

The Royal Australian Artillery **LIAISON LETTER**

Autumn Edition 2012



The Official Journal of the Royal Regiment of Australian Artillery
Incorporating the Australian Gunner Magazine

First Published in 1948



RAA LIAISON LETTER

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Incorporating the
Australian Gunner Magazine

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Next Edition Contribution Deadline

Contributions for the **Liaison Letter 2012 – Spring Edition** should be forwarded to the editor by no later than **Friday 24th August 2012**.

Liaison Letter in Colour On-line

The Liaison Letter is in colour on the Regimental defence restricted network web-site found at: <http://intranet.defence.gov.au/armyweb/Sites/RRAA/>. **Content managers are requested to add this site to their links.**

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Front Cover:	Centre Main: Captain Bryce Duffy in Afghanistan. Clockwise Starting Top Left: 1 - Caskets of Captain Bryce Duffy, Corporal Ashley Birt and Lance Corporal Luke Gavin inside a RAAF C-17 at Al Minhad Air Base, UAE; 2 - Casket of Captain Bryce Duffy in Morris Hall at the Anglican Church Grammar School, Brisbane; 3 - Lieutenant Colonel Charles Weller CSC, salutes Captain Bryce Duffy's casket after laying a wreath; 4 - Chief of Army Lieutenant General David Morrison, AO places the medals on Captain Bryce Duffy's casket at RAAF Base Amberley; 5 – Captain Duffy's casket escorted through a guard of honour formed by students from the Anglican Church Grammar School; 6 - Catafalque Party rests on arms during the Memorial Service at Multi National Base Tarin Kot, Afghanistan; and 7 - Captain Bryce Duffy's pallbearers place his casket on a gun carriage at the conclusion of his funeral service.
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Contributors are urged to ensure the accuracy of the information contained in their articles; the Royal Australian Artillery, Deputy Head of Regiment and the RAA Liaison Letter editor accept no responsibility for errors of fact.

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AUSTRALIAN ARMY
Head of Regiment
Royal Regiment of Australian Artillery

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**Representative Colonel Commandant,
Colonels Commandant,
Commanding Officers, (Artillery Commanders)
Regimental Sergeant Majors, (Artillery Sergeant Majors)
All Ranks of the Royal Regiment of Australian Artillery,
Associations and affiliated friends of the Regiment.**

SAINT BARBARA'S DAY GREETING 2011

Traditionally, we celebrate Saint Barbara's Day in a variety of ways across the Royal Regiment of Australian Artillery. Today, I ask you to celebrate bearing in mind the achievements and tragedies of 2011 and prepare yourself for the challenges ahead in 2012.

2011 has seen a continued high tempo with individuals, troops and batteries required to serve Australia through deployment to support cyclone and flood recovery and a wide range of overseas operations. Today as we celebrate, there are gunners whose tours of duty are ending that are looking forward to their up-coming return to Australia whilst the next rotations are preparing to deploy over the Christmas and New Year period. I would like to thank those who have deployed this year for your continued high levels of readiness and wish you all a safe and speedy return to Australia. Our special thanks must go to their families for their outstanding and unwavering support.

2012 will see the Regiment continue to develop, as the Air Land concept matures and we continue conversion training to the M777 Light Weight Howitzer and the further development of the digitised Artillery capability with the Advanced Field Artillery Tactical Data System. The successful deployment of the Counter Rocket and Mortar system and the capability multiplier that is the Unmanned Aerial Vehicle in Afghanistan highlights the professionalism of the Regiment in all its capabilities. As the Regiment undergoes these fundamental changes it is both an exciting and challenging time for all of us regardless of rank.

I take this opportunity to congratulate those of you that will assume your appointments in January 2012 as Commanders of Units, Sub Units and Regimental and Battery Sergeant Majors. Today also signifies the change of appointment of our Colonel Commandant Northern Region with Brigadier Mike Paramor completing his appointment. Please accept our thanks for your continued service to the Regiment. I would like to welcome and congratulate Colonel Steve Goltz who has assumed his appointment as Colonel Commandant Northern Region with effect today.

On behalf of the Representative Colonel Commandant and Colonels Commandant, I congratulate and thank all ranks of the Royal Regiment of Australian Artillery, serving and former, for their service. Enjoy your celebrations today.

Ubique

S. ROACH
Brigadier
Head of Regiment

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/ December 2011



SAINT BARBARA'S GREETINGS

Fraternal Saint Barbara's Day greetings from all ranks of the Royal Regiment of New Zealand Artillery to all in the Royal Regiment of Australian Artillery, those serving and those who have served the guns.

There are strong linkages in war and peace between us going back over a long time and it is our wish that these important linkages endure into the future.

All ranks here in New Zealand wish you, your gunner comrades, and their families our greetings and best wishes for your Saint Barbara's Day celebrations, for Christmas and into the new year of 2012.

Ubique

Barry Dreyer
Colonel Commandant
Royal Regiment of New Zealand Artillery
Auckland
New Zealand

Colonel Commandant Royal Canadian Artillery

Dear Tim

Thank you very much for your letter of best wishes concerning the 140th Anniversary of the formation of A and B Batteries. I have passed this on to our new Colonel Commandant, Senior Serving Gunner, Director of Artillery and Regimental Colonel. They in turn will pass it on to the RCA Family. Thanks very much for your kind wishes. I have recently (1 October 2011) handed over Colonel Commandant to Lieutenant General (Retired) Mike Jeffery, CMM, CD. Thanks for keeping in touch throughout my tenure. For info, I have recorded many of my activities on our website at:

<http://www.artillery.net/beta/benoeb/>

Good Shooting!

UBIQUE!

Ernest B. Beno, OMM, CD
Brigadier-General, Retired

Army hopes to be out of Afghanistan by next year

Ian McPhedran

THE BULK OF AUSTRALIAN FORCES ARE LIKELY TO BE HOME FROM AFGHANISTAN BY THE END OF 2013, AFTER THE US YESTERDAY ANNOUNCED ITS REMAINING COMBAT FORCES WOULD START LEAVING IN THE MIDDLE OF NEXT YEAR.

Defence Minister Stephen Smith and senior generals have been hinting at a late 2013 withdrawal date for some weeks, but US Defence Secretary Leon Panetta made it official.

"It doesn't mean that we're not going to be combat-ready; we will be, because we always have to be in order to defend ourselves," Mr Panetta said.

Once the Americans leave, Australian forces in Oruzgan province would be exposed without the crucial air and fire support provided by US helicopters, jets and artillery. France has already announced it will bring its troops home by 2013 and other NATO nations in the International Security Assistance Force are expected to follow suit after a NATO meeting in Brussels this week.

Mr Smith arrived in Brussels yesterday for the meeting on Afghanistan, where the timetable for withdrawal was high on the agenda. "Australia continues to believe that we are on track in Oruzgan province to transfer responsibility for security to the Afghan National Security Forces by 2014, perhaps earlier," he said before he left.

Late last year the Commander of Joint Operations, Lieutenant General Ash Power, said he expected an 18-month time line for transition to Afghan army control in Oruzgan from early this year. "My assessment is that some time early next year Oruzgan may well be announced as being very close, if not ready, for transition. "That will then take six to 18 months for transition," Lt-Gen Power said.

According to American reports, Mr Panetta said that the mid-2013 time frame was an "orderly step" in a long-planned withdrawal process.

He said no decision had been taken regarding the number of American troops to be withdrawn in 2013. The US has about 90,000 troops in Afghanistan, and 22,000 of them deployed during the "surge" are due to leave this year.

Mr Panetta did not provide details of the new role for US troops as they moved away from combat. In Iraq, the Americans withdrew to large bases and left most of the fighting to local troops before departing altogether.

Herald Sun, February 03, 2012

Editors Comment



Welcome to the latest edition of the Liaison Letter. Despite it being early in the year I have received a range of interesting submissions which is most appreciated. 'Digitisation' is on the lips of everyone.

I have received significant feedback on the last edition including the paper on AFATDS by Captain James Casey. This paper has generated letters to the editor along with contributing to the catalyst for the professional paper by Major Mike Hartas on the ballistic kernel in this edition. There is also a report on the last Regimental Conference whose theme was 'Digitisation'.

... marks the death of Captain Bryce Duffy from 4th Regiment, RAA who was killed in action on operations in Afghanistan ...

On a very sad and sombre note this edition also marks the death of Captain Bryce Duffy from 4th Regiment, RAA who was killed in action on operations in Afghanistan late last year.

There is an article recording the formation of 16th Air Land Regiment through the amalgamation of 16th Air Defence Regiment and 1st Ground Liaison Group, along with a copy of the speech delivered by Chief of Army, Lieutenant General David Morrison, at the parade to mark the raising of the new Regiment.

As a former member of the 1st Ground Liaison Group my only comment is I am disappointed with the loss of the history and heritage of this very old unit by Australian Regular Army standards given it was raised during World War Two. I am prepared to be corrected but if I understand the allocated designators and descriptors for the new Regiment correctly the only heritage aspect of 1st Ground Liaison Group that has been retained by the new unit is the designator '1st' for the new battery - 1st Air Ground Operations Battery. Sadly I note the Ground Liaison Sections have lost their traditional designators and have been rebranded numerically numbered Ground Liaison Detachments starting at number One. To quote the Chief of Army:

1st Ground Liaison Group has a proud history that extends back to both theatres of the Second World War and has included all subsequent military operations to the current day. The role of the Unit has been an enduring feature of Army capability since World War Two in providing close inter-service cooperation for the delivery of air support to Army. Although rarely understood or visible within wider Army circles ...

The statement above describes the situation . . . maybe those involved just simply did not know the historical significance of the 1st Ground Liaison Group.

In the last edition I included a section entitled 'Five minutes with Commander Joint Operations'. I have received very positive feedback therefore I decided to make it a permanent feature. In this edition Brigadier Greg Bilton, recently appointed Commander 7th Brigade, has agreed to answer my questions. Given his busy schedule I appreciate him doing so at relatively short notice.

In this edition Brigadier Greg Bilton, recently appointed Commander 7th Brigade, has agreed to answer my questions.

In addition to the traditional personnel lists, there are a diverse range of articles and papers covering everything from operations to heritage. I would draw you attention to the article written by Christopher Jobson, our regular Liaison Letter contributor on Customs and Traditions, which proposes the awarding of the Victoria Cross for Australia to the Australian Unknown Soldier. Chris submitted the same proposal to the panel reviewing the possible retrospective awarding of the Victoria Cross for Australia to individuals from past conflicts. I believe this approach is a much more sensible and fair solution.

Over the years many regular readers of the 'Autumn' edition have looked forward to reviewing the personnel lists that are published annually. An interesting aspect of this was the grouping of the officers into their cohorts. Last year for the first time this did not happen due to a computer data base issue encountered at DOCM-A. I assured readers that I would address the problem this year unfortunately I will not be able to deliver on my promise through no fault of my own.

Sadly I have encountered the increasingly common problem whereby the 'wishes and sensitivities' of an individual has been permitted to take precedence and dictate to the silent majority. I am

lead to understand that an Army officer was not happy with his or her 'cohort' being made available for others to read therefore DOCM-A is not longer allowed to provide me, or anyone, with cohort information.

On a lighter note I smiled (to myself) recently when I read that Master Gunner (Warrant Officers Class One) positions were being established in Regiments to oversee technical standards and training. This new idea, heralded as a ground breaking initiative, is yet another example of the wheel turning full circle.

... how did the technical standards of the Regiment survive for over 30 years without the appointment?

When I marched into 4th Field Regiment in 1980 as a young officer, the RAA was in the process of disestablishing the position of unit Regimental Assistant Instructor in Gunnery (Warrant Officer Class Two). They are now back but at a higher rank! I have been advised there is a raft of good reasons why the new appointment has been established. These include assisting with the introduction of new capabilities such as the M777 and AFTADS. This argument negates my immediate thought which was how did the technical standards of the Regiment survive for over 30 years without the appointment? The rank level does make me wonder if we are establishing positions more focused on creating career paths to facilitate career progression.

Whilst on the topic of Master Gunners, I would like to draw readers' attention to a very good thought provoking article by the Warrant Officer Class One Peter Simic, Master Gunner School of Artillery on the 'Future Artillery Warrant Officer (Offensive Support)' This can be found in the Capability and Training Section.

... subject to all the planets aligning in the next few months readers will see the start of some large changes to the Liaison Letter structure and layout.

Continuing the training theme, I had reason recently to read some of the course titles at the School of Artillery and it made me stop and reflect on the civilianisation of the names. I appreciate this is not a new concept as accreditation has been around for many years. However my thoughts

turned to the many and varied qualifications individuals are now awarded such as a 'Masters' for attending Command and Staff College. I just ask myself how much better prepared are these people today to perform their various roles in Army than those of us who went before them and received a simple 'psc'.

Finally subject to all the planets aligning in the next few months readers will see the start of some large changes to the Liaison Letter structure and layout. Whilst the subject of significant discussion for some time the decision has been taken recently to combine the Liaison Letter and the Cannonball - Journal of the Royal Australian Artillery Historical Company. There are numerous advantages to this approach including a much wider and increased readership of Cannonball. The concept is to keep the two journals discrete entities whilst being published as a single publication.

I thank everyone who has supported this edition and for that matter any other edition, however most importantly I implore all readers to keep writing and submitting to the Liaison letter. Believe it or not you are making a contribution to capturing and preserving our Regimental history. Until the next edition - *keep your experiences, ideas, views and opinions coming* - they are always most welcome.



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Editor's Note: To add your name to the Liaison Letter mailing list or to remove it, contact the editor.

Letters to the Editor

Liaison Letter Future Directions

[The following was sent to the DHOR and forwarded to the Editor.]

Congratulations on producing an excellent Spring Edition of the RAA Liaison Letter. It is certainly the best I have seen since I have been RCC. This is a great tribute to Terry as Editor (and the one who has pushed its development over the last 7 [Ed. 11] years or so) and to the many who contributed to this edition. It is particularly good to see the increased contributions on Operations and in Professional Papers by officers, warrant officers and non-commissioned officers, and special thanks should go to Captain James Casey for his two articles. Now we need to encourage our Reserve component and past Gunners to also contribute.

It seems to me that further development of the RAA Liaison Letter would meet the aspirations of our serving Gunners for a Gunner magazine and also keep all Gunners past and present fully informed on RAA developments. I know the RAAHC is considering the future of Cannonball in 2012 and perhaps an amalgamation is sensible. I think the RAAHC could assist here and the future plans to improve the financial basis of the RAA Regimental Fund (perhaps to be called the RAA Gunners Fund in the future) will also enable a range of future options based on the success of the current RAA LL to be explored. I look forward to more discussion on this in the next 6 months. Well done!

Ubique

Major General Tim Ford, AO (Retd)
Representative Colonel Commandant

Gems of Wisdom

There has been a lot of water under the bridge since we last served together. Thanks for the parcel [Liaison Letters and copy of Gunners in Borneo], very much appreciated. Only got it today and with a very quick look had lots of flashbacks with names, places, deeds and personalities.

Regards

Major Peter Prewett, OAM, CSC (Retd)
(Former RSM Army)

Editor: It is great to finally make contact and bring you up to date with Gunner matters across the Regiment. I recall the last time we worked together was in 6th Brigade at Enoggera in the late 1980's when as Brigade RSM you were developing the Training Management Package for the first Junior Leaders Course and utilised as a developmental tool a Subject One for Corporal Course for which I was SI to trial concepts and new ideas etc.

On other matters given your prominent presence in the 'Gunners in Borneo' front cover photograph I felt it only right and proper that the Regiment provide you a copy.

AFATDS Feedback

Some features of AFATDS are not quite as presented in Captain Casey's article. For gunnery computations AFATDS uses the NATO Armaments Ballistic Kernel (NABK). This software is designed, developed and maintained to 'safety-critical' standards and is available 'off the shelf' to all NATO nations for their fire control computers including artillery. Although it's a recent change to AFATDS, Australian Gunners in Afghanistan have been using NABK for several years in UK's 'standalone' Fire Control Application. See https://aop37.lsec.dnd.ca/sites/s4_public.../NABK%20brochure.pdf for more information.

NABK implements the Modified Point Mass Model developed by Dr Robert Liske in the 1960s at the US Ballistic Research Laboratory, it is a NATO STANAG. The model was first used in the US Army's Battery Computer System in the 1970s, the software being developed by Marconi Command and Control Systems in UK, other implementations have been widely used. Formally it is a 4 Degrees of Freedom model not 6 (see Moss, Leeming & Farrar 'Military Ballistics'). A true 6DF model takes 100 to 1000 times as much computational effort and is not notably more accurate due to difficulties with providing accurate initialisation data, although it is useful for ammunition design.

However, unlike ballistic calculations 'weight of fire' calculations are problematic. The best that can be said is that the solution will probably be about right on average across a war, providing observers don't try to 'game' it with their target descriptions. However, for a specific target and situation, the solution could be significantly wrong, even without taking account of target reaction. Nevertheless the calculations provide a helpful guide. The work on NATO's Indirect Fire Assessment Kernel (NIFAK) might eventually lead to better models, but the target description still has to include key variables about the target and its environment and the

practicality of this is suspect. I dealt with some of the issues in my article in the RA Journal in 1999 and the weight of fire page at my web site, http://nigef.tripod.com/wt_of_fire.htm explores the subject further.

Regards

Nigel Evans

Editor: Your feedback is most appreciated and no doubt will generate discussion at the School of Artillery and elsewhere within the Regiment. When I attended an ABCA meeting in Canada in the late 1990's where we discussed the possibility of the RAA securing the NATO ballistic kernel for our gunnery computer at the time it was always talked about in terms of the '4 Degrees of Freedom model'.

Victoria Cross Recipients

I have noted your suggestion on page 5 of the Liaison letter 2011 Spring Edition relating to the award of a Victoria Cross to Corporal A.P. Sullivan for gallantry in North West Russia in 1919 while serving with the British Army (45th Battalion, Royal Fusiliers) after discharge from the 1st Australian Imperial Force. You make the suggestion that perhaps there is an argument for the RAA having two Victoria Cross recipients - Sir Roden Cutler and Corporal Sullivan.

What needs to be understood by all is that Sullivan was enlisted as a Gunner due to the wording of the Defence Act at the time and only for the duration of the trip. This is well explained on page 29 at footnote 3 of Gavin Long's *Australia in the War of 1939 - 1945: To Benghazi*. At the time only artillerymen and certain technical troops might be enlisted in the PMF (Permanent Military Forces) and this included those who were to take part in the Coronation celebrations in London in 1937. A similar thing occurred when the Darwin Mobile Force was formed in 1938 when, apart from the officers and members of the AIC, the remainder had to be Gunners.

It is worth remembering that several other Australian Victoria Cross winners had service at some stage or other in the artillery but had Corps transferred prior to being so awarded. They were as follows:

- Lieutenant F.W. Bell - WAMI (Boer War)
- Sergeant W.E. Brown - 20 Battalion (WW1)
- Sergeant W.H. Kibby - 2/48 Battalion (WW2)
- Major P.J. Badcoe - Royal Australian Infantry (AATTV South Vietnam)

I really do not believe that the RAA can honestly claim any of the above as our own and I am sure that the Royal Australian Infantry Head of Corps would not be impressed.

Best wishes

Lieutenant Colonel David Brook (Retd)

Editor: My comment in the last Liaison Letter was made somewhat tongue in cheek. What your letter does highlight is the key role artillery played in the Permanent Military Forces prior to the establishment of the Australian Regular Army after World War Two. For some historians this period is regarded as the Elysian era for Gunners.

'orrible SMIG or AIG

I don't know if you remember me but I was one of those 'orrible SMIG's or AIG's depending on when you did your early courses at the School! I had breakfast with Peter Bruce at Caloundra last week and mentioned that I seemed to be out of the loop lately for artillery information. I hope you don't mind but he gave me your email address so that I can request to get on the mailing list for the RAA Liaison Letter.

It seems hard to believe that I have been out for 22 years. Time flies. I still see Peter, Reg Shepherd, Des Field, Jobbo [Chris Jobson] and Ron Casey occasionally, but I seem to have fallen through the cracks regarding re-unions, eg Olds and Bolds, WO and SNCO Farewell at Puckapunyal etc.

Regards

Brian Stafford

Editor: It is always great to reconnect with Gunners who have retired and to hear of other notable luminaries such as Peter Bruce, Reg Shepherd and others. Please spread the word regarding the Liaison Letter.

I seem to recall that you were that 'orrible SMIG' on my GPO course in 1981. I should confess that for my part I was the 'probably the 'Grubby Subbie' who turned your hair prematurely gray. I hope you enjoy catching up with all the Gunner news.

North Head Revisited

Recently I had the opportunity to visit North Head and the previous School of Artillery. To my surprise from a previous visit I was pleased to find that the Barracks and surrounds were in particularly good order.

Dare I say the ghosts of Kim Williams and Bull Storey may be present. The shame however is this magnificent location has no soul left. This would

have been a great location for Special Force training with the cliffs, sea and available training area of North Fort. The Commonwealth Police are still located in the Reserve.

On moving to North Fort my rejoice was to end except for the magnificent Memorial Walk with beautiful sandstone features and memorials. But alas the 9.2 inch turret areas rust away for lack of care with the dishevelled look of the entrance and surrounds. Those who were responsible and those that stood by and watched should be ashamed.

D.G. Annett
Ex Master Gunner

Editor: Thank you for your correspondence. The legendary stories of 'Bull' Storey such as his annoyance with the Bodgies and Widgies on 'Scientific Drive' will live on well beyond today. [For those not aware it is actually called 'Scenic' Drive]

It is sad to hear about the decay and neglect of aspects of North Fort that you describe. All I can offer as reassurance that this will not continue to be the long term situation is that the Sydney Harbour Federation Trust has the charter to conserve, protect and improve public access to North Fort including responsibility to maintain the various fortifications and tunnels on North Head.

Fires

I'm relieved to learn that an anonymous someone also abhors the noun 'fires'. I'm not sure that NATO is entirely to blame, representatives of the non-English speaking nations often speak better English than those from countries where it is allegedly the first language. Although the NATO Glossary has 'joint fires / tirs interarmées' it doesn't have 'fires', which I think has been in US use for at least a decade.

The problem is an alternative, Gunners have coped perfectly adequately for a century, but a right sounding term that includes air to ground is a tad elusive.

Regards
Nigel Evans

Editor: From my perspective prior to the adoption of this grating term 'fires' we as a Regiment, Army and Defence Force had perfectly adequate doctrinal terms. In my opinion, the simple fact is that people just took the easy or lazy option using the argument of interoperability etc. Sadly there are also those individuals from the school of thought who believe that whatever the US military does has to be better than what we do.

Liaison Letter Feedback

I was much impressed by the latest issue [Liaison Letter 2011- Spring Edition], especially the wide range of gunner topics that will be invaluable for the next tribe of historians (?) for background.

On Greg's [Major Greg Metcalf SO2 HOR] review of Gunners in Borneo, at no time did I ever think I was writing a 'collection of anecdotes' - I thought they were 'pictures of mostly serious events'. Nonetheless, an interesting viewpoint.

