was killed in action at Gallipoli in May 1915.
2	Instructional Block (Building 7)	Bingham Instructional Block	The E.G.H. Bingham Instructional Block	Named for the first Firemaster and Commandant of the School of Gunnery. COL Bingham was highly regarded for his contribution to the development of the School and the fledgling RAA.
3	ORs Club (Building 6)	The Cutler VC Club	The Cutler VC Club	Named for Sir Roden Cutler, VC, AK, KCMG, KCVO, CBE, KStJ, continuing the current name of the School of Artillery's ORs Club.
4	Health and Recreation Centre (Building 5)	The Thornton Centre	The C.W. Thornton Centre	Named for L/SGT C.W. Thornton, an anti-tank gunner in WWII who was conspicuous in his actions at Maur in Malaya. This action was also significant because of the initial reluctance of the supported unit to accept the support offered by the gunners.
5	ORs Recreation Area (Area bounded by buildings 6, 14.2, 5 & 14.1)	Buie/Evans Recreational Area	Buie/Evans Recreational Area	While there is some controversy over who can rightly claim to have shot down the Red Baron, these two Lewis gunners of 53 Fd Bty were certainly involved. There is also a link between their unit and the soon to be raised 53 Indep Trg Bty.
6	Lake (NE corner of Barracks)	Monash Lake	Monash Lake	GEN Sir John Monash was a very prominent Gunner, General and Citizen Soldier who commanded the ANZAC Corps at the end of WWI and is now depicted on the \$100 note.
7	Central Avenue to HQ	The Corso	The Corso	Named to maintain a link with Manly, the home of the School of more than 50 years.
8	Road in Front of HQ	9-pr Road	9-pounder RML Gun Road	A Fd Bty was equipped with this gun on its arrival in the Sudan and returned to AS with the gun. While the bty was not involved in ops in the Sudan, it does represent the Corps' first operational deployment. The 9-pr RML Gun is thought to be the basis of the gun on our badge.
9	Main Circuit Road	6-pr Road	6-pounder SB Gun Road	A prominent pre-Federation Gun. An example of this gun will be on 6-pr Road outside the Regimental Officers'/Sergeants' Mess
10	Road to Offr/Sgt Accn	Bofors Road	40mm Bofors Road	A prominent and recognisable obsolete AD Gun.
11	Offr/Sgt Parking Access	25-pr Parade	25-pounder Parade	A prominent obsolete WWII and later gun that is widely recognisable and associated with the RAA.
12	Loop to Offr/Sgt accn	2-pr Lane	2-pounder QF Anti-Tank Gun Lane	A very prominent obsolete anti-tank gun that saw wide service, including at Maur during L/SGT Thornton's action. This was also the gun used for training at the School of Artillery when it was last at Puckapunyal during the period 1941 - 44.
13	Sth OR Parking Access	5.5 Lane	5.5" BL Gun Lane	Prominent obsolete WWII and later gun.
14	Nth OR Parking Access	L5 Lane	L5 Pack Howitzer Lane	Prominent obsolete gun used during operations in Vietnam.
15	Road to Q Store	Radar Drive	ANKPQ-1 Weapon Locating Radar Drive	Prominent obsolete locating equipment.
16	Offr/Sgt Walkway	Tristram's Way	S.H. Tristram's Way	Warrant Officer S.H. Tristram was the first Master Gunner at Shoeburyness and subsequently, the first Master Gunner of the NSW School of Gunnery. In conjunction with COL Bingham, he is credited with providing significant assistance to the establishment of the School and the RAA.
17	Mall Between Hangar and Instructional Block	4.5 Mall	4.5" QF Howitzer Mall	Prominent obsolete gun that saw wide service in WWI and WWII.

Naming the Facilities of the School of Artillery Bridges Barracks Puckapunyal



Unit Roundup

16th Air Defence Regiment

Change has been a theme for the Regiment over the past two years and 1997 has not proven to be an exception. The fourth and hopefully the last review of the unit's structure has been conducted. The outcome of this review has been an increase in the size of the Regiment, which has been supported by the allocation of an additional 64 manpower positions over the next two years.

A significant initiative has been the establishment of a Part Time RBS 70 troop as part of 111 AD Bty (Lt). This troop is located at Keswick Barracks, in the Adelaide Metropolitan area, in order to reduce the 'tyranny of distance' in parading at Woodside. Since its formal establishment in June the level of participation has been very high. Training activities have concentrated on cross training all members in order to satisfy the qualification requirements for the amalgamation of the trades of Operator Command Post (Air Defence) and Missile Number into the single employment category of Missile Number. This requirement flows on from the DFRT determination in Sep 96, which resulted in an increase in the pay group applicable for all Ground Based Air Defence soldiers.

The level of activity of the Regiment throughout 1997 has been very high. The focus of field training has been to increase the profile of the Ground Based Air Defence capability within the formations of the Army. This has seen elements of the unit deploy to Darwin, Townsville, Shoalwater Bay, Oakey, Brisbane and Williamstown in order to participate in the training activities of other units and formations. Examples of the types of activities include the conduct of concurrent battery level exercises in conjunction with 6 Brigade's Exercise Ready Shield in Woomera and Cultana and the involvement of 111 AD Bty (Lt) in Exercises Tandem Thrust and Max Ord. In October a Rapier troop will deploy to Mount Bunday for 1 Brigade's Exercise Rolling Thunder, whilst a Liaison Party will deploy with Headquarters 5 Brigade on Exercise Pentium Strike. The deployment of a Rapier troop to 1 Brigade is the first time in a number of years that the capability provided by Rapier has been employed in an Army formation. It is intended to increase the level of GBAD participation in Army activities as much as possible within the constraints imposed by resource allocations.

The Regiment has maintained its contact with the Air Defence Systems Division of the Republic of Singapore Air Force during the year by supporting their Rapier live firing at Woomera in April and conducting a combined RBS70 defence during Exercise Pitch Black 97.

The Regiment looks forward to the improvements in capability to be provided by equipment acquisitions over the next year. The introduction of a short range radar and thermal sight for RBS70 will significantly increase the capability of the weapon system. The conclusion of the Rapier Integrated Logistic Support study is eagerly anticipated as it will provide the basis for important decisions affecting the service life of Rapier and the transition to an enhanced capability in Project Land 117.

The positive steps taken to improve the ADF's Ground Based Air Defence capability have made this year a particularly exciting one. The challenge remains to consolidate the changes that have occurred and to ensure that improvement is continuous.

1st Field Regiment

Since the beginning of the year the 1st Field Regiment has undergone considerable evolution both on paper and in the way that we do business. Exercise READY SHIELD, held in South Australia, heralded the first major change as we wound up the Ready Reserve Scheme (RRS) and embraced a new structure containing regular, general reserve special conditions (GRSR) and general reserve (GRES) soldiers. This

unique mix has offered both challenges in administration and also great benefits, as we optimize the advantages and strengths of each category.

The Regiment has continued to provide coordination support and technical guidance with personnel placed throughout the safety and liaison chains of Exercise TANDEM THRUST held at Shoalwater Bay during March. Excellent training benefit was gained from the opportunity to work as part of a joint combined arms team on such a large scale.

The Restructuring of the Army (RTA) decision to amalgamate 6th and 7th Brigade to form 7th Task Force prompted several changes. The first of these occurred on 1 May 97 when 13 Field Battery came under command of the Regiment. 13 Field Battery continues to parade at its Kallangur depot. The next RTA change took place on 15 June 97 when a mounted parade was held for the disbandment of 11th Field Regiment and the amalgamation of its resources into 1st Field Regiment. 14 Field Battery and 41 Field Battery amalgamated into one battery (41 Field Battery) with Battery Headquarters and a three gun section parading at Southport and an additional three gun section parading at the Ipswich depot.

On 1 July 97, with the creation of the 7th Task Force, the 1st Field Regiment came under the command of the new 7th Task Force Headquarters. This arrangement has formalized the direct support relationship of the Regiment with the Task Force manoeuvre units. Also on 1 July 97, 101 Field Battery left the Regiment and moved to the 6 RAR Motorised Infantry Battalion, as part of the 7th Task Force embedding trial. Commensurate with its new role and command status, 101 Field Battery changed its name to Fire Support Company, 6 RAR.

Despite the plethora of transition tasks, the new Regiment has developed and run a large number of innovative and challenging exercises. The batteries have worked closely with 131 Locating Battery, RAAF Macchis (76 Squadron), RAAF Caribou (35 Squadron), Chinook helicopters (5th Aviation Regiment), Iroquois helicopters (1st Aviation Regiment) and respective Supported Arms. The soldiers of 1st Field Regiment have also challenged arctic conditions trekking in Tasmania, white water rapids and canyoning in northern New South Wales and free fall parachuting as part of adventure training objectives.

It has been pleasing to see the continuation of the strong relationship between the Regiment and the CANTEEN organisation (supporting teenagers with cancer). A fundraising gun push by 105 Field Battery received high profile across the media eventually raising over \$24000 in donations. CANTEEN were also chief beneficiaries from donations collected during the annual High Calibre - Beating the Retreat parade and concert.

On the sporting field, the efforts of our teams have been well rewarded with all clubs reaching the finals of their respective competitions. Australian Rules Football, Hockey and Soccer all went on to triumph in their respective Grand Finals. These performances have firmly established the 1st Field Regiment as the premier sporting unit in South East Queensland.

The regiment looks forward to the rest of the year with anticipation and high expectations. It will be a very busy training period as batteries intensively develop and fine tune JOST and gunline procedures prior to the regimental exercise, Exercise SYNCHRO ASTRO, in December. This exercise will herald a new era as the four gun batteries of the Regiment and the Regimental Headquarters, exercise together for the first time. Twenty-two guns in the field!

8th/12th Medium Regiment

A Field Battery - Concept for Operations

A Field Battery is unique as it has an airborne role in providing direct support to the Third Battalion, Royal Australian Regiment, Australia's only parachute battalion. The Third Battalion is characterised by its tactical and strategic reach, and the ability to operate independently. In addition to performing the role of light

infantry, the Battalion will provide the ground component of Australia's airborne forces to secure a Point Of Entry (POE), conduct Services Protected Evacuation (SPE) and Services Assisted Evacuation (SAE) or to act as the strategic or operational reserve. The battalion will normally deploy by parachute insertion or by a tactical air landing. The nature of A Fields Battery's support to the Battalion is shaped by these tasks, particularly the distinctive requirements of POE operations.

A Field Battery must be able to provide command, liaison and observation groups, coordination of both indirect and joint offensive fire support, and air space coordination regardless of the method of insertion. A Field Battery has developed a concept for operations that will enable it to meet the offensive support requirements of the Third Battalion in order to ensure that the Battalion's mission can be achieved. This document will outline that concept for operations and the limitations the bBattery faces and how the Battery will overcome these limitations. The information presented will focus on POE operations specific to A Field Battery.

The Battery must be able to support POE operations whether the Battalion is inserted by parachute or a tactical air landing. POE operations will see the Battalion seizing, securing and preparing an area of tactical importance for the lodgment of follow on forces, normally the Rapid Deployment Force. The type of area that will be secured could be a sea port, airfield or any other area as directed by the force commander. This poses several important considerations for the Battery in planning to support the operation. As airframes may be limited the planning cycle will need to determine the tactical requirements for offensive support and whether allocated airframes are sufficient to achieve the mission. Good intelligence combined with a thorough appreciation will enable the operational planning group to determine the requirement for offensive support. The main factors that will influence the Battery's planning are:

- Aircraft availability, The strength of expected enemy resistance,
- Rules of engagement and the situation with civilians, and
- Logistic support required.
- Each of these factors and how the Battery will determine a concept for operations will be discussed.

The guns, depending on the availability of airframes and the situation may not be deployed for a number of hours after P- hour, however, the Battery will try to insert at least a section of guns within hours of the initial deployment. Any larger delay may result in the Battery being unable to provide the acceptable level of indirect fire support. Clearly, the final choice on this issue will lie with the Battalion Commander who will strike a balance in his combat power assets based on the nature of the pending operation, and the availability of transport assets for that operation. The Battalion will still have its integral assets and access to F111C Precision Air Support (PAS). Additionally the lack of offensive support assets will not enable the ground commander to achieve superimposition, this may limit the Battalion Commanders flexibility and options for manoeuvre and possibly subject soldiers to unnecessary risk.

There are several other limitations affecting the Battery that are characteristic of airborne operations. Based on the balance between airframes and the requirements for indirect fire support, the Battery may be required to develop a system of development that best deals with these limitation. Depending on this balance the Battery has commenced development on a set of procedures whereby it is required deploy with less vehicles than guns. Using the procedures the Battery will deploy by means of step up utilising the vehicles that are available to deploy the guns. The need to step up will depend on the threat and the location of the POE to be secured relative to the DZ. The other major factor that will influence the deployment of the guns is the area that needs to be covered. From the POE there may be a requirement to influence the battle in depth and this will affect the deployment of the guns, again deployment will be by the vehicles that are available.

Rules of Engagement (ROE) and the civilian population will be a major consideration prior to any operation. The ROE may not allow the use of indirect fire, however, the use of terminally guided munitions

may be permissible. To this end the JOST must be proficient in the use of PAS targeting from a ground based laser. The Battery is currently developing this capability using the Laser Target Marker, soon to be issued across the RAA.

One of the most effective means of defeating the enemy is achieved by increasing and maintaining the based laser. The Battery is currently developing this capability using the Laser Targeting Marker, soon to be issued across the RAA.

The other limitation that the Battery will face is ammunition. Due to the light scales nature of airborne operations the quantity of ammunition that can be carried at the time of the initial deployment would most likely be limited, to overcome this limitation subsequent air drop of Artillery ammunition may be available. This will effect the rates of fire and there will be constraints placed on usage. The battery Commander when providing advice to the Battalion Commander may see a requirement to deploy with a greater quantity of mortar ammunition if the guns will not be available at the time of insertion. Another method to try and overcome ammunition short falls is the use of other assets. Close Air Support (CAIRS), PAS and Naval Gunfire Support (NGS) could be vital in the delivery of heavy fire support for the ground commander. The F111C is utilised to provide heavy fire support prior, during and immediately after insertion due to the aircraft's longer range and endurance over the F/A 18. The use of the F111C prior to the insertion of ground forces will enable the Battalion Commander to maximise the capabilities of the aircraft with out the constraints of troop safety. The aircraft when used in this role will enable the Battery Commander to coordinate a heavy weight of preparatory fire that will enable the ground forces to deploy with reduced resistance from the enemy. The Battery may choose to deploy a JOST with the Battalions Reconnaissance Platoon to coordinate this type of offensive support. To this end it is imperative that both the JOSCC and JOST are competent in the employment of PAS and CAIRS. Effective airspace coordination is crucial in achieving maximum weight of simultaneous fire to maximise the offensive support available. This can be achieved by the deployment of a Mobile Air Operations team or the JOSCC assuming this role until the arrival of the RDF.

In achieving it's mission essential tasks, A Field Battery will often be placed in difficult situations as the nature of airborne operations may not see the guns deployed initially with the PBG. This highlights the need for the JOSCC and JOSTs to be competent in the coordination of joint offensive support in order to generate maximum fire power in support of the ground operations that will ultimately lead to the PBG achieving it's mission.

103 Mdm Bty

"Manoeuvre Theory is about amplifying the force which a small mass is capable of exerting"

The aim of this article is to outline the role of a Task Force Reconnaissance Battalion conducting dispersed Operations in Defence of Australia and describe the application of offensive fires.

Simpkin, "Race to the Swift"

The Reconnaissance Battalion

The role of the Reconnaissance Battalion in Operations in Defence of Australia (ODA) is to conduct reconnaissance, process information and perform light offensive tasks. The generic structure of a battalion consists of a headquarters, three reconnaissance companies and a Combat Services Support (CSS) element. The reconnaissance surveillance troops, an Armoured Gun System (AGS) troop and a mortar troop. Included in each company is a JOST, with a JOSCC located at battalion headquarters.

The Reconnaissance Battalion operates within the framework of a Task Force (TF). The concept for dispersed operations establishes a framework of offensive and defensive layers; that is, surveillance, detection of the enemy, protection of specified assets and response. The TF scheme of manoeuvre is for motorised battalions to protect essential assets within 'focal areas' with a radius of up to 150 km. The Reconnaissance Battalion is tasked to dominate the broad sectors between 'focal areas' through predominantly mobile

operations, aimed at interdicting and destroying the enemy. Companies within the Reconnaissance Battalion will operate over distances in excess of 100 km and may be hundreds of kilometres apart.

Application of Offensive Fires

One of the most effective means of defeating the enemy is achieved by increasing and maintaining the tempo of friendly operations. Tempo will be achieved through simultaneity. The most effective process that Fires Coordinators can use to assist in the achievement of simultaneity and, in turn, tempo is the targeting process. The targeting process identifies enemy capabilities and matches assets in a way that disrupts, delays or limits the enemy's ability to achieve his objectives. Within the Reconnaissance Battalion the use of the targeting process and its underlying philosophy concentrates the force that the Battalion can apply and achieves economy of effort.

Within the non linear operations which characterise ODA, the application of force represents the greatest challenge facing Fires Coordinators within the Reconnaissance Battalion. This challenge is met through the application of targeting philosophy, the Battalion's structure and the use of greater situational awareness afforded by AUSTACCS. Along with TF response assets, many of the targeting processes usually controlled at TF level have been devolved to the battalions. This has resulted in greater flexibility and better response. In addition, use of the AUSTACCS affords Fires Coordinators at battalion level with better means of detection and assessment of effects through faster and more accurate exchanges of information.

Conclusion

The structure of the Reconnaissance Battalion, along with the greater situational awareness afforded by AUSTACCS, allows Fires Coordinators to aid in the achievement of concentration of force and tempo. Employment of the targeting process and related philosophy is the best means of achieving this. The development of resources usually controlled by the TF has bought with it some of the targeting processes. The employment of the targeting system and related philosophy has resulted in a more responsive and flexible system, which is better suited to dispersed operations on a non linear battlefield typically found in ODA.

131st Locating Battery

The 1st of July this year saw the re-raising of 131st Locating Battery after the successful Reconnaissance Intelligence Surveillance and Target Acquisition (RISTA) Capability Trial. The RISTA Regiment disbanded on 30 June 1997 with a parade at Gallipoli Barracks, reviewed by Commander 1st Division, Major General Tim Ford, with special guests including Major General and Mrs Arnison, followed by a Regimental Dining-in night to farewell the Commanding Officer, Lieutenant Colonel Rik Modderman.



BDR Glen Goodall and GNR Ben Lawson operate the 'Racit B' Ground Surveillance Radar, extending the target acquisition capabilities of 131 Loc Bty

131st Locating Battery retained all of the core functions that existed in the unit prior to the RISTA Capability Trial, however has emerged from the Trial embracing new procedures including surveillance planning and targeting.

131st Locating Battery is supporting the A21 trials, with the provision of two AN/TPQ 36 Radars and one AMS Detachment to the 6 RAR Motorisation Trial. The command structure adopted for the support to 6 RAR is unique to the trial and so to ensure the success of the trial, the necessary command, control, communications, computer and intelligence

(C⁴) structure to be adopted were wargamed in the field during Exercise 'RAGING DRAGON 97'. The exercise consisted of simulated enemy actions expected to be encountered during the trial, ensuring the proposed structure was robust enough for success.

The unit continues to exploit emerging technologies in the area of surveillance and terrain analysis. The Battery Commander Major Philip Swinsburg has been tasked by the Commander 1st Division, Major General Tim Ford, to maintain the existing surveillance and target acquisition capabilities ready to support the 3rd Brigade in Townsville at short notice, whilst continuing to maintain a dedicated terrain analysis capability developed during the RISTA Trial.

131st Locating Battery recently supported the Deployable Joint Force Headquarters in Exercise 'TEMPEST EXPRESS' with the US Army. The unit was involved with the Military Appreciation Process and this allowed the unit to polish its procedures at operational level planning and provided a valuable insight into the Deployable Joint Force Headquarters conduct of the Military Appreciation Process.

Fire Support Company, 6 RAR

1997 has seen the transformation of 101 Fd Bty, merged with additional assets, into Fire Support Company (FS Coy), as part of the Motorised Battalion (Mot Bn) trial conducted by 6 RAR. The combination has delivered for the Bn a potent increase in offensive support capability, in the form of the following assets:

Organic offensive support command and control, comprising a Bn JOSCC and two JOSTs;

- Two sections of two M198 Howitzers;
- One section of two L119 Howitzers;
- One platoon of four retro-fitted LAV 25s;
- Two AN/TPQ 36 weapon locating radars; and
- One section of Artillery Met/Surveyors.

Preparation for the commencement of the trial on 1 Jul 97 began in earnest in May, when the first of many and varied cross-training courses for future FS Coy soldiers was conducted. Training for the ensuing four months was focussed similarly, as conversion courses for the M198, Mack gun tractor, 6x6 Infantry Mobility Vehicle (IMV) and a host of other promotion, trade and ECN courses occurred.

Upon occupation of the interim gun and equipment bays (ie. large tents!) and the refurbished FS Coy lines - new purpose-built facilities are due to be completed by Feb/Mar 98 - the officers and men of FS Coy began their assimilation into their adopted home. The inevitable hiccups and teething problems associated with the raising of any new organisation have been met and successively overcome, in an environment of acceptance and cooperation from our Infantry brethren. Together, the unit has begun the next phase of trial and validation of doctrine and equipment procurement, not only for FS Coy, but for the Bn and for 7 TF.

FS Coy's "steam gun" sections are grouped as the Indirect Fire Pl, and are structured to deploy in a TIB 72-style format. While early opportunities were taken to tinker with this format while still as 101 Fd Bty during 6 Bde's Exercise Ready Shield 97, dedicated trials could not commence until arrival of the new equipment, and conversion training had occurred. A series of dry fire exercises, testing sequence of and drills during occupation of section positions, night deployments, and local defence were conducted by the FTS M198 Section, at Greenbank Training Area. As well, the co-location and synchronised movement of radar and AMS assets with the gun sections was tested, with a variety of lessons and options for solution raised.

These initial findings were first tested by fire - so to speak - during the Coy's recent Exercise *Heavy*

RAA Liaison Letter

Metal, when the FTS elements of FS Coy, comprising the FTS M198 Section, radar and AMS dets, Coy Recon, Bn JOSCC and the FTS JOST deployed to Wide Bay in mid-September. In addition to successfully demonstrating the concept of combined asset deployment, FS Coy became the first to fire the 155s at Wide Bay Training Area, as part of a fast-tracked feasibility study into permanent gazettement of that range for medium calibre artillery.

The gunners also managed to squeeze in a tactical airmobile deployment by Chinook for a section size gun raid, one of the first air moves of M198s since the introduction of CH-47Ds into ADF service. The new three-point tandem hookup was used to good effect, with the pilots managing to line the aircraft and guns up with oriented marker panels, dropping the guns to within 100 mils of Centre of Arc.

The future appears every bit as busy as the first six months. Participation in the 7 TF live fire/CPX Exercise *Synchro Astro* in Nov stands as an ideal opportunity to continue and expand the demonstration of RTA concepts, as a foil to the massed guns of 1 Fd Regt. The Coy's participation in future exercises in 1998 will occur within a Mot Bn setting in Jan/Feb, the combined offensive support environment of *Ex Tasman Link* in May, and will culminate for the 97/98 Training Year with a Bn Exercise at Shoalwater Bay in Jul 98. FS Coy is undoubtedly in for a thorough work-out as the trial moves into top gear, but rest assured we'll keep all Gunners posted!

7th Field Regiment

1997 kicked off with a new team, a new focus and an invigorated attitude to the way business would be done at 7 Field Regiment. At the pinnacle of this new focus was the mission to have an annual field exercise inter-state this year - and it will happen in October with the Regiment deploying to Wide Bay Training Area, Queensland, for two weeks!

In 1997 LTCOL Ray Brennan took over from LTCOL Andi Kariks as Commanding Officer, on promotion. Gone from last years full time component was both Operations Officer and Adjutant with MAJ Simon Kirby and CAPT Shaun Harding taking over respectively in 1997. Both SMIGs also moved on with WO2 Wes Pine taking over at 113 Field Battery and WO2 Brett Franklin taking over at 28 Fd Bty.

On a sad note, this year saw the untimely passing away of WO2 Tony Jones. WO2 Jones contributed much to the unit in his tenure with 113 Field Battery and will be sadly missed by all who knew him. Our thoughts still go out to his family and loved ones.

Training has focused on forward observer and gun end training with live fire exercises in Singleton and Holsworthy. The biggest concern has been with getting forward observers trained to an acceptable level and then encouraging them to attend both Tuesday night and weekend parades regularly enough to keep their shooting skills 'up to scratch'. This, combined with a lack of resources (notably a lack of 'bombs') and further complications such as problems with fuse restrictions, and the dilemma has become a somewhat challenging predicament. A combination of leadership and creative management of resources within the unit has assisted in eventually solving and overcoming this problem.

'Try Before You Buy' recruiting initiatives have continued to be a great success. These weekends *alone* have been responsible for the gradual increase in the posted strength of the unit in 1997.

Initial Competency Training (ICT) has been both initiated and trialed for the Royal Australian Artillery by 7 Field Regiment with both operator commasnd post field and gun number courses being conducted within the unit with a great degree of success. The ICT signals course will also be trialed by 7 Field Regiment later in 1997.

Along with the standard live fire exercises, the unit has also been committed to the following events in 1997:

- Support to School of Artillery courses
- Regional cadet unit support
- Provided soldiers for the Chief of the Navy farewell salute in Canberra
- Sent safety parties to support Exercise Rhino Charge in South Australia
- Will support 4 Brigade exercise in Northern Territory later in 1997
- Provided support for Legacy
- Supported McDonalds 'McHappy Day'
- Supported Exercise 'Dustoff Dawn'
- Provision of a section of guns for the School of Artillery farewell Feu-de-Joie

Of special note is the entrance of a team in this year's 8 Brigade Military Skills competition. The section won the competition and was proud to boast the only female entrant from all Brigade units!

Worthy of further special note is the unit's commitment once again to Exercise Bunny Hop. An RSM initiative, this exercise involves soldiers visiting hospitals and providing Easter cheer by way of giving chocolate eggs and other gifts to the sick.

1997 has clearly been remarkably busy - situation no change for 7 Field Regiment! The remainder of the year will see another live fire exercise, forward observer training at the School of Artillery Phoenix facility, a Commander Divisional Artillery seminar, an annual field exercise in Queensland, and an 8 Brigade command post exercise! That should see us through to the Christmas stand-down period and the usual end of year wrap up!

23rd Field Regiment

"Think SMART" to *"Be SMART"* is 23 Field Regiment's training focus for 1997.

Acknowledging our essential need to 'recruit and retain', the Regiment is spending much energy and effort in improving the quality and effectiveness of our soldiering; be that part-time or full-time service. The unit's S.M.A.R.T. Goals aim to achieve sound success by focusing unit members on key results areas in **Strategic; Military (Operations); Administration; Recruiting (Retention); and Training** aspects.

1997 has been an exciting and challenging time with the unit conducting various training activities hinged on being S.M.A.R.T. Our Strategic and Military (Operations) goals focus on *"developing our junior and potential leaders"* and *"training to improve war-fighting skills within a Brigade setting"*, whilst our aims in Administration, Recruiting and Training underline the vital importance of having effective and efficient processes in place to help facilitate our unit training.

23 Field Regiment has seen many appointment changes this year with a new CO (LTCOL Hans Wynen), 2IC (MAJ Harry Jones), OPSO (MAJ Paul Harris), BC 11 Fd Bty (MAJ Dave Clark), QM (WO2 Butch Duggan), two new SMIGs (WO2s Paul Washford and Greg Attwater), and WO2 Frank Fullarton as CClk. More importantly, a number of stalwart unit members were promoted, to LBDR, CPL, SGT, and CAPT. To LBDR Chad Bazzi and LCPL Douglas Brand; CPL Tony Kilby; SGT Fran Cooper and SGT Jeffrey Richards;

and to CAPTs Kim Fritsche, Matt McKenzie, and Matt Gayford, our best wishes from all unit members.

The major challenge in effective change management is that 'ownership' must be felt by all unit members. It is here that great success is being achieved with HQ Bty, 10 Bty and 11 Bty all putting in solid performances, particularly in recruiting and subsequent retention, which is providing an excellent basis for our continuous growth and development. Revitalisation of the Reserves; CIT recruiting, and 23's impending move to Under Command 5th Brigade are exciting challenges we will meet and master.

'Exercise Botany Bang' in May, epitomises the variety of interesting and effective training conducted, being a successful (LCM8) amphibious lodgment of guns and personnel from Botany Bay up the George's River to Camp Sapper (Holsworthy). Unit junior NCOs were then set various leadership initiative tasks within section groups, ranging from extracting wounded soldiers from a bunker explosion; to traversing mined buildings; to negotiating 25' walls and raging rivers whilst carrying emergency supplies. This exercise was well planned and executed by the dynamic ADJT/RSM duo (CAPT Stuart McIntosh and WO1 Al Renwick). BDR Scott Habgood took a section of gunner 'grunts' to LWC for infantry-type training in July and GNRS Paul Fisher, Darren Jackson and Shaw Dobb were fortunate enough to spend 3 weeks in Hawaii (with 4/3 RNSWR) on Exercise PACRES 97.



LT Hart and LBDR Mangin, Aug 97

LFX 'Humphries Reprise' in August was visited by both MAJGEN McGrath, COMD 2nd Div and MAJGEN Golding, ACA (Res). Based on a Fire Support Base with major local defence problems, the Regiment tested its abilities in deployment, gun-end and OP-end shooting. As a basis for further development in an upcoming LFX (in concert with 1/15 RNSWL and 5CER), this LFX successfully provided SMART guides to tactical and technical areas needing attention. A most pleasing facet was the enthusiastic participation of all unit members and their professional attitude to 'test, learn and improve'.

Our 2nd/3rd Anti Tank Regt historical links were exploited with an interesting Julis Dinner in March (based on a POW theme complete with knee deep sand and German guards, ably led by CPL Ronda Hills and SGT "von Richards"). Unit patron, COL Jack Argent OBE OAM ED who is 92 years young, attended amongst other guests including MAJGENs Rodney Fay and Steve Gower, BRIG George Salmon, and Mr 'Rusty' Priest (NSW RSL President). Additionally, SGT Kevin Skues and our Regimental Band (again) won the ANZAC Day Parade (Sydney) band competition.

The RAA's future looks exciting and 23 Field Regiment sends its very best wishes to all our gunner friends for the challenges we have yet to face. *"Shoot Fast - Shoot Straight - and Shoot Safe"*. UBIQUE.

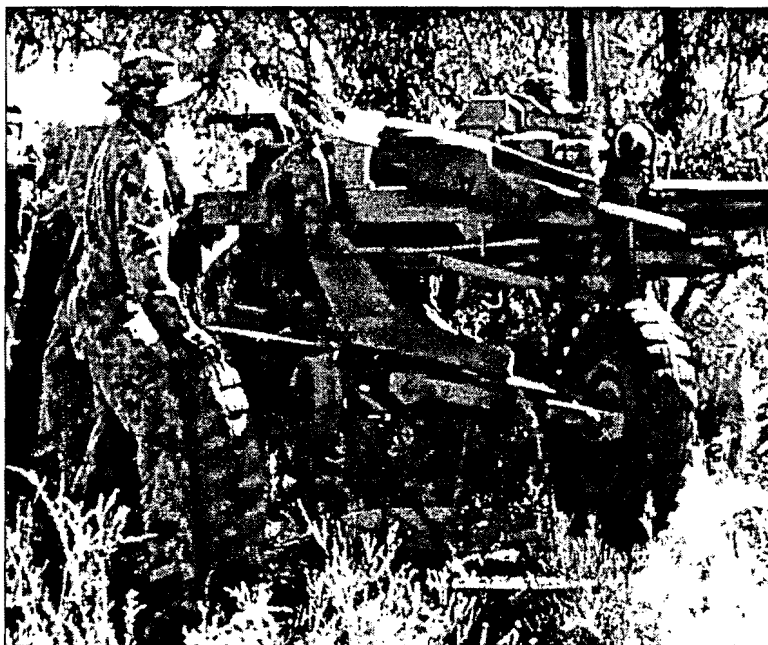
2nd/10th Medium Regiment

1997 has been an exciting year for 2nd/10th Medium Regiment. As part of the 4th Brigade the Regiment has played a central role in the Revitalisation of the Reserve Trial (RRT) and has begun to reap the benefits.

The RRT has meant greater resourcing of the Regiment with training salaries, artillery ammunition, CLAE and DUF, as well as a doubling of the ARA cadre to ensure an enhanced readiness state and a higher

standard of training. The increases in ARA manning have been aimed at the junior officer and junior NCO level, primarily to broaden the experience base of each technical area and to provide role models for the part time soldiers.