Ubique

Major Alan Smith (Retd)
Author of Gunners in Borneo & Do Unto Others

Editor: Your feedback is most appreciated and reconfirms that I am at least on the right track with the Liaison Letter and its direction (see RCC earlier comments). With regard to the book review, it is wonderful that we do not all think the same way (despite our common training) and as a consequence have different views, interpretations and opinions - it all adds to the rich tapestry of life as a Gunner!



US defence cuts a reality check for Australia

Daniel Flitton

AUSTRALIA IS ABOUT TO CONFRONT THE BITING REALITY OF AMERICAN MILITARY DECLINE AS CASH-STRAPPED WASHINGTON MOVES TO ABANDON THE LONG-STANDING DOCTRINE OF BEING READY TO FIGHT TWO WARS SIMULTANEOUSLY ON OPPOSITE SIDES OF THE GLOBE.

The New York Times has reported that cuts expected to be announced by US Defence Secretary Leon Panetta this week will slash hundreds of billions in defence spending across ground forces, the navy, the air force and the nuclear arsenal.

America's formal strategy to fight two large adversaries at once - as during World War II against Nazi Germany in Europe and imperial Japan in the Pacific - will also be surrendered.

Defence chiefs in Canberra have had the luxury over the past 60 years of assuming Washington would be free to come to Australia's aid no matter what the US entanglements outside the region. But those days are gone as a teetering economy forces deep cuts to the US defence budget at the same time as many are concerned over China's growing military ambitions in Asia.

The F-35 Joint Strike Fighter - of which Labor has committed to buy at least 14 and as many as 100 - is also reported to be targeted in the cuts. Despite the reductions, America would remain the pre-eminent global military power, with the ability to fight and win one major conflict and "spoil" a second adversary's ambitions in another part of the world.

But The New York Times reported that the looming cuts inevitably posed questions, such as whether a reduced aircraft carrier fleet could counter an increasingly bold China or a smaller army could fight a lengthy ground war in Asia.

Australia has already made plain its hope to see a greater US engagement in the "Asian century" as the US withdraws from Iraq and Afghanistan. The agreement to train up to 2500 US marines near Darwin announced during President Barack Obama's visit to Australia in November was widely interpreted as insurance against China's rise.

The US has also made clear a desire to shift the focus of attention to Asia and Mr Obama used his speech to Parliament in Canberra to pledge that the US was "here to stay".

The shift away from fighting two simultaneous wars against major forces also recognises the significant changes to warfare over recent decades, with insurgent conflicts the norm and growing use of drones and other high-technology.

Neither Australian Defence Minister Stephen Smith nor Foreign Minister Kevin Rudd would comment yesterday on the reported change to the US military strategy.

The Age, January 4, 2012

Regimental

Representative Colonel Commandant

Major General Tim Ford, AO (Retd)



Dear Fellow Gunners

Since my last message I have attended the RAA Regimental Conference conducted at Puckapunyal in October last year. This included a very interactive Regimental 'Gunners' Committee meeting where

unit Commanding Officers and RSMs offered and agreed many useful actions to improve the future cohesion of the Regiment. This included agreement on a five year RAA Regimental Committee Strategic Plan now shown on the RAA website at <http://www.army.gov.au/RRAA/> plus proposals to both improve contributions to the RAA Gunners Fund and to use it better to support our serving Gunners.

The Regiment continues to perform magnificently on operations and training in Australia and overseas. It was with great sadness that we acknowledged the death of Captain Bryce Duffy on active service in Afghanistan. Some seven Gunners were also recognized in this year's Australia Day Honours list for their service in a wide range of both military and community activities. On behalf of all Gunners, present and past, I have written expressing condolences and congratulations. Details of the awards are shown elsewhere in the Liaison Letter, but let me specifically mention that our current Head of Regiment Brigadier Don Roach, AM was awarded a Commendation for Distinguished Service for his actions in the Middle East in 2011.

As I understand progress on the design and construction of a new Australian Army Artillery Museum (AAAM) continues with Army supporting the facilities proposal through the Committees in Canberra with an aim to complete construction on a new combined Armour and Artillery Museum at Puckapunyal as soon as possible. Unfortunately the initial date proposed for an opening in December 2012 will not be met. We all need to emphasize wherever possible the importance of an early completion to this Museum so that the AAAM collection now stored at Bandiana can again be displayed appropriately.

It was with great sadness that we acknowledged the death of Captain Bryce Duffy on active service in Afghanistan.

Meanwhile the RAA Historical Company (RAAHC) is working closely alongside the RAA Regimental Committee as the national non-government organization that focuses its activities on the maintenance of Australian Artillery history and heritage. It is also liaising with all our State and regional artillery associations to ensure the most appropriate response in each region to the local artillery heritage. I urge all Gunners, past and present, to join the RAAHC and to offer whatever support you can to their efforts to record, maintain and preserve our artillery history including current operations. You can find out more by visiting the RAAHC website at www.artilleryhistory.org.au.

I look forward to meeting with you at various RAA activities over the next year. Thank you for your continued support to the Regiment and to our heritage.

Good luck and good shooting to all.

Ubique

Head of Regiment

Brigadier Don Roach, AM



Fellow Gunners

Welcome to 2012 and the latest Liaison Letter. As 2011 drew to a close one of the major highlights for the Regiment was the formation of 16th Air Land Regiment. The formation through the amalgamation of 16th Air Defence

Regiment and 1st Ground Liaison Group was marked by a high quality and very unique parade reviewed by Chief of Army. At the dinner both Commanding Officers spoke well and appropriately marked the lineage and history of the units. Commander 6th Brigade and the Commanding Officer 16th Air Land Regiment looked to the future challenges and opportunities.

... formation of 16th Air Land Regiment ... was marked by a high quality and very unique parade reviewed by Chief of Army.

Late 2011 also saw the 1st Regiment consolidate the introduction of M777 and achieve all standards for the Initial Operating Capability. Good news also as SPH passed another milestone through The Defence Capability Committee and will be considered by Government in the not too distant future. CRAM continues its successful deployment in Afghanistan and is evolving through a series of expanded capability integration stages. The 10th March saw the first successful flight of SHADOW in Afghanistan and it is on track for Full Operating Capability and the transition from ScanEagle in April. I also acknowledge the certainty provided in the decision for the ongoing conversion of the Reserve units and sub units to the Mortar capability and a commitment to resourcing the development under Plan Beersheba.

On the heels of the return of the 4th Regiment MTF 3 members and the Artillery Training Team Kabul contingent I want to take this opportunity to express the thanks of the Regiment to all those returning, currently serving and preparing to deploy to support our operations across the globe. Your professionalism and personal commitment to the mission and the important support of your

families and friends is acknowledged and greatly appreciated. On a solemn note, Remembrance Day 2011 in Brisbane was marked by the farewell to one of the Regiment's finest young officers, Captain Bryce Duffy, killed tragically on operations. The military ceremony was appropriately RAA and the recognition and support from 4th Regiment and from Bryce's former school ACGS 'Churchie' in Brisbane was simply outstanding.

Good news also as SPH passed another milestone ...

I take the opportunity to welcome to 2012 the new Command Teams of Commanding Officers, Regimental Sergeant Majors. Battery Commander and Battery Sergeant Majors to their appointments within the RAA and look forward to their strong leadership as we continue the exciting development of the Regiment, its capabilities and its people.

... farewell to one of the Regiment's finest young officers, Captain Bryce Duffy ...

I join with all members of the Regiment to welcome the new RMC graduates. As is now tradition, the RAA Association ACT held a welcome function for the graduates and presented Gunner ties. At the Graduation ceremony I was able to present the Royal Australian Artillery Prize to Lieutenant Benjamin Green who is posted to 4th Regiment RAA. The following graduates have also joined the Regiment: Lieutenant's Andrew Seymour and Luke Turley posted to 1st Regiment RAA; Lieutenant's, Giles Clarke, Eric Dempster and Rowan Le Clercq posted to 4th Regiment RAA; Lieutenant's Matthew Manning, Shaun Reilly, James Smallwood, Jackson Stanhope, and Alexander Wilson posted to 8th/12th Regiment RAA; Lieutenant's James Easton, James Nguyen and Samuel Rynne posted to 16th Air Land Regiment; and Lieutenant's Anastasia Pascoe, posted to 20th Surveillance and Target Acquisition Regiment On behalf of the Regiment I wish you all good shooting.

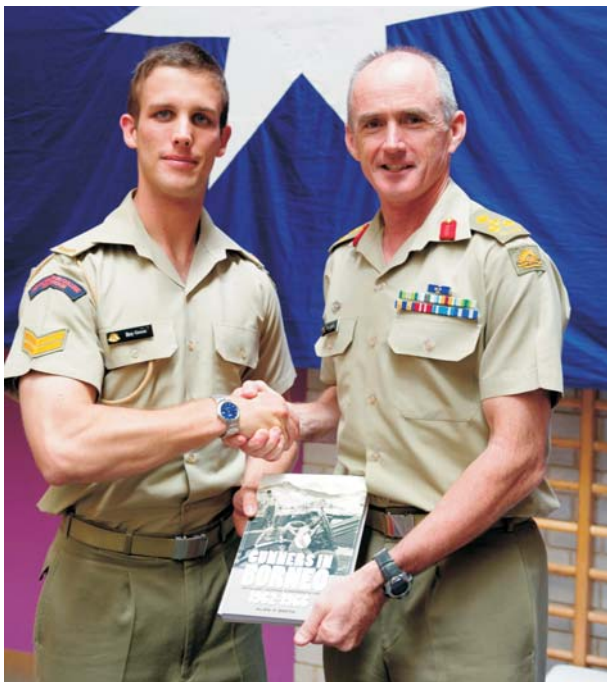
I take the opportunity to welcome to 2012 the new Command Teams ...

I also trust that Lieutenant's Martin Birrell, Nicholas Barber, Joshua Van De Garde, Kristen Van Saldern and Shireen Skidmore enjoy their time serving with the Regiment as part of their non-corps training

before taking up their appointments in Intelligence Corps.

It was again extremely pleasing to see the significant representation from the Regiment in the Australia Day Honours list for both dedicated operational service and conspicuous performances at home. I would particularly like to acknowledge the award of the Conspicuous Service Cross to Colonel Brian Bailey for his dedicated commitment to the development of the RAA as Colonel Joint Fires at Headquarters 6th Brigade. Brian's contribution to joint capability, the RAA and Army generally has been exceptional and the award is certainly due recognition. I join the Representative Colonel Commandant and the entire Regiment in extending my congratulations to all recipients.

Good luck for 2012 and I again look forward to visiting units and training through the course of the year and to meeting with as many of you as possible and to listening to your views. Continue the great work of the Regiment. Good Shooting.



Head of Regiment presenting the Artillery prize to Lieutenant Benjamin Green from the 2011 RMC End of Year Graduation Class

Who, where and what on website

By Corporal Mark Doran

HARNESSING the power of the internet, Army has developed a fresh, dynamic website which was launched on March 1. As people are Army's most valuable asset, the new website will support its soldiers and keep them informed and engaged.

Families are also supported with links to finance, pay and conditions, housing, health and welfare, and to the Wounded, Injured and Ill Program. Army Public Affairs Plans Officer Ben Robinson was part of the team which spent six months planning, designing and implementing the site. Mr Robinson said the new website was Army's public face and was the most accurate way to tell Army's story in a modern and professional way.

'Its streamlined functions with simple navigation make the site more accessible as everyone can now go to it and find the information sorted into a logical order,' Mr Robinson said.

'Everyone can easily search, from a student researching a subject such as Anzac Day, to a serving military member who needs to find the Army Standing Orders for Dress the night before a ceremonial parade.'

The web team used existing internal expertise and resources in developing the site, such as the Army Learning and Production Centre which helped produce the interactive 3D Soldier. Army also worked in partnership with 'Diggerworks'. All videos linked to YouTube can now be viewed on the Defence Restricted Network.

Another member of the team, Strategic Communications Adviser Corinne Manning, said the website allowed everyone in the world to see what the modern Australian Army was all about.

'It is our people telling our story with one of the most powerful communication tools available,' she said. 'Apart from seeing the historical aspects of Anzac the site will help people to understand the diversity of jobs available and experiences of our people in the military role. 'Another important aspect of the site is to keep people informed of the CA's priorities and give him a variety of forums to address what he and Army wants to achieve into the future.'

'It will inform people who we are, what we are and what we do.'

Army, March 15, 2012

Regimental Master Gunner

Warrant Officer Class One Paul Thomas Washford

'She was all innocence, except in arms,
for I saw her riding on horseback as the
best of soldiers would have done, and at
that the men-at-arms marvelled.'

Margaret La Touroulde
at the trial of Joan of Arc (1456)



The start of another year is always a hectic time and 2012 is no different. We have many gunners deployed and in training and the tempo of work for all

in the Regiment does not seem to be abating. I would like to congratulate all those gunner officers that were recognised in the Australia Day Honours List this year, it is always gratifying to see the achievements of RAA members in these lists, however it seems to me we need to push a little harder to ensure we recognise the achievements of those gunner ORs that are deserving of recognition as well.

*... we need to push a little harder
to ensure we recognise the
achievements of those gunner
ORs that are deserving of
recognition ...*

As we all know the Army is going through major change with equipment, personnel, and the way we do our jobs. As I write this article, Army is giving us direction on removing gender restrictions from all trades. So how will this affect us in the RAA?

Women have been in supporting roles within the RAA for decades. On the 2nd of July 1942, 12 women from the Australian Women's Army Service (AWAS) were posted to Sydney Fortress Coast Artillery. They were categorised as draughtswomen and were allocated to the plotting room. They became the first Australian servicewomen posted to an operational battle station. In February 1943 women were allocated to home-defence anti aircraft units, and although they didn't man the

guns they were trained in the operation of these guns and fired the 3.7 inch guns at target drones.

We've since come a long way from those days and for the majority of time since World War Two women have been excluded from direct involvement in combat/combat support units. Over the last few years we have seen these restrictions lifted and within the RAA women are now serving in 16 ALR (as RBS70 detachment members) and 20 STA (as UAS operators) alongside their male counterparts. Removing gender restrictions from the last 7% of Army's trades will soon allow women to serve in all areas of Army including the Offensive Support trades of Artillery Light Gunner, Artillery Gunner, Artillery Command Systems Operator and Artillery Observer.

Much debate has been raised recently (especially in the popular media) on the pros and cons of women serving in combat roles and all individuals are entitled to their own opinions. However, all ranks in the RAA must now accept that in the near future women will be able to be employed in all trades across the Regiment and that this step forward will come with some very unique challenges.

Currently the new Physical Employment Standards (PES) are being developed for Army by a PES project team led by Defence Science Technology Organisation (DSTO). The PES quantifies the physical demands for any given trade, which will prove a soldier's physical capacity to perform effectively and safely. They are based on both specific trade tasks and common military tasks that are deemed essential for all personnel. They are developed and based on four key human performance capacities: aerobic power, anaerobic power, muscular strength and muscular endurance. These standards are based on essential trade tasks required of all soldiers, and assessment standards are not adjusted for gender or age. Either a soldier is physically capable of competing the tasks on which assessments are based, or they are not.

When the new PES is implemented in 2013 we must acknowledge that there are some bio-mechanical differences between men and women. Both the Artillery Gunner and Artillery Observer trades need members who have significant upper body strength and can endure difficult/arduous conditions. Given that these trades are ab initio, and the majority of females on enlistment have a lower body mass than their male peers it must be noted that there is a greater risk of injury for these women as they strive to develop the required strength over the short Initial Employment Training (IET) time available.

If the RAA (particularly Offensive Support Regiments) are to attract and retain female soldiers we must develop a safe sustainable methodology for them to meet the physical requirements of their trades, and this may lead to extended training periods to avoid potential injuries in units.

... the case of yes or no to women in combat units is over, the RAA must now move on and accept the challenge.

As stated earlier the case of yes or no to women in combat units is over, the RAA must now move on and accept the challenge. One last thought is that any integration of women into the remaining Artillery trades must be done without any compromise to current training standards and combat capability and care must also be exercised that females are not placed under undue pressure to volunteer for these roles for the sake of raising female representation.

Food for thought.

Ubique

Joint Fires Cell

Colonel Brian Bailey, Colonel Joint Fires

2012 has seen the Joint Fires Cell poised for success after a busy 2011 with the introduction of the SHADOW 200 UAS and the Counter Rocket Artillery and Mortar (C-RAM) System. The team has changed slightly from 2011 and now comprises of Colonel Brian Bailey, Colonel Joint Fires; Lieutenant Colonel Leigh Crawford, SO1 Joint Fires; Major Brian Willsher, SO2 Joint Fires; Captain Jared Boyd, SO3 Joint Fires and Warrant Officer Class One Glynn Potter, Master Gunner Joint Fires, who is currently deployed.

Operations

Counter Rocket Artillery and Mortar. C-RAM 2 is currently in theatre with support being expanded to include all patrol bases for when C-RAM 3 conducts HO/TO in early 2012. C-RAM continues to provide an early warning capability with the Giraffe Radar.

SHADOW 200 UAS. The first rotation of the 20th Surveillance and Target Acquisition Regiment (20 STA) has successfully deployed with the SHADOW

200 UAS into theatre. This UAS will soon take on the role previously filled by the SCANEAGLE UAV. The first SHADOW 200 system brings with it an integrated system of Ground Control Stations enabling the platform to provide ISTAR support over the entire AO. A further 'Australianised' system will expand the UAS capability with added airframes and command and control nodes.

... 16th Air Defence Regiment and 1st Ground Liaison Group were amalgamated to form 16th Air Land Regiment ...

Air Land Regiment

In accordance with Army's vision, 16th Air Defence Regiment and 1st Ground Liaison Group were amalgamated to form 16th Air Land Regiment (16 ALR). Chief of Army was the Inspecting Officer at the amalgamation parade which took place at Woodside Barracks on 9th December 2011, 16 ALR will provide force protection for land forces against air and indirect fire threats through ground based air defences, a C-RAM sensor and warning function and command and control for air-land integration (ALI). The unit comprises of 110 AD Battery, 111 C-RAM Battery, 1st Air Ground Operations (AGOPS) Battery and a Combat Services Support Battery. 1 AGOPS Battery comprises of ALI Cells (ALICs) that integrate into battle group, brigade, division and component headquarters, Ground Liaison detachments located at all major RAAF bases and JTAC Troop.

Directorate of Army Air Support

From 15th January 2012, 1 GL GP was disestablished after 48 years continuous service and command of its' out posted capabilities transitioned to the newly formed 16 ALR. Specifically this included transfer of ten GL Sects and JTAC Troop. The requirement to maintain a permanent presence at HQAC to provide direct Army to Air force liaison for management of air support to Army's training has led to the raising of the Directorate of Army Air Support (DAAS). The DAAS has been established as a subordinate organisation within HQ 6 Bde and is constituted along similar lines and responsibilities as the former Ops/Plans Cell of HQ 1 GL GP. The logic behind its' inception is the extant requirement to provide a single agency responsible for undertaking operational level and exercise planning with the other services whenever an integrated approach to air ground operations is

required. The DAAS has been delegated DGAO authority on behalf of CA to manage Army's annual allocation of RAAF and RAN air support resources in support of Army training. The DAAS essentially provides the mechanism by which all of Army's air support requirements are interfaced with and communicated via the other services respective air tasking systems. An additional task of the DAAS is to provide the nucleus of expertise within the Battlefield Coordination Detachment (BCD) when it is activated. The role of the BCD as a liaison element within the JAOC, is to facilitate on behalf of the Land Component Commander (LCC), the synchronisation of joint service air in support of land manoeuvre.

Maintenance of JTAC currency remains a challenge ...

Joint Terminal Attack Controllers

The JTAC capability within FORCOMD has continued to develop throughout 2011. The current status of the FORCOMD JTAC capability is healthy, and is on track to achieve a steady state in 2014. The improvement in pass rates is attributable to the selection and pre-training of potential JTACs that has been formalised by the FORCOMD JTAC Management Plan. Units have worked hard this year to improve their currency levels, and the JTAC database now allows this to be tracked effectively. Maintenance of JTAC currency remains a challenge, and the delay to the introduction of the JTAC simulator is a set back to this. However, RAAF's Air Combat Group is attuned to FORCOMD's requirements, and brigades are cognisant of the need to leverage off each other's activities in order to maximise JTAC training opportunities.

Trade Issues

20 STA/ALR. There are currently a multitude of trade issues within the emerging capabilities of 20 STA and 16 ALR. For 20 STA these all revolve around the new UAS with a complete restructure of trades and training continuums required across all ranks. Training and Trade issues for 20 STA will be discussed at the SHADOW 200 Joint Planning Group in early April with all stakeholders providing input. The same is currently happening with 16 ALR with the shift from legacy equipment to new capabilities such as the Giraffe Radar requiring a rethink of traditional roles and trades.

Reserves. Currently Joint Fires is providing assistance to the future role of Artillery within the Army Reserve (ARES). Notably, this involves the

conversion of the remaining 2nd Division RAA units to the 81mm mortar system, and the restructuring of the ARES RAA in line with PLAN BEERSHEBA, which will change Army's force structure to enable it to provide the widest range of sustained and effective Land Force capability possible within the guidance and parameters provided in the Defence White Paper 2009.

... this involves the conversion of the remaining 2nd Division RAA units to the 81mm mortar system ...

Emerging Capabilities

Amphibious capability. Currently Joint Fires is involved in the emerging Amphibious capability and development of the Supported Arms Coordination Centre (SACC).

Brigadier Greg Bilton – New Commander 7th Brigade



Brigadier Gregory Bilton, CSC, ADC was born on 2nd March 1965 in Melbourne, Victoria. After completing his secondary education at Melbourne High School he entered the Royal Military College in 1983, graduating to the Royal Australian Artillery Corps in 1986. His initial Regimental appointments were completed in 4th Field Regiment and 1st Field Regiment before he was posted to the Long Gunnery Course-Locating at the School of Artillery in the United Kingdom in August 1991. On return to Australia he served as an instructor in Locating Wing and then Development Wing at the School of Artillery in Manly, NSW.

In November 1993 Brigadier Bilton deployed on Operation Mazurka where he held the appointments of SO3 Personnel and SO2 Press and Visits on the Multinational Force and Observers

(MFO) Headquarters. In August 1994 he was appointed as Battery Captain of A Field Battery, 8th/12th Medium Regiment before being posted to 1st Field Regiment as the Adjutant in January 1995. He commanded 104th Field Battery, 1st Field Regiment prior to attending the United States Command and General Staff College (USCGSC) in 1998. On return to Australia he held staff appointments in DOCM-A. He was promoted to Lieutenant Colonel in 2001 and posted to Army Headquarters where he held staff appointments in the Directorate of Force Structure-Army.

In January 2012, Brigadier Bilton commenced his current posting as Commander 7th Brigade.

Brigadier Bilton was appointed as Commanding Officer 4th Field Regiment on 4th December 2003 after which he was posted to the Directing Staff of the Australian Command and Staff College. On promotion to Colonel in January 2007 he was appointed as the Director Force Structure-Army in Army Headquarters. Brigadier Bilton deployed on Operation Slipper in April 2008, returning to Australia in November. He completed the course at the Centre of Defence Strategic Studies, Australian Defence College, Weston Creek in 2009, after which he was promoted to Brigadier and appointed to the Director General Development and Plans - Army. In January 2012, Brigadier Bilton commenced his current posting as Commander 7th Brigade.

Brigadier Bilton is a graduate of the USCGSC and the Centre for Defence and Strategic Studies. As a graduate of the University of New South Wales he was awarded a Bachelor of Arts in Military Studies in 1986, and he completed a Masters of Military Art and Science whilst at Staff College. He also attained a Masters of Strategic Studies from Deakin University while studying at the Centre for Defence and Strategic Studies. Brigadier Bilton was awarded a Force Commander's Commendation for his work on Operation Mazurka. At Leavenworth he received the Major General Hans Schlup award for excellence in International Relations. In January 2004 he received a Conspicuous Service Cross for his work at Army Headquarters.

Brigadier Greg Bilton and his wife Rachael have two sons, Alex (14) and Nick (11). His leisure interests include military history and most sports.

Five Minutes with Commander 7th Brigade'

- Congratulations on your appointment as Commander 7th Brigade. It seems a watershed in the modern era to see two Gunners follow each other as Brigade Commanders especially of the same formation. Would you care to comment on this historical occurrence?

The fact that I have followed Brigadier Paul McLachlan into the Commander 7th Brigade appointment is a coincidence. I am obviously delighted to have been appointed as the Commander 7th Brigade. Both Paul's and my appointments should serve as motivation for other Gunner Officers with the aspiration to be Brigade Commanders. I acknowledge that the training and experience gained during my RAA regimental appointments has significantly shaped my career and prepared me well for subsequent non-regimental appointments.

- What do you see as your key challenges with regard implementing force modernisation given your recent AHQ experience, especially your involvement in formulating the plans?

7th Brigade has a responsibility to lead Army in the transition from an analogue communications and battle management system to a digital communications and battle management system. This work to introduce these capabilities into service was commenced by Brigadier Paul McLachlan during his tenure and it is my job to ensure the transition continues successfully. 7th Brigade will provide significant support to 1st Brigade to provide their first experience of the digital communications and battle management system during Exercise Hamel this year. Balancing the demands of operational deployments and modernisation is a challenge for the Brigade. It is imperative that 7th Brigade meets its operational responsibilities but it must also ensure the modernisation of a wide range of capabilities continues effectively.

- The 7th Brigade website outlines your priorities which include operations, planning for the 2013 Reset year and modernisation. In achieving these goals what do you consider to be your biggest challenges?

The most fundamental challenge is to ensure personnel deploying to several operations around the globe are as well prepared as possible to meet the demands of those respective deployments. 7th Brigade personnel will deploy to Afghanistan, East Timor and Solomon Islands this year. Equally challenging is the embedding the 36 month force generation cycle. 7th Brigade will be in the Reset phase of the cycle next year. Our planning has already commenced with a focus on ensuring personnel attend individual trade courses and promotion courses and draw down on large leave balances. The Brigade in conjunction with supporting agencies will also implement a comprehensive program to ensure equipment is properly refurbished. Our aim is to ensure that both the personnel and equipment within 7th Brigade is fully prepared to enter the Ready phase in 2014. The introduction of new equipment and capabilities will continue over this period and the onus is on the Brigade to continue to modernise.

- Plan Beersheba is a pivotal plan for the Army how do you see 7th Brigade adapting and implementing Plan Beersheba over the coming years?

7th Brigade benefits greatly from Plan Beersheba. The transition to three like combat brigades, known as Multirole Combat Brigades, under plan Beersheba compliments a series of initiatives implemented over the last decade, such as the Hardened Networked Army and the Enhanced Land Force that will culminate with 7th Brigade becoming a complete regular Army brigade. This change will entrench the 36 month force generation cycle as the Army's fundamental force structure determinant. Plan Beersheba also incorporates the introduction into service of a large number of new capabilities being delivered through the Defence Capability Plan. The scope of this modernisation over the decade is extraordinary. In this period 7th Brigade will receive a digital communications and battle management system, a new field artillery system, a new fleet of B vehicles, new armoured vehicles including specialist support vehicles, new logistics systems, new direct fire weapons systems, new engineering bridging and route clearance capabilities and enhanced soldier combat ensembles.

- As a student at Melbourne High School did you always focus on seeking a career as an Army officer or did you consider other vocations?

My involvement with cadets was crucial in determining my future career choices. I was privileged to receive a first rate education from dedicated teachers who ensured the breadth of my educational

experience went well beyond academics. They shaped my career decision making. Initially, my mother was not keen on me joining the Army and she believed I may have been better off attending University in Melbourne. My Grandfather, who had served during WW2, encouraged me to pursue an Army career. My mother became a strong advocate of my career choice after attending the Queens Birthday parade in 1983 and witnessing the positive changes in me resulting from the training I had received in my first 6 months at the Royal Military College.

- Prior to your current appointment what do you consider your three most memorable career highlights not related to the RAA?

My most memorable career highlight is serving on Headquarters Regional Command South in Afghanistan during 2008. My role was to lead the Security Sector Reform Branch of the Headquarters which involved working closely with the Afghanistan National Security Force personnel. I found this work both professionally and personally rewarding. Another career highlight was working as Director General Development and Plans- Army. As part of the Adaptive Army initiative, the creation of Head of Modernisation and Strategic Planning Division in Army Headquarters ensured Army was properly resourced to gain the maximum benefit from the investment made in land and joint capabilities through the Defence Capability Plan. I was privileged to be at the centre of this change and be directly involved in modernising the Army. Working as an instructor at the Australian Command and Staff College was another highlight. After Commanding 4th Field Regiment I enjoyed the opportunity to impart my experience and knowledge to the students attending Staff College in 2006. Under the leadership of Colonel Steve Salmon the Army staff revamped the curriculum.

- As a senior Army Commander do you prescribe to the old adage 'Once a Gunner always Gunner'?

Yes. My regimental experience is a fundamental part of my make up and a large number of Gunner Officers and Soldiers have been instrumental in contributing to all I have achieved in my career. I owe a debt of gratitude to them and I also have a responsibility to champion the full range of RAA capabilities.

- What are your fondest recollections of serving as a Regimental Gunner Officer?

My fondest memories of serving as a Regimental Officer are serving in the three gun regiments and at the School of Artillery. This is principally because of the people that I served alongside. Throughout my

regimental service I thoroughly enjoyed living and working with my fellow officers and the soldiers. I was well lead and mentored during this period of my career. Some of my strongest friendships were built with people I worked alongside in each unit. I regularly meet people who served in the same units with me, some of whom continue to serve in the Army and others who have established careers as civilians.

- What do you consider the highlight or pinnacle of your Regimental service?

My tenure as Commanding Officer 4th Field Regiment was the pinnacle of my Regimental service.

- What single piece of advice would you offer young officers and soldiers commencing their career as a Gunner?

Firstly, they have chosen their career path wisely and secondly they should appreciate the range of different jobs and functions they can undertake as a member of the RAA.

- What guidance do you have for the Royal Regiment as it embarks on a significant period of change structurally and capability wise?

It is imperative that the RAA embraces change and seizes the vast opportunities that come with the modernisation of Army. A few years ago I was disappointed with the discussions around the relevance of the Regiment. Fortunately we have moved on and I believe the RAA is a much more vibrant and forward looking organisation.

- Are the young officers and soldiers of today better prepared for their first appointment than you were when you graduated?

Yes. I have no doubt that the young officers and soldiers arriving in the units today are better prepared for their first appointment. They are better educated and better trained. Over recent years many of them have deployed on operations soon after arriving in the regiments and have performed to a very high standard. Today's Army is significantly better than the Army I joined 29 years ago.



New Colonel Commandant Northern Region

Colonel S.T. (Steve) Goltz



Dear Fellow Gunners

I would like to say how pleased I am to have been accepted as the Colonel Commandant Northern Region for the next three years. My appointment was formally set on St Barbara's Day 2011. I am

certainly looking forward to meeting as many members of the Regiment in Queensland as I can during my tenure. I also see my role as assisting the units with their Regimental History, assisting in progressing matters to the RAA Regimental Committee and providing a sounding board when required for all Gunners.

*... valuable source of information
for the reasons why decisions
were made in the not so recent
past ...*

I think the Colonel Commandant Northern Region can also be a valuable source of information for the reasons why decisions were made in the not so recent past and possibly place some context around transitions over time. My experience with Gun Regiments, School of Artillery and Land Command Artillery should enable me to provide meaningful contributions and assist in using the past for the RAA to go forward.

The appointment of Colonel Commandant is a conduit and that inherently means two way communications and I look forward to this challenge. I will not be able to provide an enormous amount of time as I am working full-time but I will endeavour to attend as many activities as I am invited and support wherever the Commanding Officers and RSMs think I may be of use.

I wish all our members on operations a successful tour and a safe return and a great year of transition for the units in Australia.

Ubique

Profile

Colonel Stephen Goltz enlisted in the Army in January 1976 and after recruit and initial employment training was posted to 106th Field Battery, 4th Field Regiment. He graduated from the Officer Cadet School, Portsea in mid 1978 and served at 1st Field Regiment, Wacol, from mid 1978 to December 1981. He served in 105th Field Battery and Headquarters Battery during this period from January 1982 he was Adjutant of 5th/11th Field Regiment in Brisbane.

Colonel Goltz was posted to the Army Apprentices School, Bonegilla in 1984 as a Company Commander and then returned to 4th Field Regiment in January 1986 as the Battery Captain of 107th Field Battery. In 1987 he moved to Headquarters Battery as the Quartermaster. In 1989 Colonel Goltz was promoted to Major and posted as Battery Commander Headquarters Battery/Operations Officer of 1st Field Regiment in Enoggera.

In 1991 after his posting to Brisbane, Colonel Goltz was posted as a Senior Instructor/Company Commander at the Royal Military College, Duntroon. In mid 1992 he was selected for language training in Cologne and German Staff College in Hamburg. In mid 1994 he returned to Australia and moved to Canberra into the Directorate of Officer Career Management as the Career Adviser - Artillery.

In December 1995 he was promoted to Lieutenant Colonel and was posted as Staff Officer Grade One Strategic Personnel Planning in Personnel Division. Colonel Goltz was posted as a student at the Joint Services Staff College in Canberra in the second half of 1997. Following this course he was appointed Chief of Staff of the Combat Arms Training Centre for 1998. In December of 1999 he assumed his appointment as Commanding Officer/Chief Instructor of the School of Artillery in Puckapunyal.

In January 2001 Colonel Goltz was posted as Staff Officer Grade One Combat Plans in Headquarters Northern Command, Darwin. In April 2001 he was appointed as Chief of Operations on the Peacekeeping Force Headquarters in Dili for Operation Tanager. He returned to Australia after a six-month tour and continued at Headquarters Northern Command. He was promoted to full Colonel in January of 2003 and appointed Commander Land Command Artillery at Victoria Barracks, Sydney. He was appointed Assistant

Chief of Staff on the Multi-national Force Headquarters - Iraq for the period December to June of 2004-05 where he was awarded the US Bronze Star for meritorious service. He retired in January 2006 and moved to Brisbane

Colonel Goltz has a Masters in Defence Studies from University of New South Wales, Bachelor of professional Studies - Asian Studies from the University of New England, Graduate Diploma of Strategic Studies and his interests include all sports, but in particular rugby, golf, hockey and swimming. He is married to Denise and has a daughter Amanda 24 years. He is living in and operating out of Brisbane.

Colonel Goltz is currently the Managing Director of Hall and Watts Australia and is also the Head of Sales and Marketing - Fire Control Systems for MAS Zengrange in SE Asia. Both of these Companies are part of the Hall and Watts Group of Companies - Worldwide.

Outgoing Colonel Commandant Northern Region

Brigadier M.F. (Michael) Paramor, AM (Retd)

Activity levels across the broader Regiment in the Northern Region continue to reflect the broad range of regimental interest and the commitment of many. Regimental Commanders remain heavily focussed on the ongoing operations whilst the Associations continue their Member based range of activities and events.

*... the new structure of gun
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Of particular significance is the early work to prove the M777 capability and with it AFATDS (Advanced Field Artillery Tactical Data System). Early reports indicate useful progress and the historic step of a 'call for fire' without 'voice'. Whilst to many a challenge to appreciate the significance of this achievement, this marks the RAA stepping into the digital age proper.

The advice post Exercise Talisman Sabre is that the new structure of gun regiments warrants review with a broad consensus that perhaps we have lost more than we gained by this new force structuring. A robust review and discussion will assist determining the best way to deliver the critical offensive support capability.

The retired Gunner community remains active but sadly in diminishing numbers. The Associations reflect that strong base of friendship and close camaraderie developed through years of service together. Whilst Associations borne of operational service in South East Asia flourish, so have others. The RAA National Service community in Brisbane is strong and the hallmark of 'Regimental community' is evident in the Brisbane based Gunner Signallers Club. This group of men met initially in 1951 and have remained close ever since. They have recently held their 60th anniversary celebration and sadly felt it necessary to 'wind up' given the age of most. This group typifies that strong bond developed through Regimental service and of concern now is who will follow as members of other Associations age also. It is a challenge for the RAA Association in Queensland to address as there is a need to provide a welcoming community onto which these men and those that follow can 'fall in'. This will be the case soon with other Associations as they approach 'critical mass'. The RAA Association is working to that end and looking to broaden its representation and so appeal to a broader community than before - and do this initially by becoming the 'default option' for the passage of Gunner information across the State.

*... concern now is who will follow
as members of other
Associations age ...*

I step down as Colonel Commandant after an enjoyable tenure and record my appreciation to both current and previous Commanding Officers, RSMs and members of the Regiments I have had the opportunity to visit. Unfortunately work commitments have precluded me travelling as widely as I would have hoped. I wish the incoming Colonel Commandant well and trust he has the opportunity to travel more widely than me.

Our Gunner community is well served by a team of dedicated, professional and thoroughly likeable set of leaders in whom we are all proud. I commend them and their work to all.

I wish those serving overseas good shooting and look forward to hearing of all returning safely.

Australian war heroes ripped off over decoration allowances

Ian McPhedran

DOZENS OF AUSTRALIAN WAR HEROES HAVE BEEN RIPPED OFF FOR DECADES AS GOVERNMENTS HAVE REFUSED TO INCREASE DECORATION ALLOWANCES IN LINE WITH INFLATION.

World War II and Vietnam veterans who were awarded the third highest medal for bravery, the Military Cross or Military Medal, are short thousands of dollars.

In 1945, the allowance for the MM was sixpence a day about 1/80th of average weekly wages. Today they are paid only \$1.05 a week or 1/1200th of average weekly wages (\$1272). The MM is one of 14 Imperial and five Australian gallantry decorations that attract an allowance.

It remained sixpence a day from 1943 to 1966, when it was converted to \$2 a fortnight. In the past 45 years it has risen by 10 cents a fortnight to \$2.10. By comparison, Victoria Cross recipients receive an annual allowance of \$3848 or \$148 a fortnight.

Roland Griffiths-Marsh was a commando and a member of the top-secret Z Special Unit during the war. The 88-year-old spent months behind enemy lines in Borneo during 1945, killing Japanese troops, gathering intelligence and training locals. He was told he would receive no support and was left completely to his own devices. He actually rekindled the local head-hunting tradition and paid the natives a bounty for Japanese heads. In return, they provided him with food, a beheading knife and a blowpipe.

"On September 1, 1945, I came out of the jungle of North Borneo rotten with malaria, amoebic dysentery, prolapse of the bowel and an unidentified fever," Mr Griffiths-Marsh said.

After four months in hospital, he became virtually unemployable for the next five years.

Mr Griffiths-Marsh, from Bribie Island, had already served in the North African, Greek and Crete campaigns and is regarded as having seen more combat than almost any other World War II Digger.

"I served Australia unstintingly, was never found wanting even though I was often filled with fear and terror," Mr Griffiths-Marsh said. "I was an Australian frontline Digger."

Mr Griffiths-Marsh has unsuccessfully lobbied numerous ministers and bureaucrats for years seeking justice over the decoration allowance.

"It seems so mean," he said. "Even allowances to criminals in prison are adjusted for inflation."

A Veterans Affairs spokeswoman said successive governments had not changed the decoration allowance because they preferred to compensate veterans in other ways, "such as through the provision of disability pensions, service pensions and coverage for medical treatment".

Herald Sun, April 20, 2011

Australia Day Honours

OFFICER (AO) IN THE MILITARY DIVISION OF THE ORDER OF AUSTRALIA

Lieutenant General Brian Ashley POWER, AM, CSC

For distinguished service as Commander of the 1st Division, Commander Training Command - Army and Head Military Strategic Commitments.

Lieutenant General Power has been instrumental in driving profound organisational change in the Australian Army's higher command and control, and in realising significant strategic level outcomes through his contribution to the delivery of training and military strategic commitments. His inspirational leadership has been a hallmark of his distinguished service.

COMMENDATION FOR DISTINGUISHED SERVICE

Brigadier Simon ROACH, AM

For distinguished performance of duty in warlike operations as Assistant Commander Joint Task Force 633 on Operation SLIPPER in the Middle East Area of Operations from April 2010 to February 2011.

Brigadier Roach made a vital contribution to the command and control arrangements for Australian forces in Afghanistan through relentless devotion to duty and relationship building at the strategic, operational and whole-of-government levels. His close associations with commanders and senior staff officers in key organisations directly contributed to the advancement of Australia's campaign. His performance as the Australian Detainee Manager for Afghanistan was exemplary, developing positive relationships with Coalition elements and the International Committee of the Red Cross in this strategically sensitive area.

Lieutenant Colonel Richard Anthony VAGG

For distinguished performance of duty in warlike operations as the Commanding Officer, Artillery Training Team Kabul on Operation SLIPPER in Afghanistan from April to November 2010.

Lieutenant Colonel Vagg is an outstanding officer whose command and leadership of the Artillery Training Team Kabul have been exemplary. Setting the Coalition standard for planning and implementation of training establishments, he led his small cohesive team with dedication and determination to develop the School of Artillery as a comprehensive, sustainable, first-class training institution for the Afghan National Army. His dedication and contribution will have an enduring beneficial effect on the conduct of operations.

Major Richard Shannon SIMSON

For distinguished performance of duty in warlike operations as Staff Officer Grade Two - Afghan National Army Development, Headquarters Regional Command (South) on Operation SLIPPER in Afghanistan from April to November 2010.

Major Simson is an exceptional officer who displayed tireless commitment to the generation and development of Afghan National Army forces, and was instrumental in the construction of Forward Operating Bases Howz-E-Medad, Jelawur and Azizullah. Through his active engagement, he greatly influenced the fielding of the 3rd Brigade, 205th Afghan National Army Corps; and the preparation of Combined Team GAD ZAWAK. Major Simson demonstrated tireless devotion to duty during a period of extraordinary operational tempo and achieved outstanding results.

**CONSPICUOUS SERVICE CROSS
(CSC)**

Colonel Brian James BAILEY

For outstanding achievement as Colonel Joint Fires at Headquarters 6th Brigade Australia.

Colonel Bailey's outstanding achievements are reflected in his significant contribution to the Australian Army in the area of Joint Fires, Air Land Integration and in a range of major Army capabilities, including the Counter Rocket and Mortar System which was successfully introduced into service under accelerated timelines to meet urgent operational imperatives.

Brigadier Paul David McLACHLAN

For outstanding achievement as the Commander Joint Task Force 637 on Operation QUEENSLAND FLOOD ASSIST in January and February 2011.

Brigadier McLachlan's inspirational leadership, professionalism, commitment and engagement with key civil leaders and the Australian media enabled the joint task force and the Australian Defence Force to make a professional, extensive and valuable contribution to the community in Queensland in the complex, hazardous and dynamic circumstances of the Queensland floods. He actively fostered an inclusive environment with the civilian agencies responsible for the response and recovery operations, ensuring the contribution of his task force was well directed and highly effective.

MEDAL (OAM) OF THE ORDER OF AUSTRALIA IN THE GENERAL DIVISION

Colonel Graeme William FINNEY

For service to the community of Wagga Wagga through a range of charitable organisations.

Member, Rotary Club of Wollundry Wagga Wagga, since 2009. Member, Wagga Wagga Sub-Branch, Returned and Services League of Australia. Member, Legacy; fundraiser.

Chair, Kapooka Legacy Scholarship Committee. Fundraiser, Willans Hill Special Needs School. Fundraiser, Women's and Children's Refuge, Wagga Wagga. Honorary Member, Wagga Wagga Business Chamber. Member, Business Advisory Committee, Wagga Wagga City Council. White Ribbon, Ambassador. Committee Member, Miss Wagga Wagga Quest. Honorary Member, National Servicemen's Association of Australia.

Military Representative, Management Board, Royal Darwin Hospital, 2005-2006.

**Date Claimer
Liaison Letter**

**Next Edition Contribution Deadline is
Friday 24th August 2012**

Contributions for the Liaison Letter 2012 – Spring Edition should be forwarded to the editor at his home postal or email address, by no later than **Friday 24th August 2012.**

'Late' correspondence or submissions after that date should be forwarded to the editor via the School of Artillery or his defence email address.

Vale

Colonel Beresford (Berry) Lindsay Nyman, MBE, LVO

The Advertiser
Saturday 11th February 2012

Colonel Beresford Lindsay Nyman was born in Sydney on 13th September 1932 and passed away on 4th January 2012 in Adelaide. Berry Nyman was born into a military family. His early memories were of his father being away during World War Two and his mother Mel enlisting the support of her mother, sister and niece to help look after three very energetic boys.

... graduated as an artillery officer at the height of the Korean War, and transferred to the infantry to go to Korea as a platoon commander ...

There was never any doubt about his calling. Mel's pet name for him was Soldier Boy, which Berry pronounced Zozoboy from an early age. His teenage years were during the war and the aftermath, and in 1948 he left school and applied for the Royal Military College, Duntroon, starting in 1949.

He graduated as an artillery officer at the height of the Korean War, and transferred to the infantry to go to Korea as a platoon commander with the 1st Battalion Royal Australian Regiment.

He had first met Jennifer Hunter in Sydney when he was still at Duntroon and they were married in 1958, shortly before he came to South Australia to work at the Weapons Research Establishment at Salisbury. Within a few weeks of the birth of their first child, Veronika, the young family went to the US Air Defence School at Fort Bliss, Texas.

When he returned, Major Nyman was put in command of the Australian Army's only regular air defence unit, 111th Light Anti-Aircraft Battery at Holsworthy. Australia's involvement in the Vietnam War meant that after a further study period at Camberley Staff College in the UK, he was posted to Saigon.

There he was principle Personnel Staff Officer at the Australia Force Headquarters from 1968-1969.

The important and demanding role saw him awarded an MBE.

A further honour followed back in Australia when he was Liaison Officer for the 1970 Royal Visit, and was appointed LVO, or Lieutenant of the Royal Victorian Order.

*... Liaison Officer for the 1970
Royal Visit ...*

The Vietnam War turned out to be a watershed of sorts. When posted to Woodside he met mother of four, Phillipa Murrell, and their relationship - along with his emerging symptoms of post-traumatic stress disorder from his war experiences - would lead to a breakdown of his marriage to Jennifer.