The unit has paid particular attention to the placement of these additional cadre staff so as not to block valuable promotion and experience opportunities for part time members. Therefore, where one battery may have a full time BK, the other battery will have a full time FO. These increases have meant that each battery will have a mix of full and part time personnel in each tactical grouping.



'A' Gun, 11 Fd Bty, No 1 SGT D. Friend, Aug 97

The highlight of the 1997 Training Year was Exercise Southern Sortie 97, held at Stony Head Range, Tasmania in August. 22 Fd Bty deployed to Launceston courtesy of an almost on time RAAF C130 Saturday flight. Upon arrival, the battery took over the guns and vehicles of 16 Fd Bty and deployed for a seven day fire and movement exercise.

The battery braved the worst of the Tasmanian winter, including freezing temperatures, gale force winds and Bass Straight horizontal rain, along with the problems of firing airburst ammunition, set to point detonating, into mud patches, to meet the exercise aims.

The 2001 endstate for the RRT is still a long way off, but 22 Fd Btys' performance in Tasmania established a solid working base to build upon to meet the enhanced readiness of the RRT. More importantly, it provided the basis for legendary "war stories" that will be expanded upon by all those that survived "The Tassie Trip in '97".

Lastly, the exercise would not have got off the ground if not for the assistance and 'can do' attitude of Tasmania's 16 Fd Bty and, in particular Captain Warren Smith and WO2 Billy Franks. Such an attitude ensures that in this time of scarce resources, exciting and valuable training can still occur.

Meanwhile, Geelong based 38 Mdm Bty continues its lead up training for its involvement in Exercise Amiens, to be held at High Range in April/May 1998. The exercise will be a Battalion Group deployment centred around 8/7 RVR and will include platoon level live fire attacks, air mobile operations and an introduction to MOUT training. The focus of the exercise will be on low level training and will see many of our gunners prised away from under their camouflage nets to conduct patrols, road blocks and vital asset protection tasks. The exercise also provides an opportunity to deploy the brigade JOSCC and to continue its integration into Headquarters 4th Brigade.

Headquarters Battery has continued to develop the capabilities of the JOSCC in two successful Command Post Exercises. Whilst also continuing the logistic support of the Regiment, Headquarters Battery have re-raised a gun detachment to broaden recruitment opportunities in inner Melbourne and provide an opportunity for cross posting between the Regiment's geographically dispersed gun batteries.

The Band of the 2nd/10th Medium Regiment again distinguished itself with several the highly acclaimed performances during 1997. The Band have performed with distinction at many of Victoria's most important military and civil occasions as well as many of the more high profile concerts and festivals that abound in Melbourne. Of particular note were the Weary Dunlop Service, the Opening of Parliament, Command and Staff College Beating of Retreat and 1812 Overture, and the AFL Grand Final.

Overall, 1997 was a very successful year for the Victorian Gunners and saw the Regiment embark on a new era of enhanced readiness, higher expectations and continued excellence. The trend will continue in 1998.

7th Field Battery, 3rd Field Regiment

7 Fd Bty continues the strong gunnery presence in WA. As an independent battery it is a significant sub unit in support of 13 Bde and with the revitalisation focus, it is set to receive an influx of 35 recruits before Jul 98. These will have undergone the Common Induction Training (CIT) and should arrive at the Battery at a very high level of training. The challenge will be to get them onto Initial Employment Training (IET) as soon as possible and to integrate them into the Battery. A cohort training plan has been devised to accomplish this along with suitable training staff.

7 Fd Bty is in its assessment year and has had a structured plan to build on each activity with the ARTEP as the culmination of the annual field exercise in September. Unfortunately we have been dogged by shocking weather (for sunny WA anyway), technical problems with ammunition, doctor support problems and range firing restrictions which have impacted on our training.



FO's CAPT "Gabby" D'uva, CAPT Andrew Dunjey welcome the dawn at a break in the weather during Ex Sand Blaster, Jul 97 Lancelin

The Lancelin Training Area is currently restricted to the Naval Impact Area until a decision is made at the end of August 1997. A contingency plan will ensure that the Battery has a worthwhile and challenging camp regardless.

7 Fd Bty has received the RAVEN radio equipment and we are looking forward to the imminent arrival of the HAMEL gun. The M2A2 has given the Battery long and reliable service and will be missed but the march of technology continues on. Changes and improvements in equipment continue to escalate and there is no doubt that we are better equipped than ever before.

1997 has seen an increased focus on observation parties with exposure to Close Air Support (CAIRS) and Naval Gunfire Support (NGS). Training in joint offensive support with the RAAF and RAN has rekindled the close operational ties that 7 Fd Bty previously enjoyed.

1997 has been a tumultuous year for all gunners and 7 Fd Bty looks forward to the future.

16th Field Battery

16 Fd Bty was raised on 6 Jun 1860 at a meeting held at the Launceston Hotel where the first mbrs signed on for service with the Launceston Volunteer Artillery Corps. By 17 Sep 1860 a total of 145 men had signed.

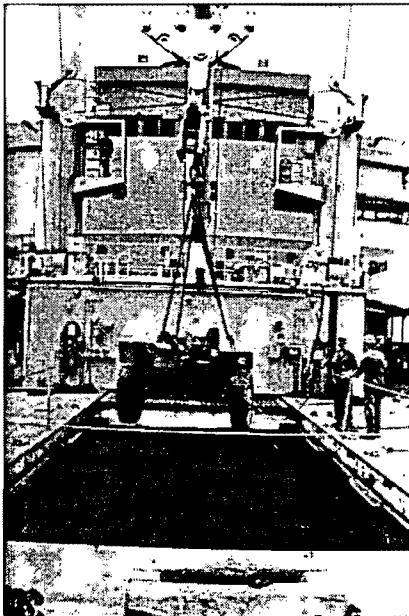
By the late 1860s the volunteer movement was in decline, and by the time the British Regulars departure in 1860 the Hobart Artillery had practically ceased to exist. The Launceston Artillery kept a few men together without the aid or recognition from the Government until 1878, thereby providing a continuous line of service from its formation to the present 16 Field Battery RAA. 16 Fd Bty makes the claim to be the longest serving volunteer artillery unit in the British Commonwealth outside Britain.

16 Fd Bty has a depot in Launceston and Hobart with a majority of the soldiers coming from Launceston. The Bty currently has six M2A2's of which the Bty consistently mans three to four in the field. The Bty for a

majority of the year has been part of 6/13 Fd Regt, the other bty being 48 Fd Bty, until 1 Jul 97 when it once again became an independent Bty. During the period as 6/13 Fd Regt, the Regt operated as a unit on two occasions, once in Tasmania in Aug 96 and once in Adelaide on Ex Rhino Charge 97.

1997 commenced with the traditional Australia day salute in Hobart before commencing training in preparation for the LFX scheduled for March. The LFX in Mar provided the BC the opportunity to assess the capabilities of the bty in lead up to the Bde camp, Ex Rhino Charge(RC97). Whilst the number of deployments were limited the gun end demonstrated that they were more than capable of supporting the infantry with their response to the call for fire. The inclusion of Gun Tractors behind the guns, whilst a new concept to the Bty. was well accepted by the end of the exercise. The FO party came together for the first time and after some early reminders on procedures provided good support to the infantry commander.

April and May saw the Bty deploy on Ex RC 97 by sea, road and air. This included shipping all guns and vehicles by a civil shipping company to Melbourne due to the HMAS Tobruk being unavailable. The Bty conducted a three day LFX which include air OPs and culminated in the FOs coordinating both mortars and Artillery fire. The fourth day saw the two Btys come together as a Regt and provided a fire power demonstration which all soldiers were able to observe from their guns. The culmination of the exercise was a direct fire competition which 16 Fd Bty won with a first round hit on the target. The bty then deployed to Broken Hill to support the Bde activities in a SWC environment. The Bty established a Gun Area before deploying two gun sections to support Company attacks whilst the JOSCS worked with their companies coordinated the fire Spt for the Company attacks. Upon completion of the exercise the Bty redeployed to Tasmania by HMAS Tobruk.



EX RC 97. Redeployment to Tasmania of B Gun on HMAS Tobruk

Other activities the Bty has conducted this year include the annual range practice, which included soldiers having the opportunity to engage targets with both semi and automatic fire on the SMR. BDR and CPLS combined with the infantry NCOs to practice all arms call for fire procedures with mortars and 162 Recce Sqn. Recently 16 Fd Bty handed over its guns and some soldiers to 22 Fd Bty when they deployed to Tasmania to conduct their ARTEP at Stony Head Trg Area in August.

16 Fd Bty's training continues to develop and through the introduction of the Gun ICT it has enabled the Bty to place soldiers in the field who would have otherwise been unemployed. The inclusion of OPCP and Sig ICT can only support the demand of our soldiers to do their job as soon after recruit training as possible. The S of A Cses camp in Dec will see 12 new recruits attend the IET cse along with a number of soldiers completing Subj 4 cses for promotion to both SGT and BDR.

16 Fd Bty looks forward to continuing its training for the remainder of 97 and hope, with the new year, may come the long awaited VHF Raven and possibly the Hamel gun.

48th Field Battery

As 97 draws to a close it is time to reflect on the year and of course write this article. Many within the 2nd Divisional Artillery may well call 48 Fd Bty the Media Junkies. Indeed the Bty has done very well with publicity this year. Several articles in the Army newspaper, several articles in the Adelaide Advertiser and local community papers and the crowning achievement, several pages in the September issue of the Army magazine

The Battery has endured a lot this year. We carried the regimental headquarters of 6/13 Fd Regt for 2 years, only to see them disbanded for their efforts and for us the reward was to gain our independence (again)

We participated in the 9th Bde's EX Rhino Charge 97, at Cultana and Broken Hill and achieved a great deal especially in the fostering of liaison and relations with our manoeuvre arm commanders. We have even taken on and converted an air defender as our Battery Commander. We live in interesting times.

The battery is in expansion mode, having regularly fielded four guns for exercises. The Bty now awaits, with breathless anticipation, the issue of Hamel guns. Other equipment issues are gaining currency with pintail being issued in October and RAVEN being issued when the system can find some.

The focus of the training has also changed with varietal, rather than single issue training. This is not to say our gunner skills are being neglected, rather to foster interest and retention the focus has, by necessity, had to change. That is the nature of a reserve unit, despite what some full time members may think. The penultimate example of this was the annual City to Bay fun Run in which the Battery entered a gun and detachment and pulled the gun to Glenelg. (Earning us some valuable local media points and grabbing 17 potential recruits as well)

Just to show how rounded we are, the Battery blitzed all competition in the annual 9 Brigade Military Skills competition. This was in no small part due to the combined efforts of the SMIG, WO2 Grant Boyce and the indomitable SGT Russ Topperwein. Our congratulations go to 7 Field Regiment who showed they are a winning combination in this type of activity as well.

The Battery moves on, and will be under command 9th Brigade when 2nd Division Artillery succumbs to the axe. This promises to be an exciting period. The Battery farewells three fulltime staff this year. CAPT Polich, the Trg Offr, BDR Campbell and CPL McGrail. All have contributed significantly to the Battery in their time and our best wishes go with them to their new postings. (Although how the TO is going to cope without the Bty mobile - We'd like to see that !!)

FY 98/99 will see the Battery assessed in its biannual ARTEP. This will occur within the Central Region Exercise to be held Sep/Oct 98. We look forward to the challenge.

Proof & Experimental Establishment - Port Wakefield

The Proof and Experimental Establishment Port Wakefield (P&EE[PW]) tends to be furthest from the average Gunner's mind. This is probably true, but to be part of the proof and experimentation of guns and ammunition is not an **AVERAGE** occupation. Primarily, items are tested for performance and safety to the user and this is our core business. Secondly, commercial tasks are conducted for other defence agencies/contractors and private industry throughout the world (ie. Singapore, USA, Japan, Holland, etc) which adds diversity to daily business. (P&EE[PW]) is a profitable organisation that provides a quality controlled service to paying customers, in addition to normal ADF responsibilities.

For the uninitiated, (P&EE[PW]) is the Proof and Experimental Organisation's (PEO) main test facility. It occupies a 23,000 hectare sea and land area on the Gulf of Saint Vincent, some 100 kilometres north of Adelaide. It was established in 1929 to proof guns and ammunition. The facility was chosen for its wide expanse of tidal flats that are covered in deep water at high tide and are exposed at low tide. This allows the soft recover of fired ammunition using a technique known as Over Water Recovery.

In 1996 the PEO was transferred from Logistic Command to under command Army Technology and Engineering Agency (ATEA). A review of the PEO/ATEA structure resulted in the amalgamation of (P&EE[PW]) and the Environmental Test Facility (ETF). ETF is the principal agency in Australia for environmental qualification of explosive ordnance (EO) and non-EO material for service use. Their role has been described as "shake, rattle and roll". ETF has relocated from its site in Salisbury, Adelaide to the newly completed facilities at Port Wakefield. Amalgamation of operational tasking, quality systems and personnel continues but, when complete, the diverse service offered should be attractive to private industry.


Proof. Proof is the testing of weapon systems, both guided and unguided, by the process of firing. All elements of safety, reliability and functional performance are encompassed from initiation to termination of the

flight path or trajectory. This year proof work has been steady with ADI providing the bulk of the tasks. Items for proof have included propellant, fuzes, primers, projectiles and barrels. Trials have been conducted in addition to proof.

Trials. Trials is the analysis of a specific weapon system or ammunition, usually pre- production, to test for safety, reliability and functional performance against design specifications. The majority of effort this year has been particular to trials. Some of these include:

TRIAL	CUSTOMER
Denel 81mm Mortar	South Africa
Special Purpose 40mm Grenade	ATEA
Navy 5" Cargo Projectile	US Navy
Signaal UA3016 Navy fuze	Netherlands
155/105mm In Service Surveillance	Singapore
155mm Bomblet Dispersion	Singapore
40mm Proximity Fuze	Singapore
155mm Extended Range (40km)	Singapore
Diehl 76mm Prox Fuze/Projectile Acceptance	Netherlands
2.75 inch Rocket Performance	ADI
Navy Explosive Locker	RAN
Japanese Space Program	Japan
M739A1 Fuze - Delay Function	ADI
FA-18, F1-11 Flare Testing	DSTO

Of the trials conducted during 1997, that most significant to Gunners was the M739A Fuze - Delay Function trial. During the field firing phase of the 1/97 ROGC Phase 2 Course, held at Singleton in June, firing was suspended pending investigation when the M739A1 Fuze, set to delay, functioned up to 50 metres above the target. Until the problem was solved, use of the fuze was prohibited throughout the Army, seriously impeding operational training in artillery units.

 The practising Instructor Gunnery at the time happened to be CAPT Tony Pearse, OPSO of (P&EE[PW]). By using Super VHS video and high speed imagery it was determined that the mysterious 'airburst' functioning was simply projectile ricochet and nothing more. This is just one example of some of the work conducted on range.

Presently the range is busy conducting trials of Singaporean 105mm and 155mm ammunition. Gun teams (detachment equivalent) have done well to weather the deluge of proof and trials. At last count for one gun team, headed by SGT Phil Robertson, they had fired in excess of 1500 rounds of 155mm ammunition. For a confessed 'Sub-Cal' veteran he has probably exceeded 103 Medium Battery's ammunition allocation for one exercise.

1997 has certainly been one of the busiest and diverse years in the Range's history. The amalgamation of the ETF and its relocation of equipment and personnel is almost complete and proving to be quite fruitful. The conduct of Proof and especially Trials is exciting work that will certainly carry into 1998. From the Officers, soldiers and staff of (P&EE[PW]) 'SAGITA ERECTUS'.

Proof & Experimental Establishment Graytown

As a result of RTA 1997 has continued the process of changing command status each year for P&EE Graytown. The Unit, whilst remaining part of ATEA, has now resorted to being part of the new Support Command (Army). This change in command status will hopefully be the last for many years to come and so allow the Range to get on with the job and focus on our Corps business.

The Proof and Experimental Organisation Review, on manning levels, at both Proof Ranges was put on hold until the ramifications of RTA were known. The implementation of the review's findings, and the

devolution and civilianisation of some military positions at both Ranges, will begin in earnest before the end of this year.

Our Small Arms Test Centre (SATC) Mulwala has had a less than happy year with the facility being closed for firing until substantial safety work is completed on the Range building. This closure has meant that our two civilian staff at the SATC have had to endure many long hours travelling, between Mulwala, Graytown and Benalla, to be able to complete their Proof Schedule. The SATC at Mulwala is expected to reopen and be operational from the end of October.

The SATC at Benalla continues to provide quality service, to Defence, with small arms Proofing and Trials. The Materiel Test Centre (MTC) at Benalla is expected to become fully operational by July 98 with both civilian staff positions now being filled. Lead up work from the MTC will commence from late Oct 97.