The family moved to Melbourne when Berry was made colonel and appointed Chief of Staff, 3rd Division Field Force Group, but after a year he left Jennifer and moved in with Phillipa and her two youngest children. They would marry in 1977.

His next posting as Director of Operations, Canberra saw him frame the rules of engagement and oversee the Commonwealth Heads of Government meeting in Sydney in 1978, a task he relished.

He saw further appointments in the Army before finally retiring in 1986. A great sadness in his life was the death of his eldest daughter, Veronika, in a car accident in 1984, aged 24.

Berry and Phillipa lived in retirement in the Canberra and southern NSW region before returning to Adelaide following the deaths of his mother and father. He arrived in Adelaide in 2003, just in time to march in the Anzac Day Parade. As Vice President of the Walkerville RSL he conducted the dawn service at Walkerville Gardens until his health began to fail.

He is survived by three daughters, three stepsons and a stepdaughter, four grandchildren and five stepgrandchildren.



Colonel William (Bill) Joseph Slocombe, OBE, RL

Colonel Arthur Burke, OAM (Retd)



William Joseph (Bill) Slocombe passed away on 20th December 2011 following a mercifully short battle with liver cancer. As one of the dwindling number of Ubique Air OP (observation post) Gunners, a tribal elder in the Australian Army Aviation

Corps and a long time editor and associate editor of the Duntroon Society's Newsletter, Bill's final parade in Queanbeyan witnessed a significant gathering of the Army clans to farewell a much loved and respected warrior. His son, Phil's remarkable eulogy and a letter from his old mate, Colonel Ross Harding provide a basis for this tribute.

Raised from birth in 1928 with the adventurous life of a country boy at Tailem Bend on the banks of the Murray River in South Australia, young Bill grew up happily in the dotting care of his three older sisters, playing in the bush, fishing for Murray cod and getting caught pinching oranges from a local garden. He was educated at the Murray Bridge High School, an institution that also spawned Lieutenant General Sir Donald Dunstan and Major Generals Ron and Jim Hughes.

Bill was destined to be a soldier having a father who was Mentioned in General Haig's Despatches and awarded the Croix de Guerre; and uncle who was killed in action at Gallipoli; and another uncle who earned the Military Medal on the Western Front. His high academic and sporting achievements gained him entry to the Royal Military College, Duntroon at the tender age of 16 years. He graduated in 1947 in a rather distinguished class of other Gunner notables Peter Norton and Don Weir as well as Kevin Latchford, Lou Brumfield, Alby Morrison and Paddy Outridge.

... served with A Field Battery in the Commonwealth Occupation Forces, Japan and then at the School of Artillery in Sydney until selected for Air OP training in the United Kingdom ...

Lieutenant Slocombe served with A Field Battery in the Commonwealth Occupation Forces, Japan and then at the School of Artillery in Sydney until selected for Air OP training in the United Kingdom in 1949. There he met, wooed and married his beloved English rose Janet - all in the space of six months. This was all a bit much for his fiancé in Australia who sued him for breach of promise, then promptly went to England on the proceeds and married a Pom.

... Air OPs were the greatest single supplier of counter-bombardment information in Korea.

Back in Canberra in 1952, Captain Slocombe became the Army Instructor and Officer Commanding the Air OP Flight (Army Component) flying Austers. At this time, Australia was rotating Air OP pilots through the Commonwealth Division's 1903 Independent Air OP Flight in Korea and in late 1953 it was Bill's turn. It was asserted that the Air OPs were the greatest single supplier of counter-bombardment information in Korea. The introduction of a battery of British medium guns about this time aided Captain Slocombe's timely responses to hostile battery fire and relieved the monotony of visual reconnaissance and passenger flights.

By 1954 it was time for Bill to return to the Gunner fold and a more conventional career for a while, adjutant of 31st Medium Regiment in Victoria, a Long Observation Course in England, instructor at the School of Artillery in Sydney, student at the Australian Staff College in Queenscliff, Battery Commander of 103rd Field Battery in Malaya and an operations officer on the staff of Headquarters Australian Army Force Far East Land Forces in Singapore.

Then it was back to flying again. Major Slocombe undertook rotary wing training in the USA in 1964 before taking up the appointment of commanding officer of the 16th Army Light Aircraft Squadron and promotion to lieutenant colonel. Under his leadership in 1966, this squadron became, and remains, the 1st Aviation Regiment. These were exciting times for the fledgling Australian Army Aviation Corps and Bill Slocombe's name remains part of the legend of that era. For this meritorious service, he was appointed an Officer of the Order of the British Empire in the Queen's Birthday Honours list of 1968.

An Aviation staff appointment in Canberra and a member of the directing staff at the Australian Staff College later, Colonel Slocombe became the second Director of Army Aviation in 1970. As the Vietnam War era ended, the Australian Army was drastically reduced and conventional warfare training returned. Bill fought and won the battles to retain his beloved Army Aviation which had so proved itself in Vietnam.

With the appointment of Australian Defence Attaché in Pakistan in 1975 Colonel Slocombe took up a new challenge. Asked surreptitiously to take photos of Russian installations and equipments if he happened upon any, Bill's first roll of film came back from the developers with the message, 'Well done, Colonel Slocombe, but next time could you please remove the lens cap before filming.' Bill was a gregarious man and life in the Diplomatic Corps in Islamabad revolved around parties, functions and more parties. He made some very good friends there and in his own way contributed to peace and harmony amongst nations, or 'at least appreciation and sharing of their alcohols and other cultural pursuits' as his son observed.

Bill's final appointment was Head of the Service Laboratories and Trials Executive for the Department of Defence. This was back in Canberra where he began looking for life after service. Colonel Bill Slocombe OBE hung up his spurs on this 54th birthday, 24th April 1982.

After some serious world-wide travel, Bill and Janet settled in 'downtown Qbyan' as he liked to refer to Ridgeway. This had the country town feel of his youth and the feel of completing a full circle after years of forever on the move around the world.

But his dedication to service did not end with retirement. For many years, Bill was a Legatee, he and Janet delivered Meals on Wheels, and with Colonel Ross Harding they edited and produced the Duntroon Society Newsletter. Bill derived much pleasure from vegetable gardening and bird-watching-of the feathered type in particular.

Colonel Slocombe was a member and keen supporter of the Royal Australian Artillery Historical Company. 'Unfailingly helpful,' was how Lieutenant Colonel John Macpherson, the leader in the establishment of the Air OP display in the RAA National Museum at North Head John Macpherson described his assistance to fellow Ubique Gunner Dick Knight in the preparation of a monograph on the history of the Air OP in Australia.

A dog lover all his life, Bill had recently lost his 15-year-old Sally when his accountant told him he needed to shed \$6000 for tax purposes. Quick as a flash, he offered the NSW Guide Dog Association a \$6000 donation in exchange for an ex guide dog who needed a good home. Two working days later, a woman from Sydney arrived with a lovely mature blond ex guide dog.

'Bill's life wasn't all beer and skittles,' eulogised son Phil. In 1981, he lost his youngest son Tich, aged 24 years, in a car accident and that weighed heavily upon him. Then, early in retirement, arthritis caught up with him and he underwent two hip replacements. This took much joy out of his favourite pastime of golf and eventually reduced him to winning only the 19th hole at the Federal Golf Course. Janet's stroke in the mid 1990s saw Bill take up the gauntlet as her carer and stoically and protectively lead them both to a 60th wedding anniversary in December last year.

Phil describes his father as a straightforward man who would happily call a spade a 'bloody shovel'; he was intolerant of those he thought fools; and espoused the simple, old fashioned values with which he'd been brought up. He was conservative, intelligent, dutiful and responsible, despaired the decline of standards in public leadership and service and loved and cared for his family and friends. He enjoyed the simple pleasures of wine, women and song, and he was a happy man who loved trying to charm the Woolies' checkout chicks and the nurses at the hospital. He had a full life and a merciful death.

Vale Colonel William Joseph (Bill) Slocombe OBE - officer, gentleman, world traveller, tribal elder of the Army Aviators, but always a Gunner.

Lieutenant Colonel D.Mc.Y. Smith, ED (Retd)

Colonel A.R. Burke, OAM (Retd)

Born in 1934, Donald McLeod Yeomens Smith or 'D.Mc.Y.' was commissioned into the Citizens Military Forces (CMF) in 1956 and served with 23rd Field Regiment RAA, eventually electing full-time duty to become the adjutant. In 1967 he joined 12th Field Regiment RAA, still on full-time duty and then took a permanent commission to serve with A Field Battery followed by 107th Field Battery in FARELF (Far East Land Forces) in 1967-1968.

Returning to Australia in 1969, he briefly took command of the 107th when Battery Commander Major Don Quinn was posted. 'D.Mc.Y.' then joined the instructional staff at the Officer Training Unit, Scheyville.

He became the second in command of 8th Medium Regiment RAA in 1971 before being posted to 12th Field Regiment RAA in 1972. Promoted lieutenant colonel in 1976 whilst a project officer at the Weapons Research Establishment, in 1979 Don found himself back in Sydney as the Staff Officer Grade One (Personnel) on Headquarters Field Force Command. This was either his last or second last appointment before retirement in 1984.

'D.Mc.Y.' was a big man - in statue, in opinions and in affability he was truly 'larger than life'.

'D.Mc.Y.' was a big man - in statue, in opinions and in affability he was truly 'larger than life'. He was always active, energetic and enthusiastic in all he undertook - and he was not backward in volunteering. Don was one of the characters of the Royal Regiment which is the poorer for his passing.

Vale Donald McLeod Yeomans Smith - CMF and Regular officer, forthright character, sincere friend. Gone to that Great Gun Park at 77 years young.

Lieutenant Colonel Hendrik (Rik) Modderman, CSC (Retd)

Lieutenant Colonel Eric M. Modderman



Lieutenant Colonel Rik Modderman graduated as the BSM from the Officer Cadet School, Portsea in June 1978 having been awarded the Sword of Honour and the New Zealand Chief of the General Staff's Prize for Leadership. He joined the 8th/12th Medium Artillery Regiment and was

subsequently promoted to the rank of captain and posted to 131st Divisional Locating Battery in Brisbane. In 1983, he suffered severe burns to seventy per cent of his body when he was critically injured by a phosphorous grenade that had accidentally detonated during a training exercise. He absorbed the brunt of the blast and this prevented serious injury to many.

A determined individual and not one to be deterred by anything, he took his injuries in his stride and continued his career with a transfer to the Intelligence Corps and a posting to the School of Military Intelligence. After promotion to major, in 1987 he became the Officer Commanding the 1st Division Intelligence Company. After completing Staff College in West Germany and a posting to the Office of the Military Secretary in Canberra, in 1993 he was posted to the United Nations Truce Supervision Organisation (UNTSO) and during this time he also became the Deputy Head of Security based in Jerusalem. As a result of the Hebron Massacre in 1994, he conducted high-level talks with Palestinian elders, a meeting depicted by the war artist George Gittoes in his work *A Plea for Peacekeepers*, a painting which now hangs in the Peacekeeping section of the Australian War Memorial. In 1995 he became the first Commanding Officer of the Reconnaissance, Surveillance and Target Acquisition Regiment (RISTA). The concepts and surveillance techniques developed at RISTA resulted in Lieutenant Colonel Modderman being awarded a Conspicuous Service Cross in 1998.

After postings to Headquarters 1st Division and briefly to Canberra, he retired from the Army in 2000. Upon retirement, he pursued a successful career with the Crime and Misconduct Commission and later as a senior executive with Worley Parsons. He remained involved in intelligence training and volunteered his time to mentor Justice Studies students at the Queensland University of Technology.

Lieutenant Colonel Rik Modderman is remembered as an extraordinary and inspirational leader and a caring and compassionate soldier. His passing triggered an enormous response from his Army family including Portsea Classmates, soldiers, peers and superiors. The theme has been consistent - a respected individual without qualification, larger than life, intellectually and morally tough; a humble man and soldier's soldier who had a deep concern for the welfare of others.

Rik Modderman was a passionate and principled man, who never complained, even when times were tough, and he cared deeply for his family. After a long battle with illness, he passed away peacefully and with dignity, his family by his side on 16th August 2011 aged 56. Rik is survived by his wife Kate and their children Eric, Sebastian, Camilla and grandchildren Lachlan, Isabella, William and Jasper.

Major J.B. (Jeff) Evans, G, psc (Retd)

Major General Tim Ford, AO (Retd)

The greatest tribute to Jeff Evans (1945-2011), who passed away just before Christmas, was the large attendance at his Funeral Service in Sydney on 3rd January 2012. The breadth of affection for Jeff was clearly shown by the many there, representing all aspects of his life including quite a few that travelled from Canberra, Brisbane and throughout NSW, who gathered to show their respects and to remember a wonderful comrade, a fine Gunner and an excellent instructor.

I remember Jeff in Vietnam as being a well-respected and popular leader with an ability to get the best from his very bright and at times difficult artillery surveyors ...

Those with a Gunner background will know of the strong credentials Jeff developed in Field Branch and particularly in the various Locating disciplines. Jeff was a national serviceman who quickly showed his potential and was selected to go to the Officer Cadet School Portsea from which he graduated into the RAA. I first met Jeff in 19th Composite Regiment RAA at Holsworthy in 1968 and 1969 where we had quite some fun together learning our trade as young subalterns in 131st Divisional Locating Battery and doing our extra 'Orderly Officers'. Subsequently we served together in the 131st Detachment in Vietnam where Jeff was the Survey Section commander and also involved in the introduction of UGS (Unattended Ground Sensors), which were then being trialled in the Australian Task Force. I remember Jeff in Vietnam as being a well-respected and popular leader with an ability to get the best from his very bright and at times difficult artillery surveyors, many of who were national servicemen. He was a wiz at the Curta calculator and was often seen in the sound ranging bunker with his section completing the calculations from simultaneous intersection and resection on a hovering helicopter (sometimes called fixation by airborne control) taken to fix the gun batteries in the Fire Support Bases.

Jeff's military career principally evolved around artillery locating, development and instruction. He completed with distinction the UK Gunnery Staff Officers Course in 1975-1976 and applied this knowledge and his experience in RAA units across several postings to the School of Artillery at North

Head as an IG and eventually as the Senior Instructor in both the Locating and Development Wings. As outlined in the timely profile of Jeff in the November 2011 Journal of the RAA Historical Company 'Cannonball', during his career he was influential in a number important equipment assessments by Army including the decision to purchase the AN/TPQ -36 Mortar Locating Radar. After a year at Australian Staff College in 1981, he went on to command 131st Divisional Locating Battery in 1982-1983 followed by a busy posting in Operations Branch at Army Headquarters as SO2 STANO before returning to the School of Artillery from where he left regular service in 1986.

After leaving the Army Jeff tried his hand at several ventures in the Manly/ North Sydney area. But he found his best niche and satisfaction again as a lecturer at several Colleges including at the North Sydney TAFE. Here the instructional techniques honed in his military career, his meticulous preparation and his fine sense of humour combined to make him a very popular and proficient asset to the teaching fraternity.

... his career he was influential in a number important equipment assessments by Army including the decision to purchase the AN/TPQ -36 Mortar Locating Radar.

Jeff returned to North Head in 1998 as a volunteer to assist the then RAA National Museum as a tour guide, and he continued to work there in a wide range of activities right until the end. He was active in developing with others the excellent Australia's Memorial Walk that exists there now. He became the Chief Tour Guide and was often sought out by visiting groups for his profound knowledge of the North Fort tunnels and Museum. Over the last few years he could often be found working with and leading various volunteer teams at North Fort to restore RAA equipments including most notably the magnificent restoration of a 3.7inch static heavy anti-aircraft gun and the 150 cm SLC searchlight. Jeff was one of those Gunners who strongly believed in the preservation of our artillery history and heritage and he was prepared to offer his personal support through active physical work and detailed research. He served for four years on the Board of the RAA Historical Company and was a strong advocate for the expansion of the RAAHC as a truly national body.

At the time of his too early death Jeff was deeply involved in researching a book to be titled 'Gunners in Vietnam'. He planned that this would provide a record of how the Australian and New Zealand Gunners operated in South Vietnam on deployments and operations from 1965-1971, with some reference to the differing American system and to some of the many people and stories and comical incidents which accompanied the technical side of life. I hope that someone will take up a challenge to complete this manuscript.

Farewell Jeff, thank you for your service to the nation and the Regiment and for your humour and friendship. You will be missed by so many.

Captain Bryce Robert Duffy

*Captain Rob Hartley
Battery Captain
109th Observation Post Battery*

For the first time in recent years 4th Regiment must farewell one of its own; Captain Bryce Robert Duffy killed in action on operational service in Afghanistan on 29th October 2011. This stands as a day that will never be forgotten by Bryce's fiancé, family, friends and the Regimental family as a whole.



Bryce was shot by a member of the Afghan National Army in a Patrol Base in Kandahar Province, Afghanistan while serving with the Mentoring Task Force - Three. It was his second tour in a country where Australian soldiers have engaged in combat for over a decade. The nature of Bryce's service spoke to the nature of the man; he volunteered for a second tour when a fellow officer was wounded in action. Fully conversant with the risk he offered his service readily and with passion - he knew no higher calling than to serve his country fighting alongside his mates in combat. Rather than mourning his loss Bryce would want the memory of his time to be celebrated. Those that remain will endeavour to do him justice in the remembrance.

... he volunteered for a second tour when a fellow officer was wounded in action. Fully conversant with the risk he offered his service readily and with passion ...

Bryce was born in Sydney in 1984 and was a proud student of the Anglican Church Grammar School in Brisbane - 'Churchie'. He joined the Australian Defence Force Academy in 2003 where he continued his love affair with rowing, surfing, scuba diving, fishing and of course sampling of the brewed amber nectar. Upon receiving his commission on graduation from the Royal Military College-Duntroon in 2006 he was posted to the 1st Field Regiment, Royal Australian Artillery based in Brisbane. It was during this initial posting that Bryce developed into the Forward Observer who deployed to Afghanistan with the 1st Mentoring Task Force in 2010 - a tour that was awarded a Meritorious Unit Citation.

In January 2011 Bryce was posted to the 4th Regiment, Royal Australian Artillery in Townsville, a location that gave him ample opportunity to sate his thirst for the outdoors and adventure. Bryce spent his spare time in two main endeavours. The first was near-endless training for the Special Air Service Regiment selection course which he completed shortly before his deployment. The second was spending time on his boat, fishing, mud crabbing and enjoying an icy cold beverage. Of the two, Bryce's fitness was without doubt the more successful of the pursuits as his ute spent more time bogged in the tidal plains of Townsville than it did on solid ground and he spent more time rowing his boat than he did with engines working.

For all soldiers, especially those of 4th Regiment, Bryce's passing is a sombre reminder of the nature of our duty; however, his life was a lesson in care-free enjoyment. Bryce lives on through his fiancé, his parents and two sisters and will be forever remembered by his mates for the way he lived his life, not the manner in which it was taken from him.

*From this day to the ending of the world,
But we in it shall be remembered-
We few, we happy few, we band of brothers;
For he today that sheds his blood with me
shall be my brother.*

Rest in Peace Captain Bryce Duffy. Gone but never forgotten.

Eulogy

*Lieutenant Colonel C.P.H. Weller, CSC
Commanding Officer 4th Regiment RAA
Anglican Church Grammar School, Brisbane
11th November 2011*

93 years ago the guns fell silent on the Western Front and since we have remembered on this day those who have fallen. Today we honour Captain Bryce Duffy of the Royal Regiment of Australian Artillery, another Anzac, who died in the service of his country.

I cannot find better words to define Bryce as an Army officer than Anzac. *C.E.W. Bean said Anzac 'stood and still stands, for reckless valour in a good cause, for enterprise, resourcefulness, fidelity, comradeship and endurance that will never own defeat.'* This encapsulates Bryce and his approach to soldiering.

I had the privilege to serve with Bryce this year as his Commanding Officer. He came to 4th Regiment after four years in 1st Field Regiment that included a deployment to Afghanistan.

*... he believed in duty, honour,
country ...*

Bryce is one of those magnificent people for whom life is about more than personal advantage - he believed in duty, honour, country - and dedicated his life to them wholeheartedly. His actions in the Regiment reinforced this. I have three anecdotes about Bryce that I would like to share.

- Bryce prepared for the SASR selection course by training incredibly hard - I had told him that I



would let him attempt selection only if he convinced me that he was prepared fully. He was... he completed that most demanding course but was not selected. I will always draw inspiration from his response to this - mature and reflective without rancour he redoubled his efforts to be the best Officer he could be, which reinforced that he was a man of character.

- Bryce also pushed boundaries for enjoyment. Less well known than his passion for fishing is his penchant for cross country driving in a 2WD ute! Imagine my surprise one Sunday when I heard that seven of my officers had become bogged on nearby tidal flats and required a tracked excavator to get them out... as things had transpired Bryce had been 'cross countrying' in the 2WD ute and become hopelessly bogged so he rang a number of mates - all officers in the Regiment - who proceeded in a manner akin to lemming migration to see if they could in their 4WD best him and get him out - alas they could not and Bryce along with excavator was the winner on the day. I was left with grudging admiration for his powers of persuasion and peer acceptance and a concern for the judgement of my junior officers!
- Shortly following selection I asked Bryce if he would replace Lieutenant Jesse Butler who had been wounded by an Improvised Explosive

Device in Afghanistan. True to form he volunteered without hesitation. I believe he saw deploying to Afghanistan as his place his purpose, and - as a warrior - he put service before self and went once again into harms way.

I know from Major Phill Hickey, his Battery Commander there, that Bryce marked his time in Afghanistan with unbounded energy, diligence and belief. Even though only there for a short while he contributed to the mentoring task force tangibly.

*... a consummate professional
who loved soldiering ...*

Bryce was a consummate professional who loved soldiering - his chosen vocation. He accepted its privations and relinquished many of society's luxuries. A leader and warrior who was respected and admired by all ranks Bryce epitomised Teddy Roosevelt's man in the arena where:

It is not the critic who counts: not the man who points out how the strong man stumbles or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, because there is no effort without error or shortcoming, but who knows the great enthusiasms, the great devotions, who spends himself for a worthy cause; who, at the best, knows, in the end, the triumph of high achievement, and who, at the worst, if he fails, at least he fails while daring greatly, so that his place shall never be with those cold and timid souls who knew neither victory nor defeat.

Serving with Bryce was an inspiration, a privilege and a pleasure. Our nation is poorer for his passing but richer for his service. I will miss him.

We shall remember him.

Memorial Service

*Lieutenant Colonel C.P.H. Weller, CSC
Saint Barbara's Day 2011, 4th Regiment RAA*

Captain Bryce Duffy was killed in action on 29th October 2011 in Helmand Province Afghanistan while serving with MTF 3 as a Joint Fire Team Commander. Today, on Saint Barbara's Day we have gathered to honour him. We honour his service that he gave our nation willingly and unreservedly. We honour his sacrifice as our brother in the profession of arms.

Captain Duffy's death is a tragedy - of that there is no doubt - his life was anything but. He lived an examined life, one full of service, accomplishment, dedication, belief and love. It is here on his life, his achievements and his character that we should focus and find inspiration. For there is much to be found.

*He lived an examined life, one full
of service, accomplishment,
dedication, belief and love.*

Aristotle said that 'we are what we repeatedly do - excellence, therefore is not an act but a habit'. By this measure Captain Bryce Duffy exhibited professional excellence in all that he did.

*In his dedication to duty,
In his indomitable spirit,
In his belief in his Army and commitment to
his nation,
In his passion for his profession
And in his willingness to accept its hardships
and privations.*

For Bryce there was no act rather he believed that to be an Australian Regular Army Officer this was **who you were**, how you behaved and what you did.

Captain Duffy approached his time in this Regiment with great vigour and immense focus. As the Assistant Operations Officer he was dedicated - even though as a hard charging young warrior more at home in the field - what the Americans would call a 'Muddy Boots Soldier' - the job, an unglamorous staff position that requires unrelenting graft in the engine room to make the Regiment work, was perhaps not his preferred option. Regardless he produced fine results, made all the more impressive by his other consuming job - training for the SASR Selection Course. On Friday many of us had a taste of that training with the PT session we did based on one of his workouts around and over Brigade Hill.

To his tremendous credit he was one of the few who completed that most arduous course but he was not selected for service with SASR. The true test of character is not how we act when all is well, rather what we do in times of trial and trepidation. Captain Duffy reflected on this rebuff, and responded by redoubling his efforts to be the best Officer he could be, which reinforced that he was a man of character.

True to form when I asked him if he would replace Captain Jesse Butler who had been wounded in action he did not hesitate. He believed in our

endeavours in Afghanistan and that as a soldier and a warrior his place was to the fore. So once again he put service before self and went into harm's way.

Our Adjutant Captain Dan Groves spent some time with him in Tarin Kowt and described him as happy as a pig in the proverbial and at his professional home. Even though only there a short while he contributed to the Mentoring Task Force tangibly.

Captain Duffy was admired and respected as a consummate professional here and overseas. Fit, tough and courageous he was a fine leader and for my mind an inspirational Officer not because he courted attention but rather because he did his duty without fanfare - letting his actions speak for themselves - and they did. I think that our Army and Country are in safe hands because of young people like Bryce.

If you can judge a person by their friends then Bryce is judged favourably. Bryce's friends - both soldiers and civilians - are an impressive, fiercely loyal group who loved their mate and knew that he would always be there for them.

There is no doubt that he loved his family and was loved completely in return. Rarely have I heard such poignant and heartfelt words delivered so eloquently as by his sisters, Cassie and Sam at his funeral. Their love for their brother and courage to express it so well is extraordinary. Spending time with his parents Kim and Kerry I witnessed their strength and dignity and I saw the well spring of the fine man and officer with whom I was privileged to serve.

*... our duty now is to ensure that
Captain Bryce Duffy's memory
remains burnished and his
example burns brightly as
inspiration ...*

To you all I very glad you are here and I hope the Duffy's will remain a part of this Regiment in the years to come.

For those of us in the Regiment our duty now is to ensure that Captain Bryce Duffy's memory remains burnished and his example burns brightly as inspiration for the way we should approach our profession and executed our duty. His name will rest gently with those other Anzac's of the Regiment on our Honour Board.

Captain Bryce Duffy a fine officer, fierce friend and much loved son and brother - you filled Kipling's unforgiving minute with than 60 seconds worth of

distance run. We are all richer for having served with and known you.

We shall remember you.

Biography - Captain Duffy

Captain Duffy was a member of the Mentoring Task Force - Three and was from the 4th Field Regiment, Royal Regiment of Australian Artillery (RAA) based in Townsville.

Captain Duffy is survived by his partner, parents and family.

Captain Duffy was born in Sydney, NSW, in 1984. He was educated in Brisbane. He joined the Australian Defence Force Academy in January 2003 and completed a Bachelor of Science. He graduated from the Royal Military College in December 2006. He was then posted to 1st Field Regiment, Royal Australian Artillery based in Brisbane.

He served with the 1st Field Regiment between 2007 and 2010. He was transferred to the 4th Field Regiment in Townsville in January 2011 as the Assistant Operations Officer, before his second deployment to Afghanistan in September.

Captain Duffy was a well known and highly-regarded young officer. He was recognised by his commanders for his strength of character, determination and diligence. His peers remember him as an officer who maintained the highest possible personal standards. His selfless dedication to duty was demonstrated by the fact that he had volunteered for his second tour of duty in Afghanistan at short notice, after a fellow officer was wounded in action.

Captain Duffy has been awarded the following honours and awards:

- Australian Defence Medal
- Meritorious Unit Citation - 1st Mentoring Task Force - Afghanistan 20 January to 30 October 2010
- NATO Non Article 5 Medal with clasp - International Security Assistance Force (ISAF)
- Afghanistan Campaign Medal
- Australian Active Service Medal with clasp International Coalition Against Terrorism (ICAT).

During Captain Duffy's service in the Australian Army he deployed on the following operations:

- Operation SLIPPER (Afghanistan) - January 2010 - October 2010
- Operation YASI ASSIST (Australia) - February 2011
- Operation SLIPPER (Afghanistan) - September 2011 - October 2011.

30 October 2011

Three Australian soldiers killed, seven wounded in Forward Operating Base shooting incident

The Australian Defence Force is mourning the loss of three soldiers who were killed in action when a member of the Afghan National Army (ANA) opened fire with an automatic weapon at Forward Operating Base in southern Afghanistan yesterday afternoon (Australian Eastern Daylight Saving Time).

Seven Australian soldiers were also wounded in the attack.

The incident occurred during a weekly parade held by the 6th Kandak of the Afghan National Army's 4th Brigade and their Australian mentors.

Chief of the Defence Force General David Hurley said both the killed and wounded soldiers' next of kin have been notified.

"It is difficult to find words that adequately reflect the profound sense of sorrow and loss," he said.

"On behalf of the entire Defence community, I extend our deepest sympathies to the three soldiers' families, friends and comrades."

Initial reporting indicated a member of the 6th Kandak turned his weapon on the Australians shortly after the conclusion of the parade.

"At this time the motive for the shooting is unknown but I can confirm Australian troops, including some of those who were wounded, engaged the gunman who was subsequently shot and killed," General Hurley said.

One Afghan interpreter was also killed. Two other Afghan interpreters and an ANA soldier were wounded.

The wounded were treated by Australian personnel at the scene before being evacuated by helicopter to nearby ISAF medical centres for emergency treatment.

As of this morning one Australian soldier is being treated for life-threatening wounds, four are being treated for serious wounds and another two are being treated for minor wounds.

It is likely that the most seriously wounded Australian personnel will be moved to the Landstuhl Regional Medical Center in Germany in the coming days for further treatment.

Combined Australian and Afghan investigations into the shooting incident are now underway and the Commanding Officer of Mentoring Task Force -3, Lieutenant Colonel Chris Smith, and the Commander of the 4th Brigade, 205 (Hero) Corps of the Afghan National Army, Brigadier General Mohammed Zafar Khan, have moved to the scene.

"Brigadier General Mohammed Zafar Khan ordered the disarming of all 6th Kandak personnel and confined all members to their barracks and enhanced security measures have also been implemented at the base," General Hurley said.

"I also want to assure you that we are taking the necessary steps to protect our Australian personnel on the ground in Afghanistan but it is critical that we show restraint and reserve our judgments until an investigation is complete.

"Our troops in Afghanistan are in shock and they are in pain, but they are tough and resilient Australian soldiers and I know they will find the strength and determination to continue their mission and honour their mates."

Defence will provide updates on this incident as they come to hand.

32 Australian soldiers have been killed during operations in Afghanistan.

209 Australian Defence Force members have been wounded during operations in Afghanistan.

44 Australian Defence Force members have been wounded in Afghanistan during 2011.

Media contact:

Defence Media Operations 02 6127 1999

Minister for Defence - Press Conference, Perth

TRANSCRIPT (Extract): PRESS CONFERENCE, PERTH

DATE: 31 OCTOBER 2011

TOPIC: Afghanistan

STEPHEN SMITH: Good morning ladies and gentlemen. I'm sorry to be a bit late.

I wanted to give you an update on events in Afghanistan over the weekend, the terrible and tragic events. I'll be leaving for the Five Powers Defence Arrangement 40th Anniversary Meeting.

I'll give you an update on events in Afghanistan. As we speak, Defence are releasing the names of the three Australian soldiers killed in Afghanistan.

It's my sad duty to advise you that the three soldiers concerned are Corporal Ashley Birt who was aged 22 years of age; Lance Corporal Luke Gavin who was aged 27; and Captain Bryce Duffy, who was aged 26.

Corporal Birt was born in Nambour in Queensland. He was based in Enoggera in Brisbane, and was part of combined team Uruzgan. Lance Corporal Gavin was based in Townsville in north Queensland. He was born in Manly in New South Wales. Captain Duffy was also based in Townsville. He was born in Sydney, New South Wales.

Defence is, as we speak, providing the full details of the three soldiers tragically killed, so other than again expressing my condolences to the families of Corporal Birt, Lance Corporal Gavin, and Captain Duffy, I'll leave it to Defence's usual procedures to provide the public with the full details of service and the particulars of the three concerned.

This is of course a tragedy for our nation. But it is a tragedy for those three families, and a terrible reminder to the other 29 families who have seen their sons, husbands, brothers killed in the course of our time in Afghanistan.

Can I provide you with an update on other particulars given the interest in this matter-General Hurley has provided an update in the day. General Hurley is now in Singapore in preparation for the Five Powers Defence Meeting.

There are a range of issues which General Hurley and I were asked about yesterday which we are able to address, but as you would appreciate, very many of them remain subject to careful and exhaustive assessment. But can I advise that the offending ANA soldier was engaged and killed by two Australian soldiers. One of the Australian soldiers had been himself wounded in the incident.

The seven wounded Australian soldiers, the seven casualties have since been moved to Kandahar in preparation for their movement to Germany for medical treatment. This is a familiar medical treatment process, but all seven will arrive in the course of the next few days in Germany for ongoing medical treatment.

The 6th Kandak of the Afghan National Army 4th Brigade which was and is based at the forward operating base are no longer confined to barracks, are no longer confined to their quarters, but are engaged in administrative and training issues.

This decision has been made by Brigadier Khan in consultation with Australian command on the ground. It is not proposed at this stage to rearm or reequip the sixth Kandak of the Afghan National Army 4th Brigade. But that is a decision which is expected to be made by Brigadier Khan over the course of the next couple of days. In the meantime Australian personnel are working with Brigadier Khan, with the Afghan National Army 4th Brigade on the ground, planning and working through the resumption of training and mentoring so far as the 6th Kandak is concerned.

They are the most pertinent issues in respect of updating events over the weekend on Afghanistan, and if I can finish my comments in that respect by again expressing condolences on behalf of the government to the families of Corporal Birt, Lance Corporal Gavin, and Captain Duffy.

Statement on behalf of the family of Captain Bryce Duffy

Bryce was an exceptional man and a dedicated officer who was an inspiration not only to us, but also to his peers and the men and women he served alongside.

He was a Churchie (former student of the Anglican Church Grammar School), a rower, a surfer, a fisherman, a scuba diver and a much loved member of a very proud military family. He was forever the consummate professional, extremely competent and very well respected by his colleagues and commanders.

He was passionate about what he did, truly believed in his cause, and always strived to serve his country in the best way possible.

He held long career aspirations in the Army, having recently completed the SAS selection course and looking forward to joining their ranks in the near future.

We loved Bryce to the ends of the world and not a day will go by where he is not thought of.

We now request the media to respect our privacy at this very difficult time and provide us with the time and space to grieve.

We will not be making any further comment and thank the media and community for their understanding.

11 November 2011

Captain Bryce Duffy farewelled

Family, friends and fellow soldiers gathered on Remembrance Day at Brisbane's Anglican Church Grammar School (Churchie) to honour the life and service of Captain Bryce Duffy, killed on operations in Afghanistan on 29 October 2011.

Captain Duffy was remembered as an exceptional man and an inspirational officer at the Morris Hall funeral service.

Bryce's closest friends from 4th Regiment Royal Australian Artillery (4 RAA) formed the honour guard and catafalque party while fellow soldiers, relatives, Churchie students and members of the public lined the route into Morris Hall to pay their respects to the fallen.

During a solemn eulogy, Commanding Officer 4 RAA Lieutenant Colonel Charles Weller described Bryce as an officer with unbounded energy, diligence and belief.

"Bryce is one of those magnificent people for whom life is about more than personal advantage - he believed in duty, honour and country, and dedicated his life to them wholeheartedly," Lieutenant Colonel Weller said.

"He was a consummate professional who loved soldiering - his chosen vocation. He accepted its privations and relinquished many of society's luxuries. He was a leader and warrior who was respected and admired by all ranks.

"Our nation is poorer for his passing but richer for his service, we will miss him."

The Chief of Army Lieutenant General David Morrison attended the funeral alongside senior military dignitaries and official guests.

Bryce was serving with Mentoring Task Force Three (MTF-3) when he was tragically killed in Afghanistan. He was awarded the, Australian Active Service Medal with clasp International Coalition Against Terrorism (ICAT), Afghanistan Campaign Medal, Australian Defence Medal, NATO Non Article 5 Medal with clasp - International Security Assistance Force (ISAF) and the Meritorious Unit Citation - 1st Mentoring Task Force.

Captain Bryce Duffy was buried with full military honours at the Mt Gravatt War Cemetery.

Media Note: Images will be available at:

<http://images.defence.gov.au/fotoweb/Grid.fwx?archiveId=5003=&search=11121243>

Afghanistan's occupational hazard

Malalai Joya (*former Afghan parliamentarian (2005-07)*)

THE AUSTRALIAN PEOPLE SHOULD ASK THEIR GOVERNMENT TO WITHDRAW ITS TROOPS FROM AFGHANISTAN BECAUSE THEIR PRESENCE IS ONLY MAKING THE SITUATION WORSE.

Supporting Hamid Karzai's mafia regime is like hammering nails in the coffin of freedom, democracy and human rights because his government is full of misogynistic Islamic fundamentalists, warlords, drug-lords and criminals.

It's important to understand that Afghanistan does not possess a national army and police so much as armed bands connected to fundamentalist parties. Training them will not create an honest national army for the welfare of the people. All the finances, all the education will go to the corrupt regime and its corrupt officials.

The Interior Minister of Afghanistan, Bismillah Khan, is a former warlord and connected to a criminal fundamentalist group called Jamaat-e-Islami. He has installed many warlords from his party in the key posts in the ministry and the Afghan police force. We can't expect "progress" from a police force directed by such warlords. In fact, in many areas of Afghanistan, people hate the police as much as they hate the Taliban.

The Afghan people have lost all trust in the foreign troops: they see that they are making things even more complicated. The foreign troops are engaged with brutal warlords: they support a brutal mafia regime; they are implicated in drug-trafficking; they kill innocent civilians in their bombardments and are only motivated by their own strategic and regional interests.

The conditions in the country are the same as in the Taliban's time and in some provinces conditions are even worse. Women and girls are raped, kidnapped, killed, flogged in public, stoned to death, poisoned or have acid thrown in their faces. The conditions are so unbearable that many commit suicide, most commonly through self-immolation, with very high rates in many provinces.

Women in the cities do enjoy a limited set of rights, but these rights are not even close to what they had in the 1970s and '80s. The Western media always highlight as a sign of progress the 68 women in the Afghan Parliament, but the parliamentary election was a fraud and the seats reserved for women were assigned by warlords. Therefore, the female parliamentarians are a mockery of democracy and women's rights. Most of them support warlords and the occupation: they are mere mouthpieces who know nothing of women's conditions - or, if they do, they shamelessly keep silent about them.

In order to deal with the Taliban, the Afghan government is willing to further compromise the rights of women. On March 8, the government asked the UN to remove the name of a former Taliban commander, Mulavi Qalamuddin, from its blacklist. Qalamuddin was a feared anti-women Talib and a religious police chief, from a force that the UN had called "the most misogynistic department in the whole world".

Al-Qaeda has very little influence among the Afghan people, but it is helping the Taliban to carry out their terrorist acts. The Taliban are strongly supported by certain circles in the Pakistani government and enjoy full support from fanatical Islamist groups in that country.

The Taliban also receive arms and support from the brutal Iranian regime. Using their weapons and terrorist acts, the Taliban impose themselves on the Afghan people but otherwise they do not have much influence.

In eastern and southern Afghanistan, the killing of civilians by the US and NATO, and the inability of the government to solve their problems, inspires some people to turn to the Taliban for help.

The Afghanistan people are besieged by three enemies: government warlords, the Taliban and the US/NATO forces. If the latter leave Afghanistan, our people would face only two internal enemies who will be weaker. Their backbone will break when US and NATO stops supporting them. Yes, a bloodbath might ensue, but the situation right now is catastrophic and can't get worse.

When the US/NATO invaded Afghanistan, people were optimistic about the promises made. Now, after 10 years, the US/NATO forces have killed tens of thousands of innocent children, women and men, and they support Karzai's fundamentalist regime. People now cite them as their worst enemies and there have been many uprisings against their blind bombardments and aerial attacks.

The presence of Australian troops is only beneficial for the warlords and criminals ruling Afghanistan. The US/NATO forces neither want to, nor can they, bring freedom and democracy to the Afghan people. They still have many hidden links with the darkest terrorist groups and use them to advance their military, strategic and regional interests. The US and NATO put no price on the wellbeing of the Afghan people.

No nation can liberate another nation. It is the responsibility of our own people to rise and free Afghanistan from terrorism and fundamentalism.

Sydney Morning Herald, August 30, 2011

Operations

C-RAM-2 in Afghanistan

*Lieutenant Owain Griffiths
C-RAM-2 Watch Keeper*

Counter-Rocket Artillery and Mortar (C-RAM) Group 2, a contingent of up to 39 personnel from the 16th Air Defence Regiment (16 AD Regt) with one Technician Electrical from 9th Force Support Battalion, deployed to the MEAO in May 2011. Following comprehensive training in the United States and the United Kingdom, and force preparation training in Australia, the officers and soldiers of C-RAM 2 were well prepared to take responsibility for protecting Australian soldiers from Indirect Fire (IDF) threats in Afghanistan.



An LCMR at Multi-National Base - Tarin Kot

C-RAM 2 conducted three months of mission specific lead-up training in the United States with some personnel having already completed a month of C-RAM training in the UK prior to that. All C-RAM 2 soldiers and watch keepers are cross-trained on every C-RAM system with the exception of the Giraffe Agile Multi-Beam Radar (GAMB) which has its own dedicated detachment (GAMB operators conducted their training and rehearsals at Gothenburg in Sweden). The training was comprehensive and the proficiency of the C-RAM

operators was rigorously tested during a Mission Rehearsal Activity (MRA), also in the US. The training was of a high standard, and the assessment provided by the MRA allowed the contingent to identify some short falls and conduct remediation training, particularly with the AN TPQ-48 Lightweight Counter-Mortar Radar (LCMR).

On 15th June 2011, C-RAM 2 conducted a Transfer of Authority (TOA) with C-RAM 1 and assumed responsibility for the capability in Uruzgan province, which includes Multi-National Base - Tarin Kot (MNB-TK) and three remote patrol bases. The contingent was set up for success after the efforts of C-RAM 1, and is further enabled by a number of civilian subject matter experts who assist with complex fault finding and repair of the equipment.

C-RAM is a holistic concept that incorporates a layered defence and response model. This model includes detecting (sense) the munitions in flight; warning of an attack prior to impact; physical protection from incoming rounds (HESCO, Drehtainers, etc); response to the attack (Joint Fires, ISTAR, etc); command and control; and shaping the battlespace such that insurgents are denied the opportunity to conduct IDF attacks, or are shaped into areas of Combined Team-Uruzgan's (CTU's) choosing. The C-RAM capability fielded by 16 AD Regt in support of CTU is an automated 'sense and warn' system, that is, it is able to detect and classify incoming rounds prior to automatically providing audio and visual warnings to the base whilst concurrently providing points-of-origin and impact to facilitate the application of joint effects. Air situational awareness is also provided to the CTU air effects and Joint Fires cells.

*The immediate action drill has
been proven to reduce the
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Two separate radar systems, the LCMR and the (GAMB), provide continuous coverage to detect ballistic tracks which may then be confirmed automatically or by C-RAM operators as IDF threats. If classified as a threat, the system then

automatically plays an incoming alarm script and activates warning strobes and lights through the Wireless Audio Visual Emergency System (WAVES). This prompts soldiers and civilian contractors on the base to conduct the IDF immediate action drill by taking cover on the ground. The immediate action drill has been proven to reduce the chance of death or injury from IDF by a factor of five due to the pattern of the spread of shrapnel from IDF rounds. The GAMB is also able to concurrently conduct the traditional air surveillance task whilst also conducting the primary C-RAM mission. Therefore, this radar is able to provide a local air picture within the Tarin Kot bowl and beyond to the CTU air effects cell. More recently, this air picture has also been provided to C-RAM detachments at three remote patrol bases to provide the supported mentoring team with early warning of incoming aircraft, such as AME platforms.

The predominant threat faced by C-RAM in Afghanistan has been the 107mm Free-Flight Rocket (FFR). These rockets are easily launched from improvised platforms, such as ditches and rocks, and are spin stabilised through seven angled venturies located at the rear of the rocket which direct the thrust to impart spin. The 107mm rocket has a maximum range of approximately 8.5 km and C-RAM has successfully warned against the vast majority of these munitions prior to their impact from a variety of ranges and locations. At the remote bases, C-RAM has also tracked smaller threats, such as RPGs, which has provided situational awareness for the mentoring team in location during planning for an appropriate response.

During the deployment, C-RAM 2 has successfully provided early warning for many IDF events against MNB-TK, and the WAVES has been utilised for rapid mass notification for a number of different occurrences. In the down time between IDF Events, C-RAM 2 has set about improving the current capability in all of the supported bases. This includes comprehensive preparations for winter when it will be critical to keep the equipment dry, clean and free from snow and ice. The improvements made at the three outlying patrol bases by the detachments of four personnel have been dramatic since the initial occupation of the patrol bases from March 2011. These improvements would not have been possible had it not been for the support provided by the engineers from MTF-3.

Members of the ScanEagle UAV Group 9 from 20th Surveillance and Target Acquisition Regiment (20

STA Regt) have been a font of knowledge for conducting complex radar alignment and further improving the accuracy of our systems. The GAMB has an in-built inertial navigation system using a number of gyroscopes which allow the GAMB to calculate pitch and roll and compensate for uneven levelling. This allows the GAMB to achieve highly accurate alignment and fixation in approximately 15 minutes. The LCMR, however, has a very similar method of alignment to the PSTAR-ER (the current in-service ground based air defence radar). The radar is aligned using the mortar laying system (MLS) and an artillery director. The director is orientated using the MLS and is then used to determine the bearing to a distant aiming mark with reference to true north which is then entered into the computer system for the radar. Accurate fixation and alignment of radars is essential for accurate weapon locating and the provision of points-of-origin and impact.