Firing tasks conducted at P&EE Graytown and the two SATC's for the year to date, have been 731 of varying duration and complexity. The three Range's primary work rate this year was Defence Proofs and Trials, followed by Commercial Proofs (Graytown). The breakup of tasks is listed below:

SERIAL	RANGE	DEFENCE PROOF	COMMERCIAL PROOF	DEFENCE TRIAL	RANGE TRIAL	ISS TRIAL	TOTAL
1	GRAYTOWN	57	61	41	27	5	191
2	BENALLA	433	-	44	-	11	488
3	MULWALA	31	-	21	-	-	52
4	COMBINED	521	61	106	27	16	731

Overall 1997 has been an enjoyable year for the Range Staff at Graytown. 1998 will see nearly all of the RAA personnel from the Range posted to the new School of Artillery at Puckapunyal. The loss of so much expertise at once will cause some deterioration in capability, in the short term, whilst the new staff learn the ropes. The School of Artillery however, will benefit from the Range's loss by inheriting a breed of men that know no equal in the RAA. The Graytown Gunners - tall of stature, strong of will, true of word, worthy of Kings, quality personified, will steer the new School of Artillery on the path of quality Gunnery Training in 1998 (they will also steer you to the best yabby dams on Puckapunyal Range).

To our Director and all ranks (past and present), Merry Christmas and a Happy New Year, from the OC and all ranks P&EE Graytown.

Soldier Career Management Agency

Two major defence initiatives came to fruition in 1997 - RTA and DER, now DRP. The impact of these programs has been felt Army wide. Gunners, for example, have increased their liability (NUMBER OF ESTABLISHMENT POSITIONS) by some 226 positions. These programs have also effected SCMA.

Firstly, SCMA was recently restructured along more functional lines. This resulted in the loss of some positions to the Land Army. Moreover, as at 30 September the CA RAA cell was redesignated to PM2 along with all the other Careers Advisers. Importantly, the CA RAA cell has not suffered any manpower reductions and therefore retains the ability to respond promptly to career and personal management issues for the Corps.

Secondly, SCMA has not only restructured but has been instrumental in implementing many of the changes under RTA and DRP. These changes include the Soldier Redundancy packages, and manning of key Gunner areas such as 53 Independent Training Battery, the revitalisation of 4 BDE and the embedding of 101 Fd Bty into 6 RAR as part of the MIB trial. With this information as a backdrop it is the aim of this article to outline the key personnel management issues which have arisen in 1997 and highlight the way ahead in 1998.

1997

Redundancy Packages

As part of DRP Army initiated a redundancy program targeting senior officer and warrant officer ranks. The aim of this program was to better match liability (establishment positions) against asset at each rank. Consequently, ninety redundancy packages were offered to Army Warrant Officer Class One. The RAA received two of these redundancies. At this stage it is likely a further redundancy program will occur, however dates for the program, the target ranks and trades have still to be confirmed or discussed.

Courses - Subject 1

The PAC determines the priority for attendance on subject or promotion courses. Soldiers cleared at the PAC contend for this course based on the needs of the Corps. Soldiers should note that they will generally attend a subject 1 course 18 months prior to promotion. Unfortunately, at this time the RAA has been allocated a limited number of places on subject 1 courses in 1997. This has resulted in less promotions to both WO2 and SGT than the Corps needs. Whilst this situation is under review it should be noted that other corps are similarly disadvantaged.

Courses - Subject 3

Soldiers should generally expect to attend subject 3 courses three years prior to promotion. Currently there is a plethora of qualified personnel, particularly at the rank of Sergeant, and hence a reduced Corps requirement for course places.

Courses - Subject 4

The PAC determines the priority for attendance on subject or promotion courses. Soldiers cleared at the PAC contend for this course based on the needs of the Corps. Soldiers should note that they will generally attend a subject 4 course two years prior to promotion. This course is primarily designed to prepare soldiers to be effective in their Corps at the next rank. Where the course has an abundance of trained personnel in subject 4 for the next rank no course will be scheduled until a need is identified.

It is stressed that the link between attendance on subject courses and expected time to promotion is a guide only. Individual circumstances and CEG needs may demand some soldiers attend subject courses, particularly subject 4, earlier than expected.

Promotions

The limited number of subject 1 places has resulted in limited promotions, particularly to the rank of WO2. A Corps list including all new promotions and non-corps appointments will be published at the end of 1997.

The PAC

There remains considerable confusion with respect to the PAC and the process for determining the Corps order. The order is based on merit. Merit is derived from your performance as highlighted by your PR66s, course reports and any other relevant information such as career letters. A soldier fully qualified for the next rank is not automatically entitled to rank 1 at the PAC. A soldier without the relevant promotion courses ranking 1 at the PAC becomes the priority to attend the required courses on the basis of impending promotion.

The PAC for target rank WO1 & WO2 will now be held in November. This PAC will determine the priority for attendance on courses and promotion in 1998. A Special PAC for promotion to SGT will also be conducted in November. The PAC process is open to all soldiers to attend except if their corps is being discussed. Any RAA soldier interested in attending a PAC should advise SCMA through the chain of command.

AIRN

Defence Instruction (Army) PERS 135-2 AIRN has recently been issued. This instruction should be read in conjunction with the Chief of Army Directive on AIRN No-Detriment Provisions dated 5 Sep 97. The main aim of the instruction is to provide the Army with combat soldiers who are fit to fight and capable of deployment at short notice. For soldiers not ready by 12 Dec 97 a transition period of up to five years has been established. Soldiers and units should read the directive so they are aware of all the provisions especially those relating to medical classification. It is only soldiers who are deployable (Class 3) who will be considered for waiver and they will be advised by SCMA by 12 Dec of the length of their waiver.

Medical Classification

Defence Instruction (Army) PERS 159-1 PULHEEMS Employment Standards has recently been issued. This aim of this instruction is to simplify the medical classification for soldiers and officers. A provisional PES will be assigned to soldiers not due to undergo a medical board between 1 July 97 and 12 Dec 97. This provisional PES will last until their next medical board which will then confirm their PES. Only individuals where uncertainty exists as to their PES, or for whom reclassification from a deployable PES to Class 3 or 4 is required, will undergo a formal medical review.

1998

Career Interviews

The Annual Career Interviews conclude with a visit to Townsville in late October 1997. These interviews are aimed at determining soldier preferences for 1999. Soldiers are encouraged to liaise with career reps about their options. It is intended that a new Interview form will be introduced. This will allow a more accurate assessment of the soldier against his peers.

Soldiernet

SCMA is now on the Internet and Defence Intranet. In 1998 CA RAA will have its own site within the SCMA area. It is proposed that information available will include the corps list by rank and surname, a list of appointments vacant for the following year, prerequisites for these appointments and a general update on key personnel management issues. The site is open to all soldiers and your feedback is strongly encouraged.

1998 OFFICER POSTINGS

Rank	Initials	Name	Posting
HQ LC Arty			
MAJ	D.J.	MOORE	SO2 (ARTY), HQ LC ARTY, LHQ
CAPT	N.R.	SUTTON	SO2 (ARTY), HQ LC ARTY, LHQ
CAPT	S.T.	RYAN	INSTR (GUNNERY), HQ LC ARTY, LHQ
JOSCC HQ 1 DIV			
LTCOL	A.	POWER	SO1 (OS), JOSCC, HQ 1 DIV
MAJ	S.P.	DONNELLY	SO2 (S/S), JOSCC (LAND), HQ 1 DIV
MAJ	P.R.	WIDLEWSKI	SO2 (S/S), JOSCC (LAND), HQ 1 DIV
CAPT	S.A.	MCINTOSH	SO3 (S/S), JOSCC (LAND), HQ 1 DIV
CAPT	G.L.	MARSHALL	SO3 (TGT), JTGT, HQ 1 DIV
JOSCC HQ 1 BDE (DARWIN)			
MAJ	C.	TAGGART	SO2 (JOSCC), JOSCC, HQ 1 BDE
CAPT	S.J.	NICHOLS	SO3 (OPS), JOSCC (L), HQ 1 BDE
HQ TRG COMD			
LTCOL	P.W.	MEEHAN	SO1 (JOS), JOINT OFFENSIVE SPT SECT, HQ TRG COMD
MAJ	D.A.	JENKINS	SO2 (GBAD), JOINT OFFENSIVE SPT SECT, HQ TRG COMD
MAJ	T.M.	NICHOLS	SO2 (ARTY), DEV GP, HQ TRG COMD
MAJ	R.C.	RICHARDS	DOCTRINE OFFR, WRITERS, HQ TRG COMD
MAJ	D.T.	BRENNAN	DOCTRINE OFFR, WRITERS, HQ TRG COMD
MAJ	S.P.	AMOR	SO2 (INDIRECT FP & AFP), JOINT OFFENSIVE SPT SECT
CAPT	M.R.	BOURQUIN	DOCTRINE OFFR, SCHOOL OF ARTY, HQ TRG COMD
CAPT	M.J.	PLUMMER	DOCTRINE OFFR, SCHOOL OF ARTY, HQ TRG COMD
CAPT	T.J.	SUTHERLAND	DOCTRINE OFFR, SCHOOL OF ARTY, HQ TRG COMD
CAPT	M.D.	BIRCH	SO3 (OPS), ABSG - COMBAT SIMULATION PROJ, HQ TRG COMD
CAPT	G.M.	LIGHT	SO2 ABSG, HQ TRG COMD
1 FD REGT			
LTCOL	G.P.	JONES	CO, RHQ, 1 FD REGT
CAPT	S.A.	BAGNALL	BC, 105 FD BTY, 1 FD REGT
MAJ	T.J.	GIBBINGS	2IC, RHQ, 1 FD REGT
MAJ	D.J.	TEAKLE	BC, HQ BTY, 1 FD REGT
CAPT	R.J.	CRAWFORD	BC, 104 FD BTY, 1 FD REGT
CAPT	A.P.	PERRY	INSTR, 13 BTY TRG STAFF, 1 FD REGT
CAPT	K.A.	MANGIN	INSTR, 41 FD BTY, 1 FD REGT
CAPT		KENNEDY	BTY CAPT, 105 FD BTY, 1 FD REGT
LT	A.P.	KEOUGH	FO, 105 FD BTY, 1 FD REGT
CAPT	J.G.	O'BRIEN	ADJT, RHQ, 1 FD REGT

RAA Liaison Letter

CAPT	P.D.	MONKS	QM, HQ BTY, 1 FD REGT
CAPT	P.E.	DOBBS	BTY CAPT, HQ BTY, 1 FD REGT
LT	G.E.	MCPHEE	FO, 104 FD BTY, 1 FD REGT
CAPT	J.J.	KIRKBY	BTY CAPT, 104 FD BTY, 1 FD REGT
LT	S.J.	MALLETT	FO, 105 FD BTY, 1 FD REGT
LT	J.J.	WEST	ASST ADJT, RHQ, 1 FD REGT
LT	A.S.	HOWELL	GPO, 104 FD BTY, 1 FD REGT
LT	L.D.	BURG	GPO, 105 FD BTY, 1 FD REGT

7 FD BTY 3 FD REGT

CAPT	M.D.	JONES	TRG OFFR, TRG STAFF, 7 FD BTY, 3 FD REGT
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4 FD REGT

LTCOL	M.P.	CRANE	CO, RHQ, 4 FD REGT
MAJ	M.J.	KINGSFORD	BC, FD BTY (107 FD BTY), 4 FD REGT
MAJ	C.W.	ANDERSON	BC, FD BTY (108 FD BTY), 4 FD REGT
CAPT	A.	PLANT	BC, HQ BTY, 4 FD REGT
MAJ	A.R.	DARLINGTON	2IC, RHQ, 4 FD REGT
CAPT	B.N.	HAWKE	ADJT, RHQ, 4 FD REGT
LT	J.K.	ELLUL	FO, FD BTY (107 FD BTY), 4 FD REGT
LT	A.P.	FEHLBERG	FO, FD BTY (107 FD BTY), 4 FD REGT
LT	D.W.	MALLETT	FO, FD BTY (108 FD BTY), 4 FD REGT
LT	A.N.	RUFF	FO, FD BTY (108 FD BTY), 4 FD REGT
CAPT	G.N.	MEEKAN	BTY CAPT, FD BTY (107 FD BTY), 4 FD REGT
CAPT	B.A.	WOOD	BTY CAPT, FD BTY (108 FD BTY), 4 FD REGT
CAPT	S.M.	GRACE	QM, HQ BTY, 4 FD REGT
LT	J.M.	COLLINS	ASST ADJT, RHQ, 4 FD REGT
LT	C.	BUXTON	IO, RHQ, 4 FD REGT
LT	D.M.	EDWARDS	GPO, FD BTY (107 FD BTY), 4 FD REGT
LT	D.J.	HILL	GPO, FD BTY (108) FD BTY, 4 FD REGT
LT	J.D.	DRAGE	SVY OFFR, HQ BTY, 4 FD REGT
CAPT	M.R.	AHEARN	FO, FD BTY (107 FD BTY), 4 FD REGT
CAPT	S.M.	GRACE	FO, FD BTY (107 FD BTY), 4 FD REGT
LT	A.J.	WORSLEY	FO, FD BTY (108 FD BTY), 4 FD REGT
LT	R.K.	UNDERWOOD	SIGS OFFR, HQ BTY, 4 FD REGT
LT	B.C.	CLEAVER	FO, FD BTY (108 FD BTY), 4 FD REGT

7 FD REGT

MAJ	S.R.	KIRBY	BC, HQ BTY, 7 FD REGT
CAPT	S.E.	HARDING	ADJT, HQ, 7 FD REGT
WO1	M.	GRIFFIN	QM, HQ BTY, 7 FD REGT

6/13 FD REGT

CAPT	W.J.	SMITH	BTY CAPT, FD BTY, 6/13 FD REGT
CAPT	A.M.	HAEBICH	BTY CAPT, FD BTY, 6/13 FD REGT

23 FD REGT

CAPT	P.M.	LUN	ADJT, RHQ, 23 FD REGT
CAPT	R.	ROWE	QM, HQ BTY, 23 FD REGT

RAA Liaison Letter**2/10 MDM REGT**

MAJ	A.C.	COLMER	BC, HQ BTY, 2/10 MDM REGT
CAPT	M.V.	LEE	ADJT, REGT HQ, 2/10 MDM REGT
CAPT	E.G.	WILLIAMS	QM, HQ BTY, 2/10 MDM REGT
LT	D.B.	STEPHENS	BTY CAPT, MDM BTY (1), 2/10 MDM REGT
LT	P.B.	DUNCAN	GPO, FD BTY, 2/10 MDM REGT
LT	S.E.	O'BRIEN	BTY LDR, FD BTY, 2/10 MDM REGT

131 LOC BTY

MAJ	P.R.	SWINSBURG	BC, COMD GP, 131 LOC BTY
CAPT	N.J.	LOYNES	ARTY IO, TARGETING/ARTY INT, 131 LOC BTY
CAPT	D.R.	NARRAMORE	QM, SPT TP HQ, 131 LOC BTY
CAPT	I.W.	BURCH	OPS OFFR, OPS, 131 LOC BTY
CAPT	G.M.	BOLTON	
LT	J.M.	PATERSON	SECT COMD, RADAR SECT 1, 131 LOC BTY

8/12 MDM REGT

LTCOL	B.M.	ARMSTRONG	CO, RHQ, 8 MDM REGT), 8/12 MDM REGT
MAJ	D.J.	ASHTON	BC, HQ BTY (8 MDM REGT), 8/12 MDM REGT
CAPT	G.W.	FINNEY	BC, 103 MDM BTY (8 MDM REGT), 8/12 MDM REGT
MAJ	R.D.	SHANAHAN	BC, "A" FD BTY 912 FD REGT), 8/12 MDM REGT
LT	S.A.	JENKINS	FO, "A" FD BTY (12 FD REGT, 8/12 MDM REGT
CAPT	G.	MALCOLM	BTY CAPT, 103 MDM BTY (8 MDM REGT), 8/12 MDM REGT
LT	J.D.	ROSS	FO, "A" FD BTY (12 FD REGT), 8/12 MDM REGT
CAPT	R.W.	OVERHEU	ADJT, RHQ (8 MDM REGT), 8/12 MDM REGT
CAPT	P.S.	RICHARDS	QM, HQ BTY (8 MDM REGT), 8/12 MDM REGT
CAPT	J.R.	GILLMAN-WELLS	FO, 103 MDM BTY (8 MDM REGT), 8/12 MDM REGT
CAPT	D.J.	CROWE	BTY CAPT, "A" FD BTY (12 FD REGT), 8/12 MDM REGT
LT	M.J.	FINNERTY	FO, 103 MDM BTY (8 MDM REGT), 8/12 MDM REGT
LT	D.J.	KELLY	FO, "A" FD BTY (12 FD REGT), 8/12 MDM REGT
LT	M.J.	LEE	GPO, "A" FD BTY (12 FD REGT), 8/12 MDM REGT
LT	M.L.	ANDERSON	GPO, 103 MDM BTY (8 MDM REGT), 8/12 MDM REGT
LT	A.G.	BIDDLE	ASST GPO, "A" FD BTY (12 FD REGT), 8/12 MDM REGT

FIRE SPT COY 6 RAR

MAJ	K.P.	BEASLEY	OC, FIRE SPT COY HQ, 6 RAR
LT	R.A.	VAGG	FWD OBSERVER, JOST, 6 RAR
CAPT	N.H.	FLOYD	PL COMD, INDIRECT FIRE SPT PL HQ, 6 RAR
LT	A.M.	KEOGH	SECT COMD, INDIRECT FIRE WPN SECT (105MM), 6 RAR

SCH OF ARTY

LTCOL	F.G.	COLLEY	CO/CI, HQ, SCHOOL OF ARTY
MAJ	S.M.	SADDINGTON	SI, AD WING, SCHOOL OF ARTY
MAJ	T.W.	VERCOE	TRG OFFR, TRG COORD, SCHOOL OF ARTY
MAJ	P.J.	BRUCE	OC, SPT WING, SCHOOL OF ARTY
CAPT	A.E.	STRAUME	SI, LOC WING, SCHOOL OF ARTY
MAJ	K.T.	LAKEY	SI, REGT TRG WG, SCHOOL OF ARTY
MAJ	K.S.	SEABROOK	SI, GUNNERY WING, SCHOOL OF ARTY

RAA Liaison Letter

CAPT	C.T.	CONNOLLY	INSTR, AD WING, SCHOOL OF ARTY
CAPT	G.C.	THOMAS	INSTR, GUNNERY WING, SCHOOL OF ARTY
CAPT	J.A.	DOUGALL	INSTR, GUNNERY WING, SCHOOL OF ARTY
CAPT	M.J.	MCPHEE	INSTR, GUNNERY WING, SCHOOL OF ARTY
CAPT	S.N.	KENNY	BTY CAPT, HQ TRG BTY, SCHOOL OF ARTY
CAPT	P.K.	DOVER	QM, LOG, SCHOOL OF ARTY
LT	C.A.	MCGLYNN	TRG DEV OFFR, TRG DVLP CELL, SCHOOL OF ARTY
CAPT	D.H.	WILTON	ADJT, PERS, SCHOOL OF ARTY
CAPT	N.T.	SWEENEY	INSTR, LOC WING, SCHOOL OF ARTY
CAPT	A.	MONICO	TRG DEV OFFR, TRG DVLP CELL, SCHOOL OF ARTY
LT	P.L.	HIGGINS	GPO, COMD POST GP, SCHOOL OF ARTY
LT	G.C.	CASSAR	GPO, COMD POST GP, SCHOOL OF ARTY

16 AD REGT

LTCOL	H.L.	GRAHAM	CO, 16 AD REGT
MAJ		GUSTAFSON	2IC, 16 AD REGT
MAJ	S.	HUME	OPSO, 16 AD REGT
MAJ	C.	NEES	BC, 111 AD BTY (LT), 16 AD REGT
MAJ	J.J.C.	WEBB	BC, 110 AD BTY, 16 AD REGT
CAPT	I.	COSSART	QM, 16 AD REGT
CAPT	D.J.	GEANEY	BK, 111 AD BTY (LT), 16 AD REGT
CAPT	P.	RANDALL	ADJT, 16 AD REGT
CAPT	B.	SMITH	BK, 110 AD BTY, 16 AD REGT
CAPT	R.	PRATT	ASST OPSO, 16 AD REGT
LT	L.	CRAWFORD	TP COMD, 110 AD BTY, 16 AD REGT
LT	J.	FRY	BCPO, 110 AD BTY, 16 AD REGT
LT	S.	HAWKINS	AADJT, 16 AD REGT
LT	T.	LOPSIK	TP COMD, 111 AD BTY (LT), 16 AD REGT
LT	R.	MOUTHAN	TP COMD, 110 AD BTY, 16 AD REGT
LT	J.	PASSLOW	TP COMD, 111 AD BTY (LT), 16 AD REGT
LT	N.	POY	TP CPO, 111 AD BTY (LT), 16 AD REGT
LT	R.	WATSON	TP COMD, 111 AD BTY (LT), 16 AD REGT
LT	A.	WEINERT	ARMCON, 16 AD REGT

NON CORPS

MAJ	B.J.	BAILEY	INSTR, TACTICS WING, LWC
MAJ	R.H.	WHITE	INSTR, TACTICS WING, LWC
MAJ	G.K.	BARTELS	GLO, 66 GL SECT (WILLIAMTOWN), 1 GL GP
CAPT	R.H.	POINTON	COORD OFFR, INFRASTR SUP, STH QLD LOG GP
MAJ	D.L.	GARSIDE	OC & PROOF OFFR, HQ, P&EE PORT WAKEFIELD
CAPT	T.S.	PEARSE	OPS OFFR, OPS GP, P&EE PORT WAKEFIELD
MAJ	D.J.	BERMINGHAM	ARTY ADVISER, MAJDP, DCP
MAJ	J.P.	PALMER	INSTR, 8/20 ROYAL SCH ARTY, ARMY O/S EXCH PERS
MAJ	R.M.	MANTON	SO2, 8/22 ARTY DESK DI 60, ARMY O/S EXCH PERS
MAJ	S.E.	CLINGAN	LO (FD ARTY SCH), US11-US ARMY FIELD ART, ARMY O/S EXCH PERS
MAJ	W.N.	JONES	CA (ARTY), CAG, PERS DIV, AHQ
MAJ	T.D.	PICKFORD	SO2 (FIRE SPT AND AD), CBT FORCE DEV (LAND), ADHQ
MAJ	T.T.	GALLAGHER	SO2 (TRG), TRG SECT, DC-S
CAPT	S.N.	MCPHEE	INSTR, US36-US ARMY AIR DEFENCE, ARMY O/S EXCH PERS
CAPT	S.G.	ROHAN-JONES	SO3 (CAREER ADVISER), CA PM1, SCMA
CAPT	M.D.	JONES	INSTR, TACTICS TEAM, RMC

1998 WO/SGT POSTINGS

NAME			1997	1998
WO1	DJ	KELLY	7 FD REGT	4 FD REGT
WO1	AK	MCLEAN	4 FD REGT	4 FD REGT
WO2	M	BALFE	SCHOOL OF ARTY	4 FD REGT
WO2	PHJ	CANNON	4 FD REGT	4 FD REGT
WO2	CW	FLAVEL	4 FD REGT	4 FD REGT
WO2	BC	KYRWOOD	4 FD REGT	4 FD REGT(BSM)
WO2	SJ	MAY	4 FD REGT	4 FD REGT
WO2	SP	WILSON	4 FD REGT	4 FD REGT
SSGT	K	ANDERSON	4 FD REGT	4 FD REGT
SSGT	PA	DURNFORD	4 FD REGT	4 FD REGT
SSGT	KG	HART	4 FD REGT	4 FD REGT
SCT	CJ	ALLIBON-BURN	4 FD REGT	4 FD REGT
SCT	BL	ARMSTRONG	4 FD REGT	4 FD REGT
SGT	IG	BENSLEY	4 FD REGT	4 FD REGT
SGT	CJ	DAVIES	4 FD REGT	4 FD REGT
SCT	J	FABRI	1 FD REGT	4 FD REGT
SGT	WJ	FRANCIS	4 FD REGT	4 FD REGT
SCT	MJ	GRAY	4 FD REGT	4 FD REGT
SCT	SW	HAYNES	4 FD REGT	4 FD REGT
SGT	M	MCPHERSON	4 FD REGT	4 FD REGT
SCT	CJ	MOORE	4 FD REGT	4 FD REGT
SCT	RJ	MORLAND	4 FD REGT	4 FD REGT
SGT	JF	MORRISON	4 FD REGT	4 FD REGT
SGT	MA	PITT	4 FD REGT	4 FD REGT
SGT	DB	SAVILLE	1 FD REGT	4 FD REGT
SGT	DJ	SINCLAIR	4 FD REGT	4 FD REGT
SGT	CM	SUTCLIFFE	4 FD REGT	4 FD REGT
SGT	PA	TEMETE	4 FD REGT	4 FD REGT
WO1	DM	CARROLL	131 LOC BTY	131 LOC BTY
WO2	WA	ALLEN	HQ TRC COMD	131 LOC BTY
WO2	CR	BEAHAN	SCHOOL OF ARTY	131 LOC BTY
WO2	RJ	KIERNAN	131 LOC BTY	131 LOC BTY
WO2	DJ	LYONS	131 LOC BTY	131 LOC BTY
WO2	SJ	MORSE	131 LOC BTY	131 LOC BTY
WO2	WC	ROEGERS	131 LOC BTY	131 LOC BTY
SCT	CA	CHURCHES	131 LOC BTY	131 LOC BTY
SGT	CD	ENGLISH	131 LOC BTY	131 LOC BTY
SGT	MF	HERRICK	131 LOC BTY	131 LOC BTY
SCT	DC	OGDEN	131 LOC BTY	131 LOC BTY
SGT	RN	SKELTON	131 LOC BTY	131 LOC BTY
SCT	PN	SMITH	BASC NQ	131 LOC BTY
SGT	MK	WILLSON	4 FD REGT	131 LOC BTY
WO2	GL	BOYCE	6/13 FD REGT	6/13 FD REGT
WO2	BL	BRACEWELL	6/13 FD REGT	6/13 FD REGT
WO2	PD	RENFREY	6/13 FD REGT	6/13 FD REGT
SGT	CK	TALBOT	6/13 FD REGT	6/13 FD REGT(WO2)

1998 WO/SGT POSTINGS

NAME			1997	1998
WO1	GV	LAKEY	1 FD REGT	1 FD REGT
WO2	DM	BANNERMAN	1 FD REGT	1 FD REGT
WO2	J	BURCH	1 FD REGT	1 FD REGT
WO2	SM	COOPER	1 FD REGT	1 FD REGT
WO2	I	GARDINER	1 FD REGT	1 FD REGT
WO2	DF	GRIFFIN	1 INT COY	1 FD REGT
WO2	MI	JOHNSON	1 FD REGT	1 FD REGT
WO2	GJ	NUNN	1 FD REGT	1 FD REGT
WO2	ME	PONDER	1 FD REGT	1 FD REGT
WO2	MH	WILSON	1 FD REGT	1 FD REGT
SSGT	FE	JARVIS	1 FD REGT	1 FD REGT
SSGT	G	PISANI	1 FD REGT	1 FD REGT
SSGT	MA	SANDERS	1 FD REGT	1 FD REGT
SCT	GT	CHILCOTT	1 FD REGT	1 FD REGT
SCT	SJ	CLARK	1 FD REGT	1 FD REGT
SCT	MW	CLARKE	1 FD REGT	1 FD REGT
SGT	KC	HALL	1 FD REGT	1 FD REGT
SGT	JJ	HENNESSY	1 FD REGT	1 FD REGT
SCT	KA	JOHANSEN	1 FD REGT	1 FD REGT
SCT	WJ	KEITH	1 FD REGT	1 FD REGT
SCT	SG	LEECH	ASC MFO SINAI	1 FD REGT
SCT	DT	MCGARRY	1 FD REGT	1 FD REGT
SCT	SA	MOORE	1 FD REGT	1 FD REGT
SCT	PW	NAGLE	1 FD REGT	1 FD REGT
WO1	AH	RENWICK	23 FD REGT	8/12 MDM REGT
WO2	GP	APPLEWHITE	8/12 MDM REGT	8/12 MDM REGT
WO2	PJ	ARMSTRONG	8/12 MDM REGT	8/12 MDM REGT
WO2	MR	BLAXLAND	8/12 MDM REGT	8/12 MDM REGT
WO2	RB	FIELD	7 FD REGT	8/12 MDM REGT
WO2	PM	SIMIC	8/12 MDM REGT	8/12 MDM REGT
SSGT	LC	SCOTT	DCP	8/12 MDM REGT
SCT	DC	APPO	8/12 MDM REGT	8/12 MDM REGT
SCT	B	BIERING	8/12 MDM REGT	8/12 MDM REGT
SCT	SAM	BROWN	8/12 MDM REGT	8/12 MDM REGT
SCT	PA	CARTHEW	8/12 MDM REGT	8/12 MDM REGT
SCT	SR	DRISCOLL	8/12 MDM REGT	8/12 MDM REGT
SCT	DS	FREE	8/12 MDM REGT	8/12 MDM REGT
SCT	MA	JOHNSTON	8/12 MDM REGT	8/12 MDM REGT
SCT	DF	KRISTAN	8/12 MDM REGT	8/12 MDM REGT
SCT	OW	LEGG	8/12 MDM REGT	8/12 MDM REGT
SCT	PB	MANOEL	8/12 MDM REGT	8/12 MDM REGT
SCT	CW	MAYFIELD	8/12 MDM REGT	8/12 MDM REGT
SCT	GM	O'HALLORAN	SCHOOL OF ARTY	8/12 MDM REGT
SCT	AJ	PRICE	SCHOOL OF ARTY	8/12 MDM REGT
SCT	DT	RAYMENT	8/12 MDM REGT	8/12 MDM REGT
SCT	RJ	ZILLMANN	8/12 MDM REGT	8/12 MDM REGT

1998 WO/SGT POSTINGS

NAME			1997	1998
WO1	PA	BOYLE	16 AD REGT	16 AD REGT
WO1	RD	DUNNE	16 AD REGT	16 AD REGT
WO2	CJH	MINION	16 AD REGT	16 AD REGT
WO2	GM	POTTER	16 AD REGT	16 AD REGT
WO2	MW	SHERER	HQ TRG COMD	16 AD REGT
WO2	RJ	TORNEY	16 AD REGT	16 AD REGT
WO2	WP	WATKINS	16 AD REGT	16 AD REGT
WO2	CJ	WILSON	16 AD REGT	16 AD REGT
SSGT	SB	BOWRING	8/12 MDM REGT	16 AD REGT
SSGT	RJ	BROWN	16 AD REGT	16 AD REGT
SSGT	SC	BUTTON	16 AD REGT	16 AD REGT
SGT	TD	ASPDEN	16 AD REGT	16 AD REGT
SCT	SR	BALDOCK	16 AD REGT	16 AD REGT
SGT	MW	BIOLETTI	HQ 1 DIV	16 AD REGT
SGT	PJ	BRIERS	16 AD REGT	16 AD REGT
SCT	SA	BROOK	16 AD REGT	16 AD REGT
SGT	MS	BUIK	ADFRU BRISBANE	16 AD REGT
SCT	CR	BURGESS	16 AD REGT	16 AD REGT
SGT	AG	COOLD	16 AD REGT	16 AD REGT
SGT	AM	HORTLE	16 AD REGT	16 AD REGT
SGT	MJ	LUCAS	SCHOOL OF ARTY	16 AD REGT
SCT	DJ	MASON	16 AD REGT	16 AD REGT
SGT	DA	MUCHAN	16 AD REGT	16 AD REGT
SGT	LV	NELSON	16 AD REGT	16 AD REGT
SGT	CA	O'BRIEN	16 AD REGT	16 AD REGT
SCT	BA	PEARSON	16 AD REGT	16 AD REGT
SGT	M	SCHMIDL	16 AD REGT	16 AD REGT
SCT	CC	THOMPSON	16 AD REGT	16 AD REGT
SGT	CE	TOWNSEND	16 AD REGT	16 AD REGT
SCT	AS	TREBILCOCK	16 AD REGT	16 AD REGT
SGT	JD	WESTCOTT	16 AD REGT	16 AD REGT
WO1	RB	JONES	2/10 MDM REGT	2/10 MDM REGT
WO2	GA	COOK	2/10 MDM REGT	2/10 MDM REGT
WO2	MG	PHILLIPS	2/10 MDM REGT	2/10 MDM REGT
WO2	AP	SCHMIDT	2/10 MDM REGT	2/10 MDM REGT
SGT	KD	ALLEN	1 FD REGT	2/10 MDM REGT
SGT	CA	CROUT	2/10 MDM REGT	2/10 MDM REGT
SGT	DA	KING	ADFRU BRISBANE	2/10 MDM REGT
SCT	NC	ROMARO	2/10 MDM REGT	2/10 MDM REGT
WO1	E	GRIFFIN	SCHOOL OF ARTY	7 FD REGT
WO2	BA	FRANKLIN	7 FD REGT	7 FD REGT
WO2	W	PINE	7 FD REGT	7 FD REGT
WO2	WJ	ROWE	SCHOOL OF ARTY	7 FD REGT
SCT	AJ	PARSONS	SCHOOL OF ARTY	7 FD REGT
SGT	JR	WILKINSON	7 FD REGT	7 FD REGT