Lance Bombardier Keen and Gunner Hodgkinson conduct alignment of an LCMR

C-RAM 2 has learned a number of lessons throughout the deployment, and has improved the drills after every RAM event or critical incident. One of the main achievements has been the ability for C-RAM operations to rapidly transition to an alternate C-RAM command post in the event of a power failure, systems failure, or IDF strike against the main tactical operations cell. This redundancy has been critical in ensuring that a sense and warn capability is maintained at all times. Other important lessons learned include the nuances of networking and the detection requirements for a round to be classified as a RAM threat and how that relates to the distance travelled by the round prior to classification.

Integration has been a key objective of the deployment to facilitate the application of joint

effects in response to an IDF attack. As detailed earlier, the air picture from the GAMB is being provided to the airspace coordination element within the CTU air effects cell to enhance situational awareness of air assets. In the event of an IDF attack, C-RAM integrates with ISR systems in the Tactical Operations Centre (TOC) such as ScanEagle, Heron and the Persistent Threat Detection System (PTDS) to provide surveillance over the point of origin. This can lead to the identification of persons, vehicles and compounds of interest and facilitate the appropriate allocation of systems and resources to respond to the threat.

The average day for a C-RAM operator consists of working a shift for up to 12 hours ...

There are still many opportunities for enhanced integration, all of which are being pursued in theatre. Connection to the Advanced Field Artillery Tactical Data System (AFATDS) system is a key integration objective for C-RAM 2 and it is hoped that this will be achieved over the coming weeks. Connection of C-RAM to AFATDS will allow the passage of airspace information to field artillery units, and will also provide a capability for automated call-for -fire messages to be sent within seconds of a hostile RAM launch.

The average day for a C-RAM operator consists of working a shift for up to 12 hours, and constantly maintaining alertness to ensure that any potential threat is detected and classified quickly to give the maximum amount of warning. Recreation is also important and can include watching TV at the C-RAM compound, going to the gym, or simply relaxing with a Green Beans coffee. In between shifts there is also routine maintenance to be conducted and continuation training to hone the operators' skills.

Each of the operators has a wide range of technical skills in which they must be proficient to perform their daily tasks. This includes fault finding; establishing and maintaining network communications including Ethernet, wireless and optical fibre configurations; radars; speaker systems; and learning about threat and friendly munitions with their associated flight profiles. The operators are required to operate on both Windows and UNIX systems and are often called upon to configure C-RAM networks. Despite the long hours and periods of inactivity in between IDF events, the officers and soldiers are doing a fantastic job. C-RAM is a fundamental component



GAMB Radar mounted on a Piranha vehicle

of the force protection for Australian and coalition troops in Uruzgan. There are tangible results for the contingent with the knowledge that the task unit has provided early warning of IDF attacks, preventing injury or even death of personnel.

While C-RAM 2 has a few months yet to go, the commitment to ensuring protection of our fellow Australian soldiers on operations is unwavering.



COIN Training Centre – Afghanistan

*Warrant Officer Class One Glynn Potter
Command Sergeant Major CTC-A*

The Counterinsurgency Training Center - Afghanistan (CTC-A) enhances Coalition Forces, Afghan National Security Forces and other Government of the Islamic Republic of Afghanistan agencies' capabilities to reduce insurgent influence through the delivery of regionally focused, timely and relevant best practice counterinsurgency training and education that fosters greater unity of effort among all stakeholders IOT facilitate the development of a secure and stable Afghanistan.

Australian Gunners are currently playing a central role in the delivery of counterinsurgency (COIN) training to Coalition and Afghan forces. Lieutenant Colonel Peter Monks has recently been appointed the Director of CTC-A and Warrant Officer Class One Glynn Potter is the current Command Sergeant Major. Multi-national gunners also support the efforts of CTC-A, with representation from US Army and USMC field gunners and the Royal Artillery.

The Counterinsurgency Training Centre is located at Camp Julien on the outskirts of Kabul and has been in operation since May 2007. The COIN training structure and methodology are in accordance with US Forces Counterinsurgency Qualification Standards Summary for CJOA-A, NATO Mission Specific Guidance, and COMISAF Guidance. CTC-A manages and delivers training for personnel from the following organizations: Afghan National Security Forces (ANSF); Coalition Forces (CF); Operational Mentor and Liaison Teams (OMLT); and Police Operational Mentor and Liaison Teams (POMLT). While the original mission of CTC-A was to deliver COIN Training to newly-arrived CF in a single residential course at Camp Julien, the role has evolved over time and from mid-2011 CTC-A has increasingly been focused on delivering COIN training throughout the Regional Commands and on developing the capacity of our Afghan National Army (ANA) partner

instructors and staff to conduct their own COIN training.

The unit is a partnered organization comprising of ANSF personnel and CF personnel from the USA, Australia, UK, El Salvador, Canada, Italy, Jordan and Afghanistan. COIN training is delivered via a number of courses.

NATO Counterinsurgency Course

The purpose of the NATO Counterinsurgency Course is to reinforce COIN doctrinal principles through the application of the theory. The course is conducted by Mobile Training Teams over 2-3 days and provides commanders, staff and advisors with the doctrine, mindset and methodologies of full-spectrum COIN operations. It emphasizes participants' need to embrace a COIN philosophy of effectively work with ANSF and Government of the Islamic Republic of Afghanistan (GIROA) officials, conduct populace centric operations, and defeat insurgencies.



L-R CPT Robert Robbins US Arty, LTCOL Pete Monks RAA, MAJ Tom Luker RA, WO1 Glynn Potter RAA

Counterinsurgency Leader's Course

The purpose of Counterinsurgency Leader's Course (CLC) is to apply advanced COIN theory and methods to reinforce a 'mindset shift'. The CLC provides commanders, staff, trainers, and advisors with the mindset and methods to conduct full-spectrum COIN. CLC emphasizes the students' need to embrace a COIN war fighting philosophy focused on full-spectrum COIN. CLC is a residential course conducted in a combined ANSF/CF setting that addresses populace centric operations and insurgent strategies. The program provides theme-orientated and integrated topics, with an

emphasis on practical exercises and discussion, which are designed to inculcate participants to fight and think unconventionally.

... emphasis on practical exercises and discussion, which are designed to inculcate participants to fight and think unconventionally.

District Stability Framework Course

The District Stability Framework (DSF) three day course is a program management and planning framework, developed jointly by USAID / Kabul Stabilization Unit and CTC-A. DSF supports unity of effort among US Government civilians, CF, GIRoA officials, ANSF, International Organizations and Non-Government Organizations (NGOs) by providing a common methodology for assessing and targeting sources of instability by designing activities that support stability. The DSF course is delivered monthly at Camp Julien and via two-day Mobile Training Teams (MTTs) across Afghanistan.

In addition to these COIN specific courses, CTC-A also conducts Train the Trainer and Instructor Development Courses for Coalition and ANSF Trainers. These courses provide instruction in training delivery and methodologies by using COIN as the training vehicle, and further support the current mission of CTC-A by embedding COIN understanding throughout the ANSF throughout all Regional Commands. For further information on Counter Insurgency training in Afghanistan visit <https://ronna-afghan.harmonieweb.org/CTCA/Pages/index.aspx>.



ANA arty school turns one

The Afghan National Army (ANA) Army's School of Artillery celebrated its first birthday with an official ceremony at Kabul Military Training Centre on October 4.

Lead mentors from Australian Artillery Team - Kabul (ATT-K), joined the ANA and other coalition mentors at the celebration.

CO ATT-K Lt-Col Tim Griggs said the School had come a long way in a very short time. 'We are producing high quality graduates who can contribute to the ANA,' he said. 'We've seen the development of advanced level courses within the school at platoon sergeant level and the captains' career course and that is incredibly important for the future of the ANA artillery.'

Lt-Col Griggs and WO1 Tony Kennedy presented a unit banner featuring a design agreed upon by the school's CO, ANA Lt-Col Abne Amin Kohistani, and Lt-Col Griggs. The banner features the ANA Artillery symbol and the number 1389 representing the Afghan Islamic calendar year in which the school was opened. ANA senior officers presented ATT-K members with certificates of appreciation.

The commander of the ANA Training Centre, Maj-Gen Karim, congratulated the school and thanked the coalition mentors, singling out the Australian team. 'We've done this shoulder to shoulder; step by step the Australian Army are supporting us and will continue to support us,' he said. He urged the ANA artilleryman to be professional. 'Do your duties honestly and you will be successful.'

The ATT-K consists of 19 artillery mentors and support staff, drawn mostly from 4 Regt in Townsville. Lt Simon Frewin, the officer in charge of fire direction at the school, said the job was rewarding and worthwhile. 'the mentoring ranges from 'hands on' training with the gun, to classroom work - teaching map reading, using the compass to pick targets and grids as well as teaching them how to become instructors,' Lt Frewin said.

'The previous teams set up a great base for us, so now we're really trying to take step back and let the ANA do as much instruction as possible. We coach and mentor them to give better instruction to the trainees and it's working well.'

Australia has committed up to 20 artillery trainers to the ANA Artillery Training School. While the School of Artillery teaches officers and senior NCOs, the Artillery Training School will prepare Afghan soldiers to become skilled gunners.

Leading Seaman Paul Berry - Army October 27, 2011

'Mistrust, contempt' divide NATO mission

Jon Boone, Kabul

MUTUAL MISTRUST AND CONTEMPT BORDERING ON HATRED BETWEEN LOCAL AND FOREIGN FORCES ARE AMONG THE CHIEF REASONS AFGHAN TROOPS TURN THEIR GUNS ON THEIR NATO COMRADES, ACCORDING TO A REPORT FOR THE US ARMY.

Research by Jeffrey Bordin, a behavioural scientist commissioned by the US military, found American soldiers enraged their Afghan colleagues with extreme arrogance, bullying and "crude behaviour". It criticised as "profoundly intellectually dishonest" NATO claims that the killing of alliance troops by Afghan soldiers was rare. The data suggests incidents such as Friday's killing of four French soldiers "reflect a rapidly growing systemic homicide threat", the magnitude of which may be unprecedented between "allies" in modern military history.

The problem was provoking a crisis of confidence and trust among Westerners training and working with Afghan National Security Forces. In response to Friday's killings, France's President Nicolas Sarkozy suspended military training and assistance for Afghan forces and said he would consider an early withdrawal from Afghanistan.

The killings were the latest in a series of episodes in which Afghan soldiers or police officers, or insurgents wearing official uniforms, have opened fire on soldiers of the US-led coalition in Afghanistan.

Four of the 32 Australians killed in the conflict were murdered by Afghan soldiers. The killings are designed to sap Western morale and hasten the withdrawal of foreign troops sooner than an agreed NATO deadline of the end of 2014. A rising number of the attacks have also been born of simmering animosity between coalition forces and the Afghan soldiers they fight alongside and train.

According to Dr Bordin's report, the number of attacks have been growing, with 26 killings or attempted killings since early 2007 that led to the deaths of 58 foreign personnel.

Based on interviews with 613 Afghan security personnel, the document paints a bleak picture of mutual contempt and misunderstanding. US troops regard the Afghans they are training and fighting alongside as untrustworthy, dishonest, incompetent and practising "repulsive hygiene".

For their part, the Afghans have been provoked into fights, and even attempts to kill, by American behaviour. This includes urinating in public, cursing at, insulting and being rude and vulgar to Afghan members, and "unnecessarily shooting animals". The factors that create the most animosity include US military convoys blocking traffic, returning fire on insurgents in an apparently indiscriminate way, risking civilian lives, "naively using flawed intelligence sources" and conducting raids on private homes. Another cause for concern is that armed Afghan soldiers hardly ever intervene when one of their comrades is trying to kill NATO soldiers.

The International Security Assistance Force said the "red team study" was produced by an outside contractor and was not endorsed by senior officials who reviewed it. The study suffered from "irrelevant generalisations, narrow sample sets, unprofessional rhetoric and sensationalism". Military red teams are independent cells used to scrutinise and challenge operations and plans.

The recruitment and training of a sizeable army and police force, which will ultimately be 352,000 strong, is a cornerstone of the NATO exit strategy in Afghanistan.

The Sunday Age, January 22, 2012

Professional Papers

NATO Armaments Ballistic Kernel Debunking the myths

By Major Mike Hartas

History of the NABK

The NATO Army Armaments Group (NAAG) Land Group 3 and their Sub Group 2 on Surface to Surface Ballistics has created a widely used set of shareable fire control software using the Ada programming language. This product is known as the SG2 Shareable (Fire Control) Software Suite (S4) and is sometimes abbreviated as S⁴ when referenced.

The fire-control system developers and most of the international (primarily NATO) ballistics communities are familiar with the mature NATO Armaments Ballistic Kernel (NABK) and other software component items that have emerged from the NABK development effort. The collection of these software items has been enhanced into the 'suite' of NATO shareable fire control software.⁽¹⁾

NABK is designed to enable each nation to substitute or add nationally developed modules.

What is the NABK

The NABK is primarily a 4 Degrees of Freedom (otherwise known as a Modified Point Mass Ballistic Model) Ballistics software tool that was originally designed for use primarily in field artillery technical fire control systems. It was developed as a set of standard, generic and layered software modules which, when used together, are capable of performing the required ballistic processing. NABK

is designed to enable each nation to substitute or add nationally developed modules. When each nation implements all or a portion of the NABK into its fire control system, it is desired that any problems, improvements be shared amongst the group so that updated versions of the NABK can be developed as required.⁽²⁾

What is a ballistic Kernel?

Although it is not the aim of this paper to discuss the various aspects of ballistic kernels, it is a requirement as gunners that we understand the application of the various types of ballistic models to ensure we can properly define a requirement.

The Point Mass Model - is simple and fast in operation but is limited in capability. It represents the projectile as a particle acted on by gravity but with the additional force of aerodynamic drag acting in the direction opposite to the air relative velocity vector. This effectively assumes the projectile always points into the airstream. This model is suitable for fin stabilised projectiles such as mortars. It only requires one aerodynamic parameter as a function of Mach number, the shell weight and diameter and simple launch parameters. It does not take into account drift caused by the shell spinning.⁽³⁾

The Six Degrees of Freedom Model - is an attempt to model the complete angular and translational motion of a shell in flight. It requires eight sets of aerodynamic coefficients, some of which are extremely difficult to measure. Shell data including moment of inertia, centre of gravity and ogive shape. It requires a re-calculation rate that is shorter than the rotation period of the shell. It is primarily used for experimental and development work due to its complexity and that its application to field gunnery provides no major advantages over much simpler models.⁽⁴⁾

The Modified Point Mass Model - offers a compromise in terms of data requirements, integration speed,

and suitability for calibration. The motion of the shell is approximated by an estimate of the instantaneous yaw of the projectile, which balances the aerodynamic moment and gyroscope couple induced by the angle of the axis of symmetry of the shell trajectory tangent. The Modified Point Mass Model, or 4 degrees of Freedom model is the one used by the NABK for spin stabilised shells.⁽⁵⁾

For the purposes of calculating multiple trajectory spin stabilised (Base bleed and rocket assist) projectiles plus the new range of semi guided and guided artillery projectiles variations to the Modified Point Mass Model have been used within the NABK community. These models are referred to by various terms including seven degrees of Freedom.⁽⁶⁾ For the purposes of this paper they will not be discussed further.

What else is included in S4

As previously discussed the NABK comes as part of a larger shareable suite of software. Depending on how the NABK is being used and what interface it is operating through will determine what applications or *Kernels* are used. As the name suggests there are 4 separate software packages that can work independently or together depending on their operating environment.

... there are 4 separate software packages that can work independently or together ...

NABK - Made up of four components Fire Control Inputs Layer - platform based, Fire mission layer - includes map mod standards, unit characteristics, registration information, muzzle velocity records, crest data, digital terrain and atmospheric descriptions. Equations of Motion Layer- computes ballistic trajectories for all the projectiles in the NATO artillery suite and a computation layer - computes projectile trajectories with a specified range and azimuth to aim point by using quadrant elevation and azimuth of fire iteration.⁽⁷⁾

In more recent times, in order to deal with the increased accuracy required two other products have been added. These include TEDM, The Terrain Elevation Data Manager and GLUM, Global Land Usage Manager.

In order to ensure that Nations that use the NABK are also able to generate suitable Firing Tables the Tabulated Artillery Firing Table or TAFT has been developed. This allows the development of standard Artillery Firing Tables from the ballistic kernel, as apposed to the old range and accuracy

generated tables. It is important to note that although a relatively quick process to generate new tables after new ammunition combinations have been added to the Kernel, the software does not remove the requirement for a nation to manage it firing tables.

NIFAK - (NATO Indirect Fire Appreciation Kernel) evaluates the weights and distribution of fire to ensure the suitable, accurate and responsive fire is provided on to the directed target. It provides software that makes the determination of fire appreciation that is consistent throughout NATO countries (common methodology).⁽⁸⁾

NAMK - (NATO Armaments Meteorological Kernel) consists of three layers, METM (METeorological data manager) GMVerify (Gridded Met Message Verification software and Confidence Indexing tool). The NAMK uses forecasts produced by a national provider such as the Bureau of Metrology, or can be derived for in theatre usage through a trained Met troop. It allows a standard of Met that can be adopted theatre wide that does not just reflect a sample of previous conditions taken via a balloon at a known point in time. Met can be transmitted in various formats across theatre and it can be validated as required. NABK can demand MET from the NAMK at the start of every mission. In essence it produces a 4 dimensional MET forecast for a given area.⁽⁹⁾

NAGIK - NATO Armaments Geophysical and Information Kernel. Provides terrain, land and certain types of Met data to add in the accurate engagement of targets.⁽¹⁰⁾

What is Australia doing with the NABK

Currently as part of the delivery of phases 1A and 1C of the Land 17 Artillery Replacement Project DMO has been engaging with the UK MOD to seek a Memorandum of Understanding that would allow Australia, specifically the Land 17 Project Office to access and generate its own Australian version of the NABK representative of the platforms we will use it on. The basis for process is under the auspices of NATO's Partner's for Peace member country sponsorship.

As part of Phase 1C, the Self Propelled Howitzer (SPH), there is a requirement, regardless of which platform is selected to integrate the in-service 155mm Australian ammunition into the Fire Control System and AFATDS. As part of the upgrade process planned for the M777A2, the fire control system will be upgraded to conduct on platform ballistic computation resulting in a version of the

NABK being required to reflect Australian ammunition natures and combinations.

By being a contributing nation to the NABK working group, Australia will hold the capability to integrate, update, modify and select ammunition natures, projectile and fuze combinations and charge systems in our selected platforms that reflect our capability requirements. Secondly it will also be able to access other combinations that have been tested and integrated by other NABK user nations either operationally or in training and operations depending on the level of engineering fidelity that has been applied to the integration process.

*... capability to integrate, update,
modify and select ammunition
natures, projectile and fuze
combinations and charge systems
in our selected platforms ...*

By being a contributing nation to the NABK working group, there is no requirement to only procure one particular nation's ammunition over another. However, depending on the acceptance of the suppliers and other user's data integration requirements can be significantly reduced through the use of the S4 products.

For example if we were to procure new ammunition off a supplier and another NABK nation that has the same platform as us had already integrated the two, then simple confirmation and confidence firings may be all that is required. If the ammunition is already in the kernel and the platform is also in, but both have not been integrated, then the amount of ballistic firing is dramatically reduced.

In order to support Land 17 Phase 1C, the Joint Proof and Experimental Unit at Port Wakefield will conduct over 260 days worth of firing trials to integrate and generate ballistic data in support of the introduction of the SPH. This will see representative SPH in Australia, firing 3 years prior to the capability being issued to RAA Units. These firings will involve platform certification, ammunition integration and ballistic data generation. In order to support these trials the Proof range will move away from the more traditional range and accuracy style trials to a fully instrumented environment.

What else can the NABK be used for

Over recent years, numerous NATO nations have realised the value of having a sharable software

suite that deals with artillery ballistic calculations. As the software has been developed through the combination of numerous nations research and testing the result is far more advanced than a single nation, or organisation could ever expect to produce. Along with the model of how the working group functions within NATO beginning to gain traction as a capability development tool the NABK is also being developed to support other applications. These applications are outlined in the following paragraphs.

Navy Ballistics - The Turkish Navy has taken the lessons it learnt through the development of its ballistic kernel for its 52 calibre SPH and applied them to their 76mm Oto Melara cannon. This required an update to the moving platform and moving target components of the kernel.

Mortar Ballistics - A number of nations now use mortar rounds that are both fin and spin stabilised. In order to deal with these projectiles and to improve the accuracy of standard fin stabilised projectiles Mortar fire control computers contain versions of the NABK. This includes the recently introduced into service M32 Lightweight. Handheld Mortar Ballistic Computer.

Rocket Ballistics - NATO Nations are now using up to 7 degrees of Freedom ballistic models to compute firing solutions for ground launched rocket systems such as MLRS.

Small Arms Ballistics - At the upper end of the direct fire ranges for platforms such as sniper rifles and grenade launchers it is now becoming common for ballistic computers to be part of sighting systems. A number of nations have recognised the amount of effort that has been expended in developing a ballistic kernel that they have modified it for use with small arms platforms

Tank Ballistics - Although at this stage the application of the NABK to a tank platform for the engagement of direct fire beyond line of sight targets has been explored, it has not progress further most likely due to a lack of requirement for these types of engagements.

Air Platform Ballistics - A number of trials have been conducted successfully in using the NABK to compute the flight path of cargo modules being dropped from air platforms.⁽¹¹⁾

Future Developments

The future developments of the NABK and S4 products will result in the RAA maintaining access and input to probably the most advanced and best

developed ballistic kernel available today. One of the most interesting developments likely to be seen within the next five years will see the introduction of NABK 'Asymmetric Super files'.

A Superfile is composed of multiple Fire Control Input (FCI) data files, which have been compressed, encrypted and tagged with a unique checksum, which ensures that if the file has been tampered with in any way then the user of the Superfile, will be alerted to the tampering of the data. An FCI file contains the parameters that NABK uses for Gun / Charge / Projectile / Fuze combinations. The current technology uses Symmetric SuperFiles, which requires the same encrypted key to be used on the Fire Control System of a gun or the Advanced Field Artillery Tactical Data System (AFATDS). This represents a security problem as the same Private Key is used on the FCS and in the creation of the Superfile.

Operators could potentially be sent an upgraded NABK 'Asymmetric Superfile' over the network and apply it to ballistic calculations from a set point on. The Asymmetric Superfiles, allow the creator of the Superfile to retain the Private Key, while the user of the Superfile such as an FCS for a or AFATDS will use the Public Key to unpack the Superfile. The technology used in Asymmetric Superfiles, is the same technology used in internet banking. The difference this will make mean that ammunition combinations, new projectiles and charges and if faults or issues are found modifications to what the user sees can be rectified or changed without a new software release of systems such as AFATDS or Fire Control Systems. Based on current microprocessor trends Asymmetric Superfiles will be considered unbreakable until the Year 2040.

... RAA and Army need to ensure that proper due diligence is applied to the management of calibration data and ammunition acquisition strategies ...

In order to fully benefit from such modernisations the RAA and Army need to ensure that proper due diligence is applied to the management of calibration data and ammunition acquisition strategies accurately reflect the requirement to test and confirm ballistic data prior to introduction into service.