1998 WO/SGT POSTINGS

	NAME	1997	1998
WO1	WJ DEGENARO	P&EE PORT WAKEFIELD	SCHOOL OF ARTY
WO2	JH ARMISTEAD	SCHOOL OF ARTY	SCHOOL OF ARTY(BSM)
WO2	JM BARLOW	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	CF DENCATE	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	MH GOWLING	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	RC HART	P&EE GRAYTOWN	SCHOOL OF ARTY
WO2	DR JONES	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	BH JUNG	16 AD REGT	SCHOOL OF ARTY
WO2	PT KENNEDY	ADFRU TOWNSVILLE	SCHOOL OF ARTY
WO2	ST MURCOTT	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	DF PIROUET	131 LOC BTY	SCHOOL OF ARTY
WO2	PA ROBSON	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	DB SINGH	C & SC	SCHOOL OF ARTY
WO2	SA SWAN	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	RJ THOMPSON	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	R VAN OPPEN	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	CFJ WATECO	SCHOOL OF ARTY	SCHOOL OF ARTY
WO2	NS WHEELER	BASC NQ	SCHOOL OF ARTY
SGT	PJ BAXTER	8/12 MDM REGT	SCHOOL OF ARTY
SGT	TA BYRNE	8/12 MDM REGT	SCHOOL OF ARTY 53
SGT	CK CLIFFORD	6 RAR	SCHOOL OF ARTY 53
SGT	F CRESTA	8/12 MDM REGT	SCHOOL OF ARTY
SGT	DJ DEEBLE	6 RAR	SCHOOL OF ARTY
SGT	AK DIX	16 AD REGT	SCHOOL OF ARTY
SGT	DR CRUNDELL	4 FD REGT	SCHOOL OF ARTY
SGT	MR HEINE	SCHOOL OF ARTY	SCHOOL OF ARTY
SGT	PC HOLSTEIN	SCHOOL OF ARTY	SCHOOL OF ARTY
SGT	MA JOHNSTON	MNRE	SCHOOL OF ARTY
SGT	DR LEHR	SCHOOL OF ARTY	SCHOOL OF ARTY
SGT	BF MAURER	SCHOOL OF ARTY	SCHOOL OF ARTY 53
SGT	JJS MCCONNELL	SCHOOL OF ARTY	SCHOOL OF ARTY 53
SGT	RC NELSON	8/12 MDM REGT	SCHOOL OF ARTY 53
SGT	BC O'CONNOR	SCHOOL OF ARTY	SCHOOL OF ARTY
SGT	CR OSMOND	SCHOOL OF ARTY	SCHOOL OF ARTY
SGT	BC PEARCE	P&EE GRAYTOWN	SCHOOL OF ARTY 53
SGT	IC PENNINGTON	ALTC	SCHOOL OF ARTY
SGT	M REDDY	2/10 MDM REGT	SCHOOL OF ARTY
SGT	SW RILEY	131 LOC BTY	SCHOOL OF ARTY
SGT	LV RITCHIE	4 FD REGT	SCHOOL OF ARTY
SGT	RJ STEAD	16 AD REGT	SCHOOL OF ARTY
SGT	KJ WILLIAMS	SCHOOL OF ARTY	SCHOOL OF ARTY(BG)
SGT	AM WITKOPP	P&EE GRAYTOWN	SCHOOL OF ARTY 53
WO2	RW CHAMBERS	7 FD BTY 3 FD REGT	7 FD BTY 3 FD REGT
WO2	CJ TURNER	7 FD BTY 3 FD REGT	7 FD BTY 3 FD REGT

1998 WO/SGT POSTINGS

NAME	1997	1998
WO2 CD EVANS	1 RTB	1 RTB
SGT MR CLAYTON	1 RTB	1 RTB
SGT SW LAWONT	1 RTB	1 RTB
WO2 JA BREWER	1 TRG GP	1 TRG GP
WO2 RI FULFORD	4 TRG GP	4 TRG GP
WO2 KW HOGAN	4 TRG GP	4 TRG GP
WO2 KJ KERLEY	6 TRG GP	6 TRG GP
WO2 DC CARTER	AATC	AATC
WO2 KJ SMITH	ADFA	ADFA
SGT MD FOWLER	ADFA	ADFA
SSGT MAJ ANDIA	16 AD RECT	ADFRU ADELAIDE
SSGT PK MCDONALD	ADFRU ADELAIDE	ADFRU ADELAIDE
SSGT RJ AITKEN	ADFRU MELBOURNE	ADFRU MELBOURNE
SGT RJ SHEARMAN	ADFRU SYDNEY	ADFRU SYDNEY
SGT EC ANU	ADFRU TOWNSVILLE	ADFRU TOWNSVILLE
WO1 MJ MAHADY	SCHOOL OF ARTY	ADFRU BRISBANE
WO2 DB CALLAGHAN	ALTC	ALTC
SGT MA WARREN	16 AD RECT	ALTC Tvl
WO2 GG DAY	BASC NQ	BASC NQ
WO2 DE LARTER	BASC NQ	BASC NQ
SGT C JOHNSON	131 LOC BTY	BASC NQ
WO1 HKJ PREGNELL	DC-B	DC-B
WO2 CM DUDYCZ	CS DIV. AHQ	CS DIV. AHQ
WO1 BW PLANT	HQ TRG COMD	HQ TRG COMD
WO2 RJ CARSBURG	HQ TRG COMD	HQ TRG COMD
WO2 DG HARVEY	SCHOOL OF ARTY	HQ TRG COMD
WO2 DJ HICKS	SCHOOL OF ARTY	HQ TRG COMD
WO2 DT MORAN	HQ TRG COMD	HQ TRG COMD
WO2 CA WALSH	HQ TRG COMD	HQ TRG COMD
WO2 C WHETTTON	SCHOOL OF ARTY	HQ TRG COMD
SGT JW HORDER	HQ TRG COMD	HQ TRG COMD
WO2 CW JOSEPH	HQ TRG COMD	HQ TRG COMD/SUPER
SGT WT MORRIS	LCBS	LCBS
WO1 RN KAMPMANN	LWC	LWC
WO1 JJM LECKNING	LWC	LWC
WO2 PA MATTHYSEN	4 FD RECT	LWC
SGT CW BEALE	LWC	LWC
SGT RK CASEY	LWC	LWC
SGT PW CRIJNS	LWC	LWC
WO2 MS STREETS	16 AD RECT	LWC Canunera
WO1 CJ JOBSON	PERS DIV. AHQ	PERS DIV. AHQ
WO2 JR ANDERSON	PERS DIV. AHQ	PERS DIV. AHQ
WO2 MA BRITTON	PERS DIV. AHQ	PERS DIV. AHQ
WO2 CJ WREN	PERS DIV. AHQ	PERS DIV. AHQ
SGT D NUTINI	8/12 MDM REGT	PTS
WO2 ID BIGGS	RMC	RMC
WO2 NG FISHER	RMC	RMC
SGT WM LANGFORD	RMC	RMC
SGT PA WEESTER	RMC	RMC

1998 WO/SGT POSTINGS

NAME		1997	1998
WO2	CJ ATTWATER	23 FD REGT	23 FD REGT
WO2	MR DUGGAN	23 FD REGT	23 FD REGT
WO2	WL PARKER	1 RTB	23 FD REGT
WO2	PT WASHFORD	23 FD REGT	23 FD REGT
SGT	AA LAW	23 FD REGT	23 FD REGT
WO1	CD METCALF	P&EE GRAYTOWN	P&EE GRAYTOWN (MG)
WO2	CJ COCKING	P&EE GRAYTOWN	P&EE GRAYTOWN
SCT	CS TRIFFETT	SCHOOL OF ARTY	P&EE GRAYTOWN
SGT	DI WARREN	RMC	RMC
WO1	DW BOWMAN	SCHOOL OF ARTY	SCMA
WO1	PA BOYLE	16 AD REGT	16 AD REGT
WO1	RJ BREARLEY	BASC ROCKHAMPTON	BASC ROCKHAMPTON
WO1	DM CARROLL	131 LOC BTY	131 LOC BTY
WO1	RJ CHANEY	BASC LIVERPOOL	REDUNDANT
WO1	CD CHILLINGSWORTH	HQ 8 BDE	RMC
WO1	WJ DEGENARO	P&EE PORT WAKEFIELD	SCHOOL OF ARTY
WO1	RD DUNNE	16 AD REGT	16 AD REGT
WO1	AS FAGAN	8/12 MDM REGT	MC LC ARTY
WO1	RS GRANT	1 FD REGT	SCA-A
WO1	E GRIFFIN	SCHOOL OF ARTY	7 FD REGT
WO1	JS HANSEN	SCMA	HQ 4 BDE
WO1	CJ JOBSON	PERS DIV. AHQ	PERS DIV AHQ
WO1	DA JONES	BASC RANDWICK	5 TRG GP
WO1	RB JONES	2/10 MDM REGT	2/10 MDM REGT
WO1	RN KAMPMANN	LWC	LWC
WO1	DJ KELLY	7 FD REGT	4 FD REGT
WO1	CV LAKEY	1 FD REGT	1 FD REGT
WO1	JJM LECKNING	LWC	LWC
WO1	MJ MAHADY	SCHOOL OF ARTY	ADFRU-B
WO1	AK MCLEAN	4 FD REGT	4 FD REGT
WO1	GD METCALF	P&EE GRAYTOWN	P&EE GRAYTOWN (MG)
WO1	TM NOLAN	2 TRG GP	2 TRG GP
WO1	BW PLANT	HQ TRG COMD	HQ TRG COMD
WO1	HKJ PREGNELL	DC B	DC B
WO1	AH RENWICK	23 FD REGT	8/12 MDM REGT
WO1	CL SAUN	P&EE PORT WAKEFIELD	P&EE PORT
WO1	KF SCHOENE	4 FD REGT	HQ 9 BDE
WO1	M SCOTT	P&EE PORT WAKEFIELD	P&EE PORT
WO1	CO SEXTON	8/12 MDM REGT	BASC LPL
WO1	IIF WATSON	3 TRG GP	3 TRG GP

Feature Articles

TRAINING FOR WAR - KEY ISSUES FOR RAA COMMANDERS, OFFICERS AND NON-COMMISSIONED OFFICERS

BY Colonel P.B. Retter, DARTY-A

Introduction

1. This article highlights my views on how the RAA should train for war in today's changing and constrained resource environment. It is now 25 years since the last Australian troops returned from the Vietnam Conflict and while some RAA personnel have been involved in peace support or peace enforcement operations since that time, the majority of the RAA has not been exposed to the uncertainties and challenges which come with operational service.

2. In providing these comments to all RAA officers and non-commissioned officers it is not my intention to criticise current RAA Commanders, Officers or Non-Commissioned Officers. Nor is it my intention to usurp the chain of command. My thoughts are provided for your consideration. It is my hope that they will assist you in the development of training and evaluation programmes which are challenging, interesting, relevant and safe.

RAA Capabilities - An Overview

3. The RAA provides four capabilities on today's battlefield. These are:

- Joint Offensive Support Coordination and Targeting,
- Indirect Firepower,
- Target Acquisition, and
- Ground Based Air Defence.

4. In pursuing the need to improve RAA capabilities I have stressed the following key issues:

- The capabilities provided by artillery are fundamental to the success of joint and combined arms operations.
 - Artillery provides Army's primary conduit into joint firepower weapon delivery systems, capabilities and sensors.
 - RAA commanders are 'firepower' experts. They provide operational staff expertise on the use and coordination of all forms of joint offensive support weapons systems, capabilities and payloads within the constraints of the LOAC and ROE as part of the targeting process.
 - Artillery capabilities will be greatly enhanced by emerging technologies and will allow for disengaged combat and deployment responses commensurate with supported ADF organisations. Future RAA firepower systems will have increased range and accuracy, precision strike and provide a range of terminal effects.
 - The RAA capabilities are cost effective and guaranteed.
-

5. I have been pleased at the way in which these 'messages' have also been articulated within RAA formations and units. Certainly many senior officers visiting RAA HQs and units have been briefed on and seen the capabilities the RAA can provide. Our role as the primary conduit into the ADF's joint firepower weapon delivery systems, capabilities and sensors has been well demonstrated on key exercises such as Exercise Tandem Thrust and Thunder Bay.

The Challenge in a Time of Change

6. The challenge for the RAA is to ensure we can deliver the capabilities we profess to represent. This is essential if we are to be seen as a credible force element within Army and the ADF. 'Training for War' must be our prime focus. All Commanders, Officers and Non-Commissioned Officers must implement procedures and training programmes which ensure that all soldiers and officers are technically and tactically proficient. This is a difficult task, particularly given the changes being proposed under A21/RTA and the declining resources being made available for training across Army.

7. Major changes to RAA C² arrangements and some unit structures will occur over the next 18 months with the demise of Div Arty HQs in both divisions and the implementation of other RTA and DRP initiatives. With this in mind there is an overwhelming need for us to ensure that unit and battery training programmes are appropriately focussed and capability levels are heightened. We must insist upon high standards of technical procedures and an operational awareness which ensures the tactical application of firepower is foremost in all RAA soldiers and officers minds.

Current Capability Standards

8. Discussions with formation, unit and sub-unit commanders have indicated that 'standards' across the RAA can be improved. Key areas of concern appear to be:

- a failure to focus on individual technical skills;
- a lack of an appropriate 'operational' focus in individual and collective training;
- a failure to recruit, train and maintain sufficient JOST and JOSCC personnel who are focussed on the 'tactical application of firepower';
- the lack of a 'joint' emphasis on our individual and collective training of JOST and JOSCC;
- a tendency, particularly in the GRes, to attempt to cover too many subjects during the limited periods available for training; and
- the failure to utilise the results of ARTEP to improve identified areas of weakness.

9. The following paragraphs provide my views on how we can redress this situation.

RAA Individual Training

10. For many years the RAA has prided itself on the quality of training of its soldiers and officers. High standards have been achieved by developing sound technical knowledge and skills at the School of Artillery and the subsequent development of tactical awareness through TEWTs and exercises. In recent years the RAA requirements for individual training have become more demanding as the Regiment has embraced new technology and sought to establish itself as the Army's conduit into joint firepower.

11. We need to ensure all individual training courses, be they conducted at the School of Artillery or in units, are relevant and have an operational focus. In 1996 the Artillery Centre Review Team (ACRT) completed a

review of all ARA individual training. A number of changes to FT.ARA courses are now being implemented. In 1997 the ACRT completed a review of all GRes individual training. Changes to GRes courses will occur in 1998.

12. The School of Artillery has implemented changes to the ARA Tactical Offensive Support (FO) and ROAC (BC) courses to ensure greater emphasis is placed on the employment of joint offensive support assets. Changes to ARA OR courses have focussed on providing soldiers and JNCOs with a greater number of skills earlier in their careers. This will increase the RAA's ability to respond in a flexible and timely fashion to varying operational requirements. In developing more operationally 'aware' soldiers and officers, we must not sacrifice 'technical' skills training standards.

13. The conduct of individual training is not just a School of Artillery responsibility. The maintenance of individual training standards rests with all BCs/COs. I would expect that all RAA soldiers and officers are trade tested by authorised 'Trade Testing Officers' in their primary ECN/appointment competencies at least once every 12 months. Any soldier or officer who fails these 'trade tests' must be re-trained. 'Competency' logs should be kept on all soldiers and simple exercises designed to promote technical excellence and competition between soldiers should be encouraged.

RAA Collective Training Within Fd/Mdm Regts and Independent Fd Btys

14. All Commanders, Officers and Non-Commissioned Officers have a clear responsibility, indeed obligation, to ensure that the units, sub-units, and detachments under their command are at a level of training and capability commensurate with the degree of readiness required under the existing CPD.

15. In the case of GRes RAA units, we need to ensure we are not attempting to train our soldiers in too many skills and, as a result, adopting a 'once over lightly' approach to training. In my view we need to develop a solid 'core' base of skills from which to improve and expand during mobilisation. I would strongly urge all Commanders, Officers and Non-Commissioned Officers responsible for GRes training to examine training programmes carefully, insist on individual and detachment training as being the norm, with progression to sub-unit collective training only occurring once individual and detachment skills are confirmed. Regimental exercises, involving multi-battery deployments and fire missions should be left to mobilisation.