The introduction of platform mounted muzzle velocity measuring systems across the entire Land 17 fleet has the potential to ensure that our guns remain accurate and on target on the modern

battlefield. The misuse or non use of these tools through poor resourcing and a lack of clear policy will mean that the RAA will risk never fully understanding what an awesome capability Land 17 has provided.

Endnotes:

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The Author:

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Targeting: A process for wizards or methodology for patriarchs?

Counterinsurgency vs full spectrum operations: The fight within the fight

Chief Warrant Officer 3 Tommy S. Green

Utter the word in military circles 'targeting,' and then ask someone to define it. You will get as many definitions as you have people in the target audience, no pun intended. While some may get close to the mark with their proffered definitions, most will be wrong. All will be influenced by their particular function and the perspective it offers them. Unfortunately, an inability to define targeting affects its usefulness and acceptance by the same audience. To compound the problem, the shifting from a military that was historically focused primarily on high-intensity conflicts to a more adaptable force that must achieve multiple operational end-states, continues to overcomplicate the meaning of targeting.

Our operations today certainly exacerbate this confusion. New generations of military officers and non-commissioned officers, as valuable and experienced as they are, have developed a vision of targeting and planning that is entirely counterinsurgency focused. This proves to be problematic at every staff level with the inevitable shift of our focus back to major combat operations. Furthermore, the current planning skill-set is inadequate at best. For field artillerymen in particular, 10-year groups of officers have never planned, rehearsed, or executed, 'echelonment of Fires,' which leads to my next point that some believe targeting is 'old school,' the stuff patriarchs like to talk about in revered tones, and therefore of little application in today's environment and contemporary planning methodology. Some believe targeting is a process unto itself; one that is best divided between meat-eaters (lethal) and leaf-eaters (non-lethal) practitioners. Again, everyone is partially correct; all are equally wrong, but the sum of all the parts is rarely balanced. Targeting remains central to our planning, coordination, and synchronization of military

operations, regardless of type. The Joint Readiness Training Centre, Operations Group, Fire Support Division maintains basic targeting skills remain valid and relevant in current and future operations. Moreover, targeting is neither a realm solely for wizards peering into crystal balls, nor patriarchs longing for the comfort of a linear battlefield. Targeting is for you, the military officer and NCO, who has to identify a problem, make a decision, and then apply a solution; in essence, targeting is a doctrinal 'problem-solving process,' one that is complicated and three-dimensional.

Targeting and the military decision making process. Are the terms targeting and military decision making process synonymous or different? In the easiest of explanations, targeting is an extension of MDMP, not a separate or diametrically opposing process. If I throw a ball in the air, an opposing force, gravity works to pull it back to earth. This is not the case with MDMP and targeting, which work in unison (reciprocating the efforts of each) to achieve effects on the battle field; much like the camshaft and crankshaft work together in sequence to produce power in an engine (synchronous). Senior leader confusion about that fact, at the battalion and brigade, has muddied the waters when it comes to the targeting process. Some see targeting as a purely kinetic means of attacking enemy high value targets. Others, given their recent experiences, are in the manhunt mode: targeting to capture or kill high-value individuals.

To look at it from a non-lethal perspective, an example may be: identifying key leaders who must be engaged to collectively or individually influence or compel them to support the central or provincial government. Yet others, especially artillerymen, offer a more doctrinal answer like, 'the targeting methodology is time-tested and is based on the, decide, detect, deliver, and assess function performed by the commander and staff in planning and executing targeting.'

As I said in my opening, all are partially correct, and in sum; totally wrong unless viewed as a systematic approach to problem solving by combining lethal and non-lethal efforts against each target.

'It is important to understand that there are only TARGETS, all of which have lethal and non-lethal concerns; they must be at the forefront of our critical thinking process in order to ensure that we are achieving the DESIRED effects,' said CW3 Tommy S. Green, JRTC Operations Group, Fire Support Division.

No wizards, no patriarch. Targeting applies the decisions arrived at during continuous MDMP. Offering definitions like those above implies targeting is a separate, distinct, and a quasi-mystical experience attended by a limited number of magically talented wizards with the necessary 'vision' to see the future: hardly.

If MDMP is continuous, so is targeting in one form or another. Targeting and the targeting process help:

- Support the commander's decisions
- Determine which targets to acquire and attack
- Determine lethal or non-lethal options
- Determine what assets to use and when
- Identify information requirements
- Determine results in combat assessment requirements

These points apply in COIN as well as major combat operations; especially the former, which requires immense assessments and the application of cerebral energy to determine success or failure. They are not, therefore, the sole purview of patriarchs or wizards. Targeting had the same role before 9/11 as it does today, and in all likelihood it will have the same role in 2020.

Regardless of the acronym of choice (D3A; Find, Fix, Exploit, Analyse, Disseminate F3EAD; Find, Fix, Track, Target, Engage, Assess F2T2EA), the variables (inputs/outputs) are different, but the process remains the same; the paradigm rests in the execution, not the process. The final result being a network based approach using centre of gravity analysis to determine how, when, and where to apply the appropriate level of combat power and influence.

Modularity made changes. So, if targeting has not changed in its function, what has changed to increase the challenges of targeting effectively? Look no further than modularity, as in the days of

the 'patriarchs,' the brigade combat team was tied by a logistical, intelligence and operational umbilical cord to its parent division. Even in linear conventional or force-on-force operations, the pre-modular BCT needed significant enhancements from the divisional pool of assets making it combat ready. When it actually received those assets, the pre-modular BCT staff was severely challenged in using and integrating them effectively.

Modularity answered some of the problems even as it created a new set. The umbilical cord has in some cases, been shortened or eliminated, but the planning challenges remain. A modular BCT has within its permanent structure an amazing array of enablers allow it to function as a pocket division. Theoretically, the modular BCT can use those fully integrated capabilities to synchronize joint operations across the operational environment.

The addition of these enablers within the brigade means the staff must understand their capabilities and how to best use them to achieve their operational end state. Doing so meant increasing the size and complexity of the BCT staff and adding additional command and control capabilities inherent in an organic Fires battalion, an organic brigade support battalion and a brigade special troops battalion.

The four 'mores' of modularity. More assets, more staff, and more command and control do not necessarily mean better; synchronizing all of these enablers is where most of the friction lies. Targeting and planning allows the staff to visualize, allocate and synchronize these assets to affect operations and provide the assessments and feedback needed for future target development. Implied in those new found capabilities is the need for more communications to tie it all together. More, better, encore!

The Joint Readiness Training Centre recently conducted the first, full spectrum operations rotation in eight years. It was, therefore, the very first FSO rotation for a modular BCT. This was the first time a modular BCT staff had to control, coordinate and synchronize a moving fight against a hybrid enemy, capable of challenging the BCT in a stand-up fight; as well as, having influence on the government, local population etc. It was also the first time the modular BCT used the integrated Army Battle Command Systems that were just emerging at the time of 9/11, and then adapted to the fights in Iraq and Afghanistan in a more mobile role.

The commander and the staff plan for the fight, and if they plan well, will use that plan to frame the fight against the enemy. Modularity and its four 'mores' (more assets, more staff, more C2, and more communications) made the BCT's ability to conduct sustained operations problematic. In particular the last 'more' was too much. The integrated ABCS architecture, so successful for low-intensity operations, proved less advantageous in an FSO fight. More communications became its own control issue for commanders and staffs already challenged to control more assets, more staff, and more command and control.

In the end, more does not automatically translate to enhanced unity of command, or a unity of effort. Determining which Army Battle Command Systems to integrate in the early stages of the operation required intense planning to ensure units could collaborate effectively and continue the fight. This was especially true in transitions between high-intensity operations to stability operations.

We found lack of planning in this critical realm disrupted the BCT's operations, particularly its ability to sustain the targeting effort from brigade to battalions within the ABCS structure. In other words, vertical collaboration became the 'Achilles heel' in efforts to synchronize operations and forced the staffs to become crafty to create a common operating picture across all echelons.

More to do, less time to do it. If the BCT had more to do, it had less time to do it in. Even as units struggled to bridge ABCS gaps with other units, the BCT as a whole never managed to get a suitable 24-hour targeting cycle in play, to facilitate planning and operations. Units were accustomed to operating in a one or two week targeting cycle currently in use in both current theatres of operations. Quite frankly, as trainer/mentors, we struggled with the same issue as we tried to assist the units in cementing an effective 24-hour cycle.

There were many lessons in this rotation, and targeting was at the forefront. It was not a clear cut case of shifting from COIN and steady-state operations in a mature theatre, to full combat operations against a peer enemy; FSO meant operations against a hybrid threat. In essence, targeting an enemy that was disrupting operations, while maintaining COIN overtones to gain populace support, and to help build a legitimate government within a shorter time frame was a daunting task that will take precious time to evaluate; and comprise intelligible solutions to navigate this myriad of obstacles. What we found was this is not

an easy task for anyone, especially since most of the recent operations are planned in cycles extending as far as two weeks. This type of concept had yet to be executed in today's Army and was a learning point for everyone. The lessons learned will be invaluable stepping stones for future FSO rotations and will provide valuable training mechanisms for operations of the future.

Filling the gaps. Our take away as trainer/mentors in all of this was the targeting methodology remains valid. The FSO rotation identified multiple gaps; the methodology - just like any process or plan - must be modified as necessary to meet such challenges. We continue to coach a standard model for staffs to use that will help facilitate their planning, and rely primarily on a four meeting model establishing the necessary vehicles for target development, refinement, and execution.

Within this concept we focus on the assessment working group as part of mission analysis, pre-targeting meeting in course of action development, targeting meeting as part of war gaming and commander's decision brief. Our concept is just a way to get, identify, and resource problem sets. Most units develop their own model and that is OK - as long as they are prepared to modify it in meeting operational needs.

We are omnivores. Some tactics, techniques, and procedures are less satisfactory. Remember my reference to meat-eaters and leaf eaters? Most units separate lethal and non-lethal targeting and the division is both artificial and self-limiting. Lethal targeting is not just for carnivores and non-lethal is not just for herbivores. The successful commander is an omnivore, who takes advantage of all opportunities, lethal or non-lethal, to achieve his desired end state. Separation of a staff into lethal and non-lethal working groups creates gaps within their operational framework and degrades their ability to synchronize their efforts. It essentially kills the staff's ability to fuse efforts across all warfighting functions and wastes their time by duplicating processes. As targets migrate through the process through the various meetings and working groups, if we separate our staff too much, they lose visibility of how they are providing mutual support for each target.

'It only takes one bullet for a non-lethal event to become lethal,' said MAJ Jason C. Foote, JRTC Operations Group, Fire Support Division. 'So what have we done to prepare for this situation? This concept is difficult for inexperienced staff members; separation is seductively attractive yet

unfulfilling. Ultimately, it is dangerous as it de-synchs the unit's operations. If the BCT identifies an HVI that must be targeted to enforce security or eliminate a threat, the typical staff response is, this is a lethal target; give it to the carnivores. Such a response completely ignores the non-lethal aspects of the same target and does nothing to foster the network approach to targeting. How do you shape the target via non-lethal means, or how do you exploit the success after the mission? Fusion of lethal and non-lethal applies in FSO as well. Whether the mission calls for an attack or a defence, how do you address non-lethal concerns before, during, and after the mission is complete? The unit that does not fuse lethal and non-lethal planning in FSO is doomed to spend much time reacting to consequences rather than capitalizing on them.

Ask not who targets but whom and why. The question, 'is the targeting process for wizards or a methodology for patriarchs?' can be answered with a simple - yes. As stated in the introduction, targeting is for everyone; it is as natural as problem solving. The real questions that need to be asked flows from mission analysis: 'What is the mission? What are we targeting, and why?' Transformation aside, targeting remains nested within the framework of the command decision and planning cycle.

Field Manual 5-0, outlines planning as: 'Planning is the process by which commanders (and the staff, if available) translate the commander's visualization into a specific course of action for preparation and execution, focusing on the expected results (FM 3-0). Put another way, planning is the art and science of understanding a situation, envisioning a desired future, and laying out an operational approach to achieve that future. Based on this understanding and operational approach, planning continues with the development of a fully synchronized operation plan or order that arranges potential actions in time, space and purpose to guide the force during execution. Planning is both a continuous and a cyclical activity of the operations process. While planning may start an iteration of the operations process, planning does not stop with production of an order. During preparation and execution, the plan is continuously refined as situational understanding improves. Subordinates and others provide feedback as to what is working, what is not working, and how the force can do things better. Planning may be highly structured involving commanders, staff, subordinate

commanders, and others to develop a fully synchronized plan.'

Regardless of whether our Army finds itself storming the shores of Normandy, seizing an airfield in Panama, pushing an invading Iraq out of Kuwait, or taking on the challenge of rebuilding a government from ruins, the problem-solving process we have used for each of these dynamically different scenarios is a version of the decision making and targeting process. The end results are functions that are not mutually exclusive, but are complimentary and support the ability of the commander to make determinations throughout his decision cycle.

The JRTC fire support division approach to targeting. As Yates states in the lead quote of this article, 'The targeting (or cyclical planning) process is nothing more than a way to focus limited resources at the right time and place.' The above statement simplifies the definition of targeting and captures the JRTC Fire Support Division approach to targeting. It embraces the idea that decision cycles must be embedded to act on issues within a continuous planning cycle while identifying those key steps within any given network in which the application of force or influence is necessary. The problem-solving process is straight forward and requires identifying how, when and where we want to affect change within our operational environment, and how to achieve effects that cause change across the full spectrum of operations.

The difficulties lay in determining if the effects of our decision making have helped or hurt us in achieving our end state. Doctrine, per Joint Publication 3-0 states, 'Targeting is the process of selecting and prioritizing targets and matching the appropriate response to them, considering operational requirements and capabilities.' That definition essentially stops at the point of execution, offering nothing about assessing the effects of the action taken, whether lethal, non-lethal or a combination thereof.

Assessments, not assumptions. Although the current model of decide, detect, deliver and assess does incorporate assessments and feedback within the cycle itself, JP 3-0's definition doesn't necessarily lead us to the same result. That shortfall is critical; the old saying, 'the job's not complete until the paperwork is done,' applies. Targeting has many challenges, including locating, identifying and engaging the selected target. No commander, however, has unlimited assets, not even in our modular BCTs.

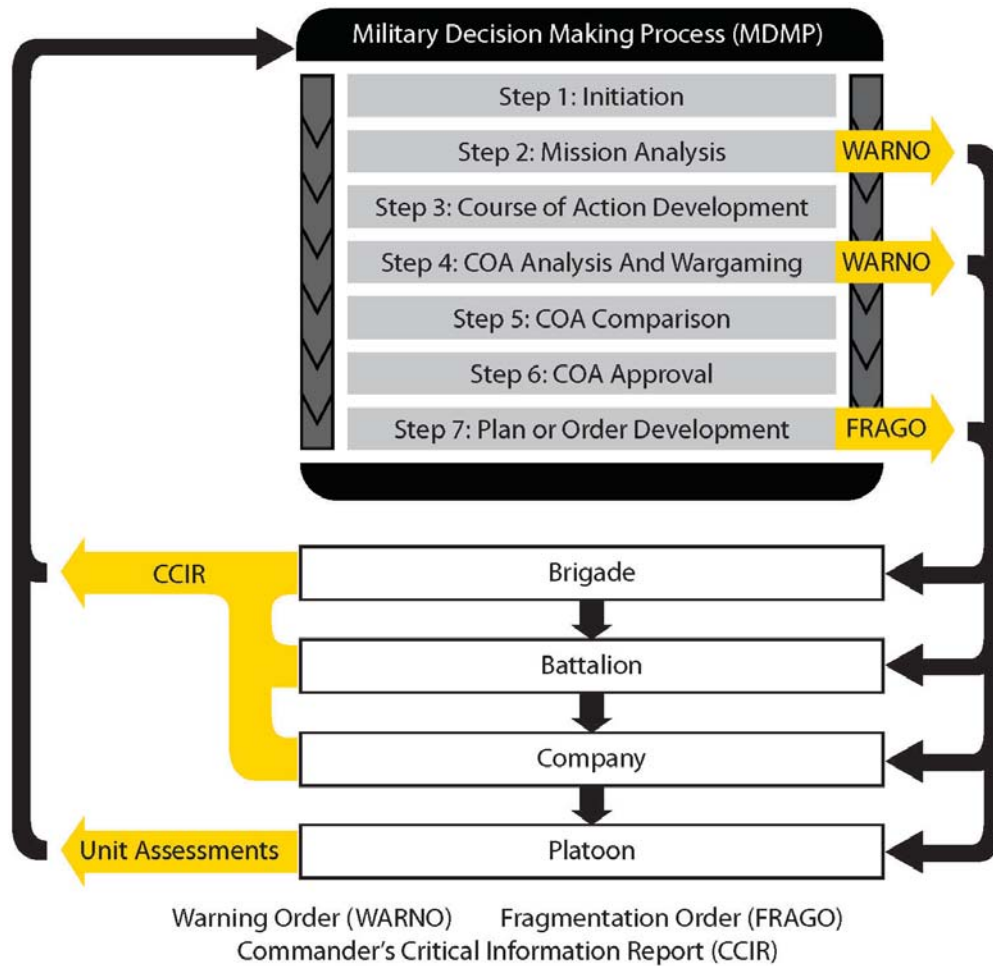


Figure 1: The logical cycle of the military decision making process

Post strike/engagement assessments are critical in two aspects: the first is assessing effects to determine if the desired results were achieved; the second is to husband or mass resources as necessary based on the assessment.

Detailed guidance and planning, to include violent, surgical execution, helps prevent many of these complications and make the most of our combat power. To further define the current targeting model, the JRTC Fire Support Division uses the assessment working group to identify our problem sets and conduct a formal, mission analysis for a specified time period. Once we have identified our problem sets and where the critical vulnerabilities lay within a given network, the next steps are to develop courses of action to allocate resources and war-game them in time and space against other competing targets, as well as enduring operations, which affect the same execution cycle.

According to the patriarchs, this was conducted over a 24-hour period in a conventional fight. Counterinsurgency allows a longer cycle of one to two weeks, depending on unit, mission, and

theatre. Full spectrum operations against a hybrid enemy may allow us to lengthen our planning timeline, 72-hours to two weeks, depending again on the mission, the enemy, and other factors of METT-TC. Longer cycles allow for a more robust analysis and allocation cycle, to ensure we are meeting the desired end state(s).

Figure 1 shows the logical cycle of the MDMP and how the commander's critical information requirements and lines of effort tie it all together. We use these as our roadmap throughout MDMP to guide us along our targeting objectives to ensure that when assessments are conducted, they are used to determine change along the campaign plan. The process may seem simple enough; however, vertical collaboration with our higher headquarters and subordinate units is critical. This collaboration enhances our ability to assess change and improve the targeting effort. More often than not, our collaboration piece of the fight is broken, preventing us from measuring success or failure. In the case of the FSO rotation, the disruption within the ABCS disrupted targeting.

Assessments and analysis are continuous. Assessments close the gaps between targeting cycles. They essentially help drive future target development and determine whether or not the actions we are taking as a force are appropriate for the desired end-state. Close collaboration, use of running estimates and careful analysis of the enemy situation synchronize our efforts in COA development and war gaming. They determine our ability to assess our operating environment.

We use assessments to predict change to our campaign plan and to determine the appropriate matrix that support our targeting objectives. The forms most common are measures of effectiveness and measures of performance.

Each of these have quantifiable/quantitative indicators that, when used correctly, allow us to judge how we, as a force, are doing. Most BCTs struggle with this concept; they have difficulty articulating the outcome of previously executed targets and determining whether the outcome was successful or had a negative impact on the desired end state. That, in turn, limits their ability to make informed refinements to their targeting effort, particularly with regards to the commander's critical information requirements, targeting priorities, high-payoff targets, campaign plan and other aspects of the campaign plan.

Analysis to support assessments is an art. It provides the level of fidelity necessary to drive the targeting process. As depicted in Figure 1, assessments feed the decision-making cycle and keep us on course. The bottom line is, assessments provide the catalyst for the decision-making process at every step in the cycle. We have to ask ourselves whether we are aligned correctly with manpower and time in our battle rhythm. Key issues in question include:

- Does the battle rhythm support our ability to conduct solid assessments?
- Do we understand our duties and responsibilities?
- Who conducts assessments?
- Do we have a forum where we can share information with our subordinates? (Net Calls, Commander's Update Brief (CUB), BUA, rehearsals, etc.)
- Do our collaborative tools/platforms facilitate cross-talk and knowledge management?

These questions may seem simple; they are easy to wave off, however, if a unit really wants to 'see itself,' the answers are much less facile, as all of

these areas play a critical role in determining success in achieving our desired effects. They become even more challenging to answer positively when the time to synchronize the four 'mores' is compressed by a shift from COIN to FSO.

The commander and the staff: no wizard, no crystal ball. The staff's abilities to take a holistic view of the past, the current situation and predict the future, enhance the commander's abilities to make sound decisions, give cogent guidance and establish realistic priorities. Staffs must, therefore, paint a clear picture for the commander. The first step is to understand the commander's priorities (lethal/non-lethal); that understanding should frame how the staff articulates what they want to target, in consonance with the campaign plan, the commander's critical information requirements, and established targeting objectives. This is how a staff achieves a common visualization of the overall fight.

Establish a common vision. Most BCT staffs struggle getting to this point. They never really understand how they are supporting the manoeuvre commanders. Measuring success or failure, (assessments) allows the staff to provide the predictive analysis necessary to drive future targeting, determine critical gaps in planning, and avoid friction points that will stifle operations. It starts with a common visualization of the operating environment, determined by the ability to achieve situational awareness and situational understanding. The staff must share and understand that visualization before planning can begin. They must determine the following, prior to moving forward in the planning process:

- Threat
- CCIR
- Operations
- Priorities
- Target nominations
- Campaign plan shifts
- Assessments

Adjust that vision constantly. At this stage, the commander should be able to provide clear, concise guidance to the staff. His guidance steers the staff's targeting against the campaign plan. In the AWG or mission analysis phase, the staff defines the problem and seeks appropriate inputs from battalions that will ultimately feed the working groups. Once the staff has finished war gaming and have synchronized enablers against all

the competing targets, it looks ahead and proposes certain questions pending target execution:

- What was our desired end-state?
- What was the outcome?
- Was the target fully exploited? If so, what does it mean?
- Did the action succeed or fail? Why?
- What measures are we using to assess? (MOE/MOP)
- How does the success or failure drive Decision Points (DPs)?

Front loading these questions before execution helps focus the staff on what they should gather to assess targeting along all lines of effort.

The warfighting function masters. The deputy commanding officer and/or executive officer, along with the fire support officer, intelligence officer and targeting officer play key roles in the targeting and planning process. They guide successful execution of targets and ensure subordinate units are primed for success prior to conducting operations.

This is not to say other staff officers are not important; they are. These particular staff officers, however, provide a WFF foundation for the planning staff. Any holes within these WFFs will reflect as gaps in the process, and below are excerpts of the vast span of duties and responsibilities of each.