16. We need to recruit, train and maintain officers and soldiers in GRes JOSCC (BC parties) and JOST (FO parties) who are focussed on the tactical application of firepower. They should concentrate on the basics, with JOSTs being primarily interested in achieving proficiency in fireplans involving no more than two to three targets and utilising guns, mortars and SFMG. Training in 'joint' firepower weapons systems should be limited to 'familiarisation' only prior to mobilisation.

17. ARA JOSCC and JOSTs must demonstrate a thorough understanding of the doctrine, procedures and processes needed to effectively apply all forms of firepower available to the manoeuvre commander. They must be our firepower experts. This is a significant challenge for ARA COs and BCs and it must be a priority task in our training programmes.

18. Maximum use of OP simulators should occur where possible. FOSS and puff ranges should be utilised where facilities allow and the use of the 81mm NICO system should be a regular occurrence. The School of Artillery 'Phoenix' OP training should also be used wherever possible. The lack of a sophisticated OP trainer within RAA units is acknowledged as a significant weakness, however effective training can still be undertaken in barracks with the assets currently available. DARTY-A has written a MINCS(L) for a unit OP trainer. This project is a high priority within the RAA Equipment Development Plan and we are seeking to have the project 'funded' and have equipment introduced into service within the next two to three years.

RAA Collective Training Within AD Regt and 131 Loc Bty

19. Within 16 AD Regt and 131 Loc Bty technical skills are generally high. In my experience areas of weakness have generally related to the lack of exposure of some AD and locating elements when conducting their specialist operations within a wider Army or Joint Force environment. CO 16 AD Regt and BC 131 Loc Bty should strive to become involved in as many combined-arms, joint and combined exercises as possible.

Evaluations of RAA Capabilities

20. Regt/Bty evaluations should occur (as a minimum) annually for ARA units and bi-ennially for GRes units. In the past this has not always occurred. A failure to independently evaluate Regts and Btys significantly diminishes a commander's ability to ensure training standards and capability levels are being maintained. The great benefit of these evaluations is that it allows commanders to identify deficiencies in capability and hence refine unit training programmes to rectify the problem areas. I strongly urge you to regard evaluation exercises as an 'opportunity' and not a 'threat'.

21. To ensure Regt and Bty evaluations provide an 'objective' overview of a unit's strengths and weaknesses, personnel used to conduct such an activity should, where resources permit, come from across the RAA and utilise recognised 'experts' whose judgement and advice can be readily accepted. As a minimum I would expect that Commanders would request support from:

- LC Arty;
- HQ Combat Arms Training Centre (Project);
- School of Artillery;
- Capability Development Wing DCDC; and
- manoeuvre fin, unit and sub-unit commanders.

22. I am aware of LC Arty's intention to revise and update the ARTEP given a number of recent changes which have occurred in doctrine, equipment and organisation structures. I support this initiative and would hope all Commanders will assist the COL Arty in this task. I am sure he would also welcome your views on how frequently, and in what form, we should evaluate Regts and Btys. It is my own view that evaluation at Regt/Bty level should occur at least once per year; however resource constraints may not allow this to occur in all Regts/Btys.

Combined Arms, Joint and Combined Exercises

23. We should support and utilise 'combined arms' exercises as the culmination of sub-unit and unit training programmes. Formation and manoeuvre unit commanders should be encouraged to ask for, and work with all the RAA capabilities they would expect to see on the battlefield, including GBAD and Target Acquisition assets.

24. In the case of ARA units, participation in Joint and Combined Exercises is a valuable mechanism for ensuring that the application of 'Joint' assets is readily understood by JOSCCs and JOSTs and that coordination procedures at formation and unit level HQs are fully practised. These exercises are also a valuable mechanism for increasing the awareness of RAA capabilities on the battlefield.

Conclusion

25. If the RAA is to be seen as 'credible' we must ensure we can deliver the capabilities we profess to

represent. 'Training' must be our prime focus. We must implement procedures within our formations, units and sub-units which ensure that all soldiers and officers are technically and tactically proficient.

26. My primary concern is that the RAA needs to re-focus on the delivery of capability. While Regt dinners, parades etc have their place, they are not core activities. "Training for War" is what we should be doing in peace. I believe we can improve in this area and I urge you to re-examine your units, Btys, Tps and Dets with a view to initiating improvements in training and evaluation where need be.

LEIGHTON BATTERY HERITAGE SITE

*by Colonel Ray Bird, RFD, ED
RAA Col Comdt Western Region*

In 1988, following a meeting of interested people and associations, the *Royal Australian Artillery Historical Society of Western Australia* was formed with the aim of preserving the artillery heritage of this State. About the same time a land developer suggested that the area of Buckland Hill in the Fremantle district, which had been set aside as Public Open Space, might be of interest to the artillery community.

The reason was an extensive tunnel system, in the limestone feature, which had been constructed during the Second World War as part of a coastal battery facility. There were also gun emplacements and a semi buried command post in the area. The developer had the choice of completely eliminating all signs of the facility or endeavouring to have someone, or an organisation take over the area to develop it into something useful.

The meeting decided to accept the offer of developing the site as an artillery heritage museum and being Public Open Space, the proposal required the approval of State Government departments and the excising of the area covered by the planned museum. In the meantime, funds were acquired; to build vehicle access and a pedestrian track, to fence the site and to cover the myriad of other things, such as running water and electricity to the site.

Over the intervening years, the Society has been most fortunate to attract financial grants from the WA Lotteries Commission, Australia Remembers Committee, WA Tourism Commission and other organisations, and as a result it has been possible to achieve many goals. On occasions it has been possible to eke out the funds by the wonderful efforts made by Society volunteers.

The Buckland Hill complex has been listed in the Register of National Estate as a significant World War 2 Defence Facility.

At what is now termed the Leighton Battery Heritage Site much work has been done. In the Anti-Aircraft Command Post (a relic of the 5.25 AA/CA Battery), a kitchen and an internal toilet has been developed for use by volunteers when working in the facility. The main area has been fitted with display panels depicting the Coast Artillery Battery position in 1943, the proposed additions as of that date and the arcs of fire covered by the batteries, also the methods of controlling fire of the 6 inch and 9.2 inch batteries. A display has also been prepared with respect to Anti-Aircraft Artillery, as the second AA Battery commissioned in the Fremantle area was close to the Society's area and it also had a secondary CA role.

In the tunnel complex, the gun crew shelters have displays depicting various aspects of artillery activities and history. One of the magazines houses an ammunition display, the other a full scale cutaway model of a BL6 in Mk VII barrel depicting the build up of a gun barrel and various photographs of artillery pieces. The projectile room has been made into a small chapel where the names of the artillery units associated with

Western Australia are recorded and the names of the personnel of those units, who gave their lives on active service.

Whilst the facility is not yet open to the public, guided tours are undertaken for interested groups and these are a source of funds. The tunnel system in itself is a considerable interest as many visitors were not even aware of its existence. Apart from the AA Command Post there is a 5.25 inch gun emplacement and its associated underground rooms. One of the 6 inch gun emplacements was unearthed in almost complete form and this has been partially restored. The other 6 inch emplacement was reduced to ground level and its outline has been clearly depicted.

On Saturday 29 November 1997, His Excellency the Governor of Western Australia, Major-General Michael Jeffery, AC, MC will officially open the Leighton Battery Heritage Site. The ceremony will provide recognition of the contribution made by the 143 members of the Society, many of whom no doubt thought that when the project commenced it was "mission impossible". It will also signal a new era with the public being allowed access to what has been developed as a most significant artillery heritage museum on the west coast of Australia.

WE'RE SHREDDING OUR HERITAGE !

by Arthur Burke

I gave a strangled gasp. 'Would you please repeat that?' I asked politely trying not to sound incredulous. 'They were shredded on 1st April this year, and this is not an April Fool's joke!' she replied patiently. 'I'm sorry if I sound obtuse, but surely not every file?' I came back hopefully. Her voice pronounced the death sentence, 'Every one!' she confirmed. I went into shock, mumbled my thanks and asked her if she would send a confirmatory fax.

But allow me to start at the beginning. I'm an honorary historian who is currently researching the history of the 4th Field Artillery. The lineage of the Fighting Fourth begins in 1854 when the sabre rattling events in Crimea and the threat of the withdrawal of Imperial troops from the colony of Victoria led the military governor to raise a volunteer force to ensure self defence. In my spare time over the last four years I've been poring over files in the Australian Archives holdings in four states, the Australian War Memorial and State libraries chasing that elusive detail which tells the fascinating story of the unit I once commanded.

Would you believe that I have found more primary evidence on the activities of the Gunners in the late 1800s than is available for the last 10 to 30 years of the 4th's life? It seems uncanny, doesn't it, but the truth is that we're shredding our heritage faster than historians can realise what is happening. This is not something new. Dick Cubis had trouble locating details of our Royal Regiment when he was researching 'A' Battery's modern history and David Horner faced his share of frustrations compiling 'The Gunners'. The voices of the historians are being ignored and if we don't stop this trend now, there will be no original military records left from the second half of the 20th century.

Where's the problem? Let me give you an example. The modern 4th Field Regiment was raised at Wacol, Brisbane on 4 May 1960 as part of the Army's expansion for the Pentropic Division reorganisation. It launched the first Australian artillery battery to serve in Vietnam in 1965 and went across itself in 1967. This unit was under command of Headquarters Northern Command and there was a local Headquarters South Queensland Area raised in the early 1960s. When the 4th returned from Vietnam in 1968, it moved to Townsville, coming under command of Headquarters 3rd Task Force. It returned to Vietnam in 1970-71.

The unit records from 1960 to 1966 were deposited in the Australian Archives in Brisbane before the regiment departed for Vietnam in early 1967. Subsequent lodgements up to 1987 were made through AA Townsville. The records up to 1966 were destroyed in 1968. There are no records from HQ SQ Area for this

period, and those of HQ N Comd have also been destroyed. Thus, the primary source history of the raising of this unit, the lessons learnt from the abortive Pentropic organisation, its launching our first battery to Vietnam, and its own training and preparations for that conflict have been expunged from the face of the earth. I also suspect that the records of other units in South Queensland at that time have suffered a similar fate.

But it gets worse! The unit records in Townsville from up to 1987 have also been destroyed, the last batch as recently as this year. The tragic reality of this loss is that it is quite likely that supporting documents from the Vietnam tour of 1970-71 were included in this purge. Unfortunately, such historically significant files as those which contained the daily Regimental Information Sheets and the monthly Operational Reports were not lodged with the war diary sheets (so are not held by the Australian War Memorial). These were believed to have been retained by the unit. However, this assumption can now never be put to the test as all the files have now been shredded.

How can such apparently wanton destruction of our history be sanctioned? Let me assure you that it is not the Australian Archives that are at fault, but a weakness in the military system. Archiving inevitably occurs at a time of great flux within a unit, eg departing for operational service or moving to a new location. Instead of carefully culling then recording and classifying files for future archive action, they are usually put into boxes in no particular sequence and seldom have more than the actual file numbers recorded. Accession Consignment Lists do not list disposal authorities and the retention/destruction and disposal class sections of the forms are constantly left blank.

The Australian Archives has agreements on records disposal with the Department of Defence will undoubtedly be of interest to note that such agreements state:

- 'Motor vehicle investigation files ... involving death or serious injury to civilian or military personnel - Retain permanently'.
- 'Major exercises of special significance - Retain permanently'.
- When files should be archived and when they should be destroyed.

In the absence of listed review dates, the Australian Archives periodically examines its holdings and seeks advice from depositors. It would appear that decisions to destroy what are considered to be 'old files' are made by unit chief clerks. Amongst the latest batch of 4th Field Regiment's shredded files were those of that first joint and combined Exercise KANGAROO held in 1974, and a file on the accidental death of a soldier.

Don't get me wrong, I am not on a vendetta to discredit people, least of all those from the unit of which I am so fiercely proud, But, you will have appreciated by now that, due to a combination of higher unit priorities and a lack of familiarity with archival procedures, we are shredding our heritage faster than contemporary historians can review the material. What will they think of us in 50 or 100 years' time? (The term 'intellectual vandals' seems appropriate!)

The big picture solution is based on education and creating specialist archival teams, but there are some very simple steps which can be taken at unit level which will help preserve our present for the historians of the future. The most important steps are having plenty of time and carefully culling files before archiving. Only sufficient folios should be retained to provide evidence of an activity's aims and the lessons learnt, I believe the following are important:

- deaths,
- establishments, manning and strength returns,

- CO's training directives, training programs including those for officers and SNCOs, unit courses,
- training standard assessments,
- exercises - battery, unit and those with other units and formations,
- operational readiness requirements and reports,
- operations and operational commitments,
- honours and awards,
- ceremonial parades and commitments,
- wives' clubs, family and open days,
- scrap books including newspaper clippings.

At unit level, file lilies should always be recorded against file numbers on the consignment lists and the authority to destroy records should be vested in the commanding officer, ideally on advice from the Directorate of Army History. COs are always more aware of histories that either are, or should be written for their unit and will be more conscious of the historical value of files.

This might all sound like the frustrations of a dedicated researcher, but I honestly believe that someone needs to start making a noise on this topic to stop this devastating trend of trashing our heritage. Yes, I have written to the Directorate of Army History and the Director of Artillery, but this serve is aimed at the grass roots level. Today's events are tomorrow's history. Please help preserve them.

THE EVOLUTION OF THE DJFHQ JOSCC

by Major David Bermingham

On 1 July 1997 the long serving Headquarters 1st Division Artillery (HQ 1 Div Arty) was disestablished as command of artillery regiments was devolved to respective brigade and task force headquarters. The staff became part of the Deployable Joint Force Headquarters Joint Offensive Support Coordination Centre - the DJFHQ JOSCC.

Structure

The JOSCC is headed up by a Full Time RAA LTCOL and consists of the following cells:

- a. Maritime - SO2 (RAN) & staff;
- b. Land
 - (1) SO2 (RAA) Surface to Surface & staff;
 - (2) SO3 (RAA) Joint Targeting & staff;
- c. Air
 - (1) SO1 Air (RAAF);

- (2) SO1 Aviation & staff; and
- (3) augmentation staff who form the Joint Force Air Operations Cell (JFAOC) when it is formed; and
- (4) additional specialist elements such as GBAD LO.

Functions

The cells of the JOSCC all work at the operational level rather than tactical level which in essence means that the JOSCC looks at the offensive support needs of the Joint Force rather than a tactical formation. The JOSCC will advise the JF Comd on how he should assign his offensive support assets amongst the Joint Force tactical formations. These will normally be in dispersed Areas of Operation (AO). While the JFAOC will still determine and distribute the daily Air Tasking Order (ATO), in general the cells of the JOSCC are not concerned with engaging specific targets. Rather the JOSCC considers the Joint Force campaign and Brigade/Task Force plans two to three days ahead and puts into place those offensive support assets needed to support those plans.

Tasks

The key tasks of the JOSCC are:

- a. advising on the employment of all forms of offensive support available to the Joint Force Commander, including:
 - (1) naval gunfire support;
 - (2) field artillery;
 - (3) army aviation;
 - (4) ground based air defence;
 - (5) offensive air support;
 - (6) electronic;and
 - (7) non-lethal attack.
- b. developing joint force campaign plans for the employment of offensive support assets assigned to the joint force;
- c. conducting the Surveillance and Targeting Board; and
- d. conducting the Air Support Users Group meeting.

Specific Tasks

Maritime. The Maritime staff concern themselves with the application of Naval Gunfire in support of Joint Force activities. The SO2 Offensive Support (Maritime) (SO2 OS(M)) will talk to the ships as required but will normally look ahead and plan for the use of naval gunfire assets in support of Joint Force (JF) operations - such as Amphibious Tactical Lodgements (ATL). He will normally liaise closely with the DJFHQ RANLO and the staff of the Maritime Component Commander.

Land. The Land staff are primarily concerned with two aspects of offensive support:

RAA Liaison Letter

- a. planning the use of all assets in support of JF land operations; and
- b. the conduct of a joint targeting and surveillance campaign within the JFAO.

The engagement of targets on a day to day basis resides primarily with the respective brigade or task force JOSCC. Planning for the employment of Joint Offensive Support assets in support of the JF campaigns is the responsibility of the Land cell. This includes:

- a. the re-assigning of land assets on direction;
- b. the apportioning of scarce naval gunfire and offensive air support assets to the JF main effort; and
- c. incorporating non-lethal and electronic attack assets into the JF campaign plan as appropriate.

Joint Targeting plans are the other key role of the Land cell. This is done by the SO3 Joint Targeting and his staff who are normally personnel who have had experience in 131 Locating Battery. They are the JF Commander's link to his Surveillance assets. This role is complex and evolving and space does not permit a more detailed explanation of the work done in this area.

Air. What was formerly the DALO and the TACC/TACP will now usually become the Joint Force Air Operations Cell (JFAOC) commanded by the Air Component Commander (ACC). This cell perform the functions of:

- a. Air Space Coordination within the JFAO; and
- b. Tasking of Offensive Air Support assets.

They will normally liaise closely with the Air Component Commander and his staff. They produce plans that incorporate Offensive Air Support (OAS) assets into the JF campaign plans as well as planning the Airspace Coordination measures required for particular operations.

Daily Routine

Once deployed the JOSCC does not get involved in the day to day battle except for a watchkeeping role. The staff will form shifts within each cell but overall supervision of the staffwork rests with the SO1 Offensive Support. The daily routine includes:

- a. Daily briefings to the JF Comd (morning and evening);
 - b. Attendance at the Commanders Planning Group as participants or observers;
 - c. Compilation of naval gunfire and offensive air support requests from the brigades and task forces;
 - d. Conducting the Surveillance and Targeting Boards;
 - e. Conducting the Offensive Air Support Users Group meeting; and
 - f. Issuing the Air Tasking Order.
-

The overall task of the JOSCC is to ensure that the Brigades and Task Forces fighting the tactical battles have sufficient offensive support assets to support their activities.

Communications

This aspect of the JOSCC is still under trial and development. The Maritime and Air staff are augmented by organic communications staff that link them to their respective component commanders and assets as required. The land staff are equipped with Parakeet trunk communications to the brigade JOSCC and in the future HF Combat Net Radios may be employed between the JOSCC and the Brigade JOSCC for technical control matters.

The Future

The development of the DJFHQ JOSCC will continue in series of exercises in 1998. Internally the DJFHQ will run a CPX aided by the ADFWC wargaming staff but the key activity in 1998 is Exercise Tasman Link 98. This the first real shoot out for the new organisation and the exercise will test the ability of the JOSCC to manage a variety of assets in support of JF operations on Townshend Island and on the mainland of Shoalwater Bay Training Area. Planning for this activity is well underway. The exercise is unique in that it will include:

- a. SASR;
- b. the Parachute Battalion Group;
- c. the Ready Deployment Force; and
- d. the 1st Brigade as it conducts a trial of its new structure.

Naval participation on the exercise will include a variety of assets including HMA Ships:

- a. Tobruk;
- b. Hobart;
- c. Labuan; and
- d. Tarakan.

HMNZS Wellington from the RNZN will conduct NGS.

RAAF participation will include FA-18 and F111 and the RNZAF will be deploying a detachment of A4s.

The Joint and Combined Force doctrine and procedures that have been developed will be examined thoroughly by a team from HQ Australian Theatre and the ADF Warfare Centre.

The Old and the New

HQ 1 Div Arty had a long and proud history and it is the intention of the current staff within the JOSCC to bring to the new organisation the traditions and professionalism developed in the old. Best regards to gunners everywhere!

THE EDUCATED GUNNER

by *Warrant Officer Class One (RSM) C.J. Jobson*

A wise man I once knew said that one "goes to school to be taught and goes out into the world to be educated"; there is a good deal of truth to the saying and it can be aligned to a wide variety of 'worlds', including the Army. Our soldiers in the Royal Regiment of Australian Artillery are 'taught' through a series of corps postings and trade courses to be **gunners**, however, far too many of them are reluctant to go out into the 'world' of the Army and increase their 'education' as **soldiers**.

It could be said that in some ways to-day's soldiers know more about the wider world of the Army than their counter parts of some twenty years ago and this is due to their attendance, with their peers, on the current 'mixed-corps' Subject 1 promotion courses, as opposed to the 'isolation' of the old unit run courses but, nevertheless, many soldiers still have, in the main, little knowledge with regard to soldiering in general.

The Army is a collection of corps working together to achieve the common goal of victory. It is the infantrymen who close with and kill the enemy and it is the role of the remainder of us, within the Army, to support them in executing that task and one of the best ways of effectively achieving this support is to establish an understanding of each other's problems, strengths and capabilities.

An indisputable fact of life and human nature is that people will often be more effective when working together if they know and understand each other. In Vietnam, when the gun line was called to take post for a fire mission, the 'target description' given by the GPO was, more often than not, the FO calling in the fire ("Captain Smith is in the shit"). The gunners put that something extra into the support because they knew the officer who was out there in the thick of it ("it's not what you know but, who you know"). One of the advantages of the Australian Defence Force Academy is having young cadets coming together for three years before going off to their own individual Service colleges. Over this period the cadets of one Service form friendships with the cadets from the other two and they also come to know a little about each others Service. More importantly, the friendships they make at the Academy will come into play at a later stage of their careers when they have to work together, be it on the range during exercises or, on the battle field during operations. There is that something extra given to the task when, for example, the pilot in the attack aircraft, or the gunnery officer in the off-shore ship knows the soldier on the ground calling-in the fire support; "it's not what you know but, who you know".

The majority of to-days (other rank) gunners are so entrenched within the Regiment that they are isolated from the Army as a whole; they are knowledgeable in matters of technical gunnery but, there it ends. With the exception of three relatively short periods attending Subject 1 promotion courses (first promotion, sergeant and warrant officer) and for the very few NCOs posted to BC or FO parties, they have no genuine contact with their peers in the wider world of the Army and therefore have little knowledge, if any, of the workings of the remainder of the Service and the inherent problems associated with same. The pity is that these NCOs and warrant officers have had the opportunity to go out into the Army's world and become 'educated' but, have refused to grab the chance to do so.

This opportunity is called a 'non-corps posting' to the 1st Recruit Training Battalion or, to the Royal Military College Duntroon (or the Australian Defence Force Academy). It is here the gunner can meet, mix and mingle with, and learn from his peers from across the Army and it is here too he can both sell the Regiment and assist in educating others in all matters gunnery.

During my postings as both a BSM and a (unit) RSM, I found that the majority of NCOs and warrant officers in the batteries were extremely reluctant to accept postings to either Kapooka or any of the officer producing establishments and there appeared to be two main reasons for this. The first is a reluctance to leave the 'warm fuzzy' feeling of security they have known since the completion of recruit training; they feel safe

within the Regiment, serving with familiar officers, warrant officers and other (junior and senior) NCOs. Here they are familiar too with 'gunner language' and the every day regimental drills, routine and procedures. This is a world they know and are comfortable in.

The second reason for this reluctance to take-up an 'outside' posting is a fear of being left behind in the promotion stakes. Most NCOs (and warrant officers) see a couple of years away from the Regiment as being detrimental to their careers; it is seen as giving someone else the chance to over-take them in rank during their absence. However, both of these reasons, for not wanting to be 'posted-out' of the Regiment, are invalid and are myths of their own making.

It is true that a posting to either Kapooka or Duntroon (or ADFA) could initially present some minor problems whilst coming to terms with unfamiliar surroundings and, at the same time, learning new skills and procedures, however, the posting is still within the Army and the changes are really only superficial. We all experience challenges and changes in our life, and it could be said that the three biggest of these, that we face as soldiers, are the moves from the ranks to lance bombardier, from junior NCO to the sergeants' mess and, the step-up from senior NCO to the rank of warrant officer, and yet we manage to successfully survive these, so why the worry?

The posting to either Kapooka or Duntroon should be seen as both a positive move and a career step, and every effort should be made by the Regiment (read that as the losing unit) to fully prepare the NCO, or warrant officer, for the posting. This preparation can be in the form of briefs on both the organization and the running of the new unit, along with, if necessary, any pertinent pre-posting training. The posting should be presented to the soldier as a chance to 'go out and be **educated**', and the strengths of the posting should be realistically high-lighted. Too often, for example, an NCO is told that a posting to 1 RTB will help improve his leadership skills; this advice is both damaging and incorrect. Firstly, it implies that the NCO has leadership problems (if this is true, and he does, then the last place he should be sent to is Kapooka) and secondly, the type of leadership required at Kapooka for the handling of recruits is, in reality, very different to that employed within normal units.

The advantages of a posting to Kapooka are many; they include, in the main, the chance for the NCO to impart his knowledge and skills onto new recruits (the NCOs and warrant officers of to-morrow). It is also an excellent opportunity for him to meet his peers from the other corps' and through them, obtain an informative insight into their place within the 'System'. It is a chance too, as previously mentioned, for the NCO to sell the Regiment, not only to the recruits but, to his fellow NCOs within the Army. At Kapooka the NCO can also hone-up on his 'all arms' skills such as foot and rifle drill, weapon handling and some basic minor field craft skills. The posting will also give him far more opportunities to conduct range practices than he would ever have within the Regiment. All of this will result in him being a better (all round) professional soldier.

A posting to RMC offers even greater challenges and benefits for the NCO or warrant officer. Here too he will mix with his peers from across the Army, however, whilst a more demanding level of instruction is required than at Kapooka, his 'education' will be more rewarding and beneficial. Here the gunner will find opportunities to become involved in more advanced rifle and foot drill, as well as ceremonial drills, infantry tactics and live-firing field exercises.

RMC also offers another advantage. It is here that the NCO (or warrant officer) can establish relationships with the gunner officers of to-morrow. A bond of mutual trust and respect born here between the NCO and the cadet will last well into the future. One example of such a relationship is myself and a certain cadet; we first met when I was detached to the College in 1977 and many years later, in 1993, we served happily and successfully together as RSM and 2IC in 4th Field Regiment.

Both postings offer the advantage of invaluable career-long friendships with peers in other corps'; friendships which may, in the future, help to over-come obstacles and remove barriers set by others. I still, to this day, deal with fellow warrant officers who I first met at either Kapooka, some 25 years ago, or at Duntroon 12 years ago ("it's not what you know but, who you know").

After having advised NCOs or warrant officers on the benefits of accepting a posting to either Kapooka or RMC, most came to understand the advantages that I have just discussed, however, the second fear then always came to the fore; the fear of being both forgotten and by-passed in the promotion stakes whilst 'out of the Regiment'. It is here that the Regiment (both the Directorate and the Career Adviser) must ensure that the soldier is remembered and, more importantly, the Regiment must be seen to be remembering. The NCO, or warrant officer, must be assured that his career planning (the Regiment's man-management plan) will not be put on hold whilst he is 'away', he must have confidence that his progression up the promotion ladder will not be unnecessarily impaired by the 'System' and that he will always have the chance to be competitive with his gunner peers. During my posting as an instructor at Kapooka I attended a Subject B (Subject 4) Sergeant Course at the School of Artillery and, over a total period of eight years (covering two postings) at the School, I instructed many students attending gunnery courses who were, at the time, on postings at either 1 RTB or RMC.

When I was eventually promoted to sergeant it was some six months after three, but before the remainder, of my peers who had attended the same gunnery promotion course as myself; the posting at Kapooka did not in any way effect my promotion. Later in my career, after two years as a BSM, I was posted to RMC and after 18 months there I left the College on promotion as a warrant officer class one, posted into an RSM position; this was after only five-and-a-half years as a warrant officer class two, during a period when the normal time for promotion was not until after one had completed six years in that rank. Once again my time outside the Regiment had no ill effect on my promotion. I mention myself only to prove that time away from the Regiment has no effect on one's career progression. Courses and promotion will come when the person is due for them, regardless of whether or not the soldier is serving in or out of the Regiment. It must be understood, however, that an NCO (or warrant officer) is only promoted, or sent on promotion courses, when he has both the required seniority and merit. There were those who were not sent on promotion courses whilst posted to Kapooka or Duntroon, simply because they were not 'senior' enough for selection and therefore they would have 'missed out' on courses over that same period of time even if they had stayed within the Regiment. This policy still holds true today.

Attendance on artillery technical gunnery courses, postings on the gun line and in the command post, and instructional postings to the School of Artillery make for very good professional **gunners**, however, more knowledge is needed if one wishes to be a good professional **soldier**. To fully understand soldiering one needs to go out into the wider world of the Army and be '**educated**'. It is postings such as 1 RTB Kapooka and RMC Duntroon that will broaden one's perspective on being a soldier whilst, at the same time, increasing one's military knowledge and skills, and the warrant officers and NCOs who take this step will also establish valuable personal contacts across the Army. All of this will prove to be, now and into the future, advantageous to both the individual and to the Regiment. It is such postings which will allow gunner NCOs and warrant officers to pass-on, to the soldiers and officers of tomorrow and their peers of today, the riches of their own experiences.

The gunner NCO or warrant officer can stay within the 'warm fuzzy secure school' of the Regiment and continue to be '**taught**', or he can go out into the 'world of the Army' and be '**educated**'; with his experiences 'abroad', however, he will have everything to gain and have absolutely nothing to lose. He will then truly be an 'educated' gunner.

Warrant Officer Class One Jobson enlisted into the Australian Regular Army in 1968 and, after recruit training, was allocated to the Royal Regiment of Australian Artillery. He saw active service in South Vietnam and his career courses have included the Infantry Centre's 'Junior Leaders Course' and the 'Infantry RSM Course'. Warrant Officer Jobson's postings have included the 1st Recruit Training Battalion (as a bombardier: 1972-74) and the Royal Military College Duntroon (a detachment as a sergeant in 1977 and a posting as a warrant officer class two over the period 1985-86). Other postings have included BSM 108th Field Battery, Master Gunner at the School of Artillery, RSM 4th Field Regiment and Brigade RSM 3rd Brigade. He is currently posted as the Army's RSM Ceremonial and Protocol

COMMON INDUCTION TRAINING (CIT)- THE CHALLENGE AHEAD

by WO2 Roger Harrison, BSM, 7 FD BTY

With the revitalization of a number of brigades and task forces within the Army, the man management issues confronting predominantly Army Reserve Units which are receiving large intakes of CIT recruits are significant.

The issues that are currently the most topical are:

- Recruiting policy and the resource requirements to support the CIT recruitment scheme.
- The allocation of resources to maintain or improve training and interest to enhance retention of soldiers.

I intend to examine these issues as they relate to 7 FD BTY, which may give some insight to others of what to expect in the future when CIT becomes more prevalent across the whole Army.

The introduction of CIT is a significant change from the more traditional methods of Army Reserve recruiting and as such heralds a new era for both full time soldiers as well as part time soldiers. I believe that a very conscious decision has been taken to change the character of the Army through the introduction of CIT. The digger of the future will be different from the digger of today. To make CIT happen the ARMY has embarked on an ambitious recruiting and training program for CIT recruits. This program has been very quick in coming upon us and has proven to be very resource hungry at sub-unit level despite resources being scarce. Inevitably the questions are raised about spending such large amounts of resources on recruits. From an Army wide point of view I believe the Army needs to change and that CIT will provide us with a soldier profile that is more in keeping with the youth of today and will hence ensure a positive recruiting environment for the future. The biggest concern of the majority of units is the lack of trained soldiers and therefore CIT needs to be looked upon as an opportunity to rectify this problem which units have battled with for many years. The spending of resources in both ARTDs and logistical items should be seen as a redirection of resources from areas where they may not as vital as using the resources as an investment in the future with CIT. In the short term this means a change in mindset from the old ways of using our bag of gold. We need to look upon CIT as a great opportunity to rid ourselves of some of the old unwanted baggage and help to modernise the Army and make the Army more relevant to the defence needs of today.

The other area of great concern is retention. much has been said about the importance of retention, most of which is valid. It is one thing to have plenty of well trained IET soldiers but it is another thing to keep the soldiers for any significant period of time. Once again, large quantities of resources can make this a relatively easy task but in these days of defence spending cuts it is important to play smart and minimise the impact of limited resources on retention. I think this can be done in several ways. The careful use of the bag of gold in meeting its obligations at all levels with its resources limitations as well as retaining and training needs some lateral thinking and a very clear focus upon what the unit wants to achieve. If the unit and the soldiers have clearly defined goals then many of the overwhelming problems of retention (disinterest, lack of purpose, other outside influences) disappear. The other important aspect of keeping soldiers motivated and interested is to encourage a healthy social life. It is very easy to ignore the social aspects of the unit in favour of work related matters but put simply retention is much higher in units with good morale and a good social environment.

Clearly there are many problems that the Army leadership at all levels will need to overcome. The cost needs to be paid now if the Army is to reap the rewards of CIT in the future. It means all of us need to support CIT or the scheme won't work and all the work and pain already expended will be wasted. Regardless of whether individuals agree with the concept of CIT, the decision has been made about the future of recruiting and all of us should support it.