Either the deputy to the commanding officer or the executive officer provides the command and control to organize the staff and make decisions on behalf of the commander. They enforce the commander's guidance and targeting priorities and manage the campaign plan to ensure the BCT is targeting in accordance with the commander's operational end state. Without this seat filled, the staff would lack the necessary direction and would be unable to make sensible recommendations for future targeting. The FSO is an equally important member of the planning staff. He is, essentially, the conduit between lethal and non-lethal Fires planning. His responsibilities go beyond that of just fire support; he ensures the staff, as a whole, understands all aspects of Fires planning, preparation, and execution for BCT operations. The FSO is the engagement and attack guidance manager for the commander, and guides the staff in targeting according to priorities set in the commander's fire support tasks. The FSTs establish the way ahead for task accomplishment for the various problem sets.

The S2 manages the intelligence, surveillance and reconnaissance plan as the cornerstone for most operations. Without S2 involvement in the targeting and planning process, the 'decide and detect' portions of the targeting model suffers. Most information is funnelled through the intelligence section; their ability to look through the enemies' eyes helps the commander determine decision points in target execution.

Lastly, the targeting officer is the binder for the planning staff. His span of involvement reaches across the entire staff, as well as to subordinate units. In simpler terms, he is the bridge between intelligence and operations. Doctrinally, the targeting officer works closely with the S2, to facilitate the exchange of information, but the duties and responsibilities have grown significantly. He may be involved in portions of information operations and civil military operations. The ability to multi-task and speak the language of all the WFFs, make this position on the staff crucial in helping solidify the staff's efforts and ensuring they are targeting along the C-Plan by adhering to the established targeting objectives.

These duties are only a sample of the vast responsibilities these key positions entail, but this snapshot shows the importance of these key individuals. The remaining staff members are equally important, but many times are not filled causing one of the mentioned WFFs to fill this role.

To take a final look at what targeting really is, it is tactical problem solving. Quite simply, it is the marriage of MDMP and targeting. This concept has not changed with the move from HIC to today's COIN fight, and will remain just as relevant in future FSOs. Targeting and MDMP together prevent staffs from falling into a 'fire and forget' mentality that plagues so many units by not assessing the outcome of all operations and target execution. All of this is called targeting, planning and cyclical MDMP. It integrates a holistic view of the targeting construct, integrated with intelligence preparation of the battlefield along all lines of effort. The solutions emerge in the various targeting meetings to align targeting and MDMP on the course the commander has set, to reach his desired operational end state, and more often than not, the problem lay not in the process itself, but the institutional understanding of doctrine.

Note: CW4 Scott McKnight, program manager, Warrant Officer Education System and CW4 Jimmy A. Gomez, 131A senior instructor/course manager, both from Fort Sill, Okla., contributed to this article.

Chief Warrant Officer 3 Thomas S. Green, U.S. Field Artillery, is the senior targeting observer/controller at the Joint Readiness Training Centre, Fort Polk, La. Previously, he served as the targeting officer for the 2nd Brigade Combat Team, 1st Infantry Division, Fort Riley, Kan., and deployed in support of Operation Iraqi Freedom. He also served as the targeting officer for the 3rd Brigade Combat Team, 1st Armoured Division, Fort Riley. Prior to his time in 3-1 AD, he was assigned as the Golf Battery executive officer, the brigade targeting officer for 1st Brigade Combat Team, 1st Infantry Division as part of the military transition team training mission. He deployed and was assigned as a target acquisition detachment commander as part of 18th Field Artillery Brigade, in support of OIF. Additionally, he served as the radar section leader, and then the brigade targeting officer for 1st Brigade Combat Team, 1st Infantry Division deployed, also in support of OIF.

Liaison Letter Editor's Note: Paper supplied by Lieutenant Colonel M.R. Ahern, Australian Army Liaison Officer and ABCA STANREP U.S. Army Manoeuvre and Fires Centres of Excellence. It was originally published in the US ARMY FIRES BULLETIN- September-October 2011 Edition Pages 13 to 19.



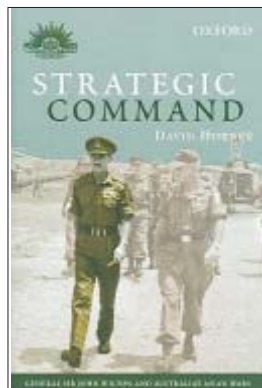
Book Reviews

Strategic Command

By David Horner

*Reviewed by Colonel Sean Ryan
Commandant Combined Arms Training Centre*

ISBN 019 555 2822; OXFORD UNIVERSITY PRESS, MELBOURNE; PUBLISHED 2005; HARDBACK; 452 PP; 75 PHOTOGRAPHS & MAPS: RRP A\$69.95



What is Strategic? In this book about General Sir John Wilton David Horner captures a very personal and realistic look at what commanding at the strategic level in Australia is all about. What's more he does through the life of a prominent Gunner who was Chief of the Defence Staff.

Sir John was brought up through less than conventional upbringing for the time with a split between his parents early in life and a regular shuffle across the Eastern seaboard between school and his parents and family's lodgings. Through Sir John's personal letters and diaries, Horner provides an insightful look at Sir John's complex beginnings in life through school days and his time in the Royal Military College at Duntroon. In many ways his life was very contemporary.

*... a prominent Gunner who was
Chief of the Defence Staff.*

Horner provides some insights into tactical command through John Wilton's impromptu transfer to the Indian Army or British Army in India. Here we see junior command in action. Junior command of foreign troops conducting counter-insurgency like operations during the Chinese / Indian border disputes before World War II. In the book Horner reveals some great lessons of command and leadership for young Gunner officers.

Sir John was recalled to Australia at the beginning of World War II to help grow a new Army for the new menace. *Army growth is a theme throughout the book.* Initially Sir John returns to Battery Command and training time at Puckapunyal. It is not long

before Sir Johns' talents as a planner and administrator shine through and sees him take up senior staff appointments in the Australian forces in the Middle East and New Guinea. But it is not this experience that Horner focuses on but rather his time on the Australian strategic staff in Washington. This is probably an early indication on the importance of understanding the strategic level.

... Horner reveals some great lessons of command and leadership for young Gunner officers.

After World War II the book looks at the shaping appointments Sir John serves in before he reaches General including multi-national command as the Commonwealth Brigade Commander in Korea and his strategic and operational planning roles in the South East Asian Treaty Organisation. Again Horner discusses these as part of Sir, Johns many valuable learning experiences before strategic command.

So when he reached the strategic level one might have thought he was ready but nothing could be farther from the truth.

When Sir John rose to command the Army and in some ways the Defence Force he has been prepared from a very early age. So when he reached the strategic level one might have thought he was ready but nothing could be farther from the truth. Working with Ministers for Service like Malcolm Fraser and senior dedicated civil servants who firmly believed in civil control of the military, like Sir Arthur Tange would soon prove both a challenge and a blessing for a Service Chief who would lead the Army and Defence through War not unlike our current operational period. Vietnam and Malaya tapped the Army in the same way Iraq and Afghanistan did for the modern Army in 2006. Sir John had to grow and modernise an Army at war. *All sound familiar.* Through the political military interface for the raising of National Service to grow an Army of 30000 from a population of about 11 million and the Area of Operations selection and caveats for Australian forces in Vietnam, Horner provides a very sobering look at the strategic war Generals fight in Canberra to enable success on the battlefield.

Horner's epilogue for this biography provides a telling story on Sir John's Legacy to Army and Defence. Sir John gave us a Chief of Defence with

legislated authority; new equipment to fight a war in the M113, SLR and M16; and the creation of joint training with ADFA being capstone objective.

... read for all Gunner officers and Army's colonel's and above.

This is a read for all Gunner officers and Army's colonel's and above. It provides an insightful look at the how leading an Army and Defence needs to be undertaken within Australia's political and domestic environment. In this biography David Horner captures the essence of leadership at the strategic level.

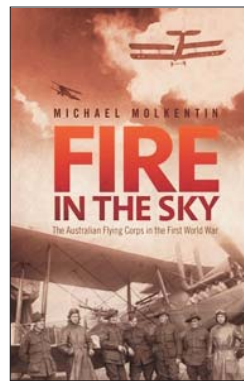
Fire in the Sky

The Australian Flying Corps in the First World War

By Michael Molkenntin

*Reviewed by Major D.T. (Terry) Brennan
Editor RAA Liaison Letter*

ISBN: 978 1 74237 072 9 (PBK); ALLEN & UNWIN;
PUBLISHED 2010; 404 PP; 30 B&W PHOTOGRAPH
PLATES PLUS SKETCH MAPS



Whilst not having a particular interest in aviation - military or civilian, I have an underlying curiosity developed from an uncle who served as a RAAF pilot during World War Two and was unfortunately killed in an accident in February 1946.

These young Australian Flying Corps (AFC) aviators were at the cutting edge of a fundamental paradigm shift in warfare. On reflection I believe the changes brought about through war fighting in the third dimension; were not unlike the impact Henry Ford or the influence Bill Gates and Steve Jobs with Microsoft and Apple had on the world.

This new dimension brought with it a return to an age of chivalry in battle that had long been lost - it was an attitude of fight hard, tenaciously and sometimes ruthlessly but when the engagement or battle was over treat your foe with the utmost respect and in the case of the dead with dignity and honour. An AFC pilot commented on two German's captured following a 'dog fight' in which they had

destroyed an AFC aircraft killing the crew as '*quite decent chaps*'.

*Pilots saw death and destruction
close up, personal and in real
time ...*

Warfare in the skies over the battlefields of World War One was nothing like the impersonal '*stand off*' engagements of the modern day. Pilots saw death and destruction close up, personal and in real time rather than from film footage of a camera pod in the comfort of a safe crew room.

The book describes from diary extracts gruelling, highly stressful fighting at close range and at '*relatively*' high speed - '*it was kill or be killed*' - there were no parachutes, little personal protection and an extreme risk of fire. A pilot was strapped into his seat, unfortunately for the observer they were not, exponentially increasing the pressure of combat on him. I was struck by the number of aircrew diagnosed with physiological problems including nervous breakdowns.

The psychological stresses were no more evident than during combat at altitudes that prevented a pilot making an emergency landing. If the crew of a damaged aircraft was confronted with a fire there were only two options - neither of which were pleasant or afforded a positive outcome. These were jump without a parachute or stay with the aircraft and burn to death before hitting the ground - what a mind numbing choice!

*... captures the evolution of
airpower ...*

There seemed to be a greater appreciation in the AFC then the wider Army of what is now known as PTSD. The author observed that whilst some infantry battalions had a 50% casualty rate the AFC was not far behind with 44% and this did not include those sent home with '*aero-neurosis*'. He added that if training accidents were included in the statistics, flying in the AFC emerged as one of the most dangerous jobs that an Australian could do during the war. One pilot described flying training as the '*survival of the luckiest*'.

These young airmen most in their late teens and early twenties whose leaders were not much older had no appreciation of what their new careers would mean to the evolution of modern warfare. To most it was simply an opportunity to do something challenging as well as escape the hot shifting sands of the Middle East or the muddy water logged

trenches of Europe. The pilots and observers were under no illusion that being aircrew was glamorous or more important than the role of their counter parts on the ground referring to their aircraft as '*buses*' which draws a parallel to the modern reference to helicopters as '*battlefield taxis*'.

Whilst the capabilities and performance of modern aircraft have greatly improved over the ensuing 100 years, many of the air support concepts and the tactics, techniques and procedures used today have their origins borne out of initiative and necessity by the AFC crews to defeat the enemy whilst minimising the risk to their aircraft, themselves and the friendly forces they were supporting.

The book captures the evolution of airpower in support of ground forces from initially being used as '*eyes*' for intelligence gathering employing physical reconnaissance supported by aerial photography over enemy lines. Concurrently aircrew enhanced manoeuvre commanders situational awareness by passing on timely tactical information. Communication was initially by dropping hand written messages and subsequently through the use of '*Morse*' code and wireless. As the conflict continued aircrew became increasingly involved in supporting the land battle by adjusting artillery fire as an air observation post; aerial ammunition resupply to assist with the rapid movement of assaulting troops; as well as utilising concepts known today as fighter ground attack and close air support.

As the utility of these techniques became increasingly appreciated by commanders so did the danger to aircraft, aircrew and friendly troops become evident! Out of necessity was borne what are now known as '*fire support coordination measures*'. The contribution these measures make to saving lives is as relevant today as the day they were developed, all that has happened over the ensuing years is the techniques have been refined from experience.

At times the aircrew performed the role of Search and Rescue for their fellow crewmen who had been forced down or crashed in enemy territory. These rescues often meant landing in difficult physical conditions surrounded by very dangerous circumstances such as intense small arms fire, attack from enemy aircraft and artillery fire.

One of these rescues saw a Victoria Cross awarded to Victorian school teacher Frank McNamara (who subsequently joined the RAAF and attained the rank of honorary Air Vice Marshall) for his actions

on 20th March 1917 during an attack on a Turkish Railway. The author makes the observation that by all accounts Frank McNamara had mediocre flying skills and predicted that had it not been for this incident McNamara would have returned to Australia and lived an unremarkable life as a school teacher.

The book is full of names synonymous with early Australian aviation history, giving you a sense of familiarity with the characters such as Richard Williams the first RAAF Chief of the Air Staff; Ross Smith who scored the AFC's first aerial victory on 1st September 1917 and became Australia's most successful pilot in the Middle East, who after the war flew with his brother from London to Darwin in 28 days; Paul McGinness and Hudson Fysh who along with two western Queensland graziers established QANTAS; and the roll call continues throughout the book.

*The book is full of names
synonymous with early Australian
aviation history, giving you a
sense of familiarity with the
characters ...*

A name not widely known today is that of Captain Arthur Henry (Harry) Cobby, CBE, DSC, DFC and Two Bars from No 4 Squadron who returned to Australia at 25 years of age in June 1919 as the most highly decorated member the AFC. In less than twelve months he brought down at least 29 German aircraft and five observation balloons (a dangerous task). He went on to be a founding member of the RAAF in 1921 retiring initially in 1936 and subsequently rejoining and serving as an Air Commodore during World War Two retiring again in 1946. The most probable reason for him not having the high profile his deeds merit is his connection to the 'Morotai Mutiny'. The incident is described below in an extract from Wikipedia:

This was an incident in April 1945 involving members of the Australian First Tactical Air Force based on the island of Morotai, in the Dutch East Indies. Eight senior pilots, including Australia's leading flying ace, Group Captain Clive Caldwell, tendered their resignations to protest what they perceived as the relegation of Royal Australian Air Force fighter squadrons to strategically unimportant ground attack missions against Japanese positions that had been bypassed in the Allies' 'island-hopping' campaign. A government investigation vindicated the 'mutineers', and three high-ranking officers at First Tactical Air Force Headquarters, including the commander, Air Commodore Harry Cobby, the

Australian Flying Corps' top-scoring ace during World War I, were relieved of their posts.

A related photograph caption describes Air Commodore Cobby and Group Captain Clive Caldwell at Morotai in January 1945 as '*the prima donna of one war, and ... the prima donna of the next war*'.

The story is riddled with hard luck stories such as four year veteran Arthur Palliser who was killed one week before Armistice Day and one day before he was due to leave for Australia. For the reader this and many other stories bring the book to life and place a human face to the events and effects of war on the participants.

*... a seat of your pants, rollicking
good yarn full of stories of
bravery, survival and death ...*

The book ebbs and flows between a relatively interesting but dry history to a seat of your pants, rollicking good yarn full of stories of bravery, survival and death, the outcome of which was often based on not much more than circumstance and luck. It is basically a book in three broad sections - establishment of the Australian Flying Corps prior to World War One; the War in the Middle East; and the War in Europe. Each section is written in a slightly different style and pace which can be attributed to a lack of veterans available for interview as well as the quantity and quality of diaries and letters from which to draw personal accounts. The book also provides a unique overview of the campaigns and battles supported by the squadrons from a '*birds eye view*' perspective which gives it a different feel from most other accounts of the period.

A book on this era would not be complete without reference to Manfred von Richthofen, the *Red Barron*. The description of the engagement that led to his death in the skies over Europe in late 1918 is breath taking as is the aftermath of what happened after he crashed and the behaviour of those on the ground - bad and good.

The author highlights that with the exception of a dedicated edition of the '*Official History of Australia in the War 1914-1918 Volume VIII*' published in 1923, the AFC has been neglected in most Australian military histories including in the relatively recent publication '*The Great War*' by Les Carlyon which despite being over 700 pages does not mention the AFC once.

This is a good book on many levels, there is something in it for anyone with an interest in history be that military or general. Initially the pace is a little slow but as you progress the author draws into the story of these pioneering military aviators. I found myself flicking ahead to find out what happened to particular individuals or in specific situations. I commend the author for his well researched and detailed book and thoroughly recommend it as a professionally rewarding but also enjoyable read - '8 out of 10'.

Date Claimer Liaison Letter

Next Edition Contribution Deadline

Friday 24th August 2012

Contributions for the Liaison Letter 2012 – Spring Edition should be forwarded to the editor at his home postal or email address, by no later than **Friday 24th August 2012.**

'Late' correspondence or submissions after that date should be forwarded to the editor via the School of Artillery or his defence email address.

Gunners set for success

Afghan artilleryman set sights on certification after more than 18 months with Australian and US mentors

A Battery of Afghan artillerymen will soon be fully qualified and able to operate independently thanks to the efforts of Australian and US mentors. Three soldiers from Townsville's 4 Regt RAA have worked with a US artillery unit since June 2010 to bring gunners of Cannon Bty from 4th Kandak up to speed.

The Afghan gunners will gain their final live-fire certification later this month. MTF 3 lead mentor WO2 Brenden Colles said ANA gunners had come a long way since their training began. 'The 4th Kandak only had one working gun and few experienced gunners when we first arrived.' WO2 Colles said. '[Now] they have a functioning battery with two command posts that can safely and accurately provide offensive fire in support of future 4th Kandak operations.'

He said MTF 3 would head home before all certifications were complete. 'The certification process involves two stages and, while we'll oversee the direct fire practice, circumstances mean we'll miss the final indirect live fire exercise. We're leaving Cannon Bty in good hands with the US army instructors and out MTF 4 colleagues, but it would have been great to see the job through.'

As they worked alongside their US Army counterparts, 4 Regt's gunners had some issues to overcome. 'There are some differences in US and Australian artillery doctrine but we've negotiated those and delivered a sound package to the ANA.' He said.

'The Americans are a smart and motivated group of people who've done an excellent job in delivering a high level of training.' Twenty-six US Army soldiers from the Texas based 1st Btn, 21st Fd Artillery Regt assisted in training ANA gun teams, fire support officers and command personnel.

According to WO2 Colles, the Commander of the 4th Kandak. Brigadier Gen Mohammed Zafar Khan, is 'very big' on literacy training for his soldiers.

'He believes education is an important tool, so we convinced the local Dari contractor to give Cannon Bty gunners an additional 65 hours of literacy and mathematics tuition;' WO2 Colles said. 'This extra education presents obvious benefits for the battalion, brigade and ANA as a whole.'

After completing the training, the NTF 4 artillery mentors from 1 Regt RAA will continue to advise Cannon Bty during operational missions. The US Army personnel will take the experience gained with the Australians to another Afghan province to train another gun battery.

Army, February 2, 2012

Around the Regiment

'Putting the J back in Joint'

*Major M.K.L Mankowski, Captain J. Satchell
Captain T. Moutrage & Lieutenant R. Summers*

Introducing 16th Air Land Regiment

2012 represents the beginning of a new era for The Royal Regiment of Australian Artillery. The newest unit, 16th Air Land Regt (16 ALR) was raised at Woodside Barracks on 20th January 2012, resulting from a merger between 1st Ground Liaison Group and 16th Air Defence Regiment (16 AD Regt). The roles and mission of the Regiment have been adapted in order to cater for the needs of the ever evolving and demanding joint environment, while maintaining key force protection capabilities. The Regiment now maintains four sub-units; 110th Air Defence Battery, 111th CRAM Battery, 1st Air Ground Operations Battery and CSS Battery.

1st Air Ground Operations Battery – *Enabling Joint Operations*

1st Air Ground Operations Bty (1 AGO Bty) has been raised in order to provide for Army's ever increasing need to communicate with both the RAAF and Navy. Its mission is to provide the Command and Control for Air Land Integration (ALI).

The Battery is split into three mutually supporting capability areas: the ALI Troop, the Joint Terminal Attack Control (JTAC) Troop and the Ground Liaison (GL) Troop. As the JTAC and GL capabilities are well understood within the RAA, this article will concentrate on the ALI Troop. The Troop is split into two cells, which are optimised to perform the ALI C2 function at Brigade (Bde) or Divisional (Div) level.

The introduction of a permanent ALI Cell capability has come after the identification of the need to enhance integration between deployed air and land forces to accurately and efficiently achieve the Joint Task Force Commander's intent. This will be achieved through the establishment of air situational awareness, as well as planning, submitting and monitoring air support and airspace requests. The cell is hosted by either the Bde or Div Joint Fires and Effects Coordination Centre (JFECC) and works closely with the co-located RAAF Tactical Air Control Party. Army's increased requirement for Offensive Air Support and the need to forecast and plan as part of the RAAF's 72 hour planning cycle means the ALI Cell is required to understand how Army and RAAF each operate and maximise the efficiency of integrating Army requirements into RAAF procedures.

... provide the aircrew with maximum situational awareness and up-to-date information of the current deployed ground forces and ultimately shorten the kill chain.

An important role that ALI performs at the Bde level is the preparation of mission briefs for the aircrew that will fly in support of the formation. This information is passed to the relevant Ground Liaison Officers (GLO) attached to each of the Wings. This will provide the aircrew with maximum situational awareness and up-to-date information of the current deployed ground forces and ultimately shorten the kill chain. In addition, on the completion of the mission, the aircrew are debriefed and the results passed to the ALI Cell for onwards passage to the intelligence staff to inform the Battle Damage Assessment as part of the targeting function.

The digitisation of Army has provided a framework for development of the ALI capability. The ALI

Troop is trialling the use of the Tactical Data Information Link 16 equipment within the JFECC. This system provides access to the sensor data of similarly equipped air and naval platforms. Both the Airborne Early Warning and Control aircraft (Wedgetail), and the new F-18F Super Hornet are equipped with Link 16 and the use of their sensor data will be trialled on Exercise Hamel 2012. In addition, the two new Landing Helicopter Dock amphibious platforms will also have this capability. As well as being a situational awareness tool, Link 16 is a true Joint Fires network, allowing voice communication, data communication (free text) and platform information to be instantly interrogated (callsign, ordnance, duration, etc). The improved situational awareness will also allow the co-located Airspace Control Element (Tactical Air Traffic Controllers) to enhance their positive control of the formations airspace allowing air platforms to be quickly moved from one tactical task to another.

For those readers of the letter that are familiar with the network of GLOs, there have been some changes. The chart below highlights the new detachments, their relationship to the RAAF unit they are hosted by and their historical link to previous detachments.

The role of the GL detachments is essentially liaison. The work done here ensures that the planning conducted in the JFECC is followed through to the Joint community and ensures that the manoeuvre commander gets access to the joint capabilities and that these capabilities are properly integrated into the battlespace.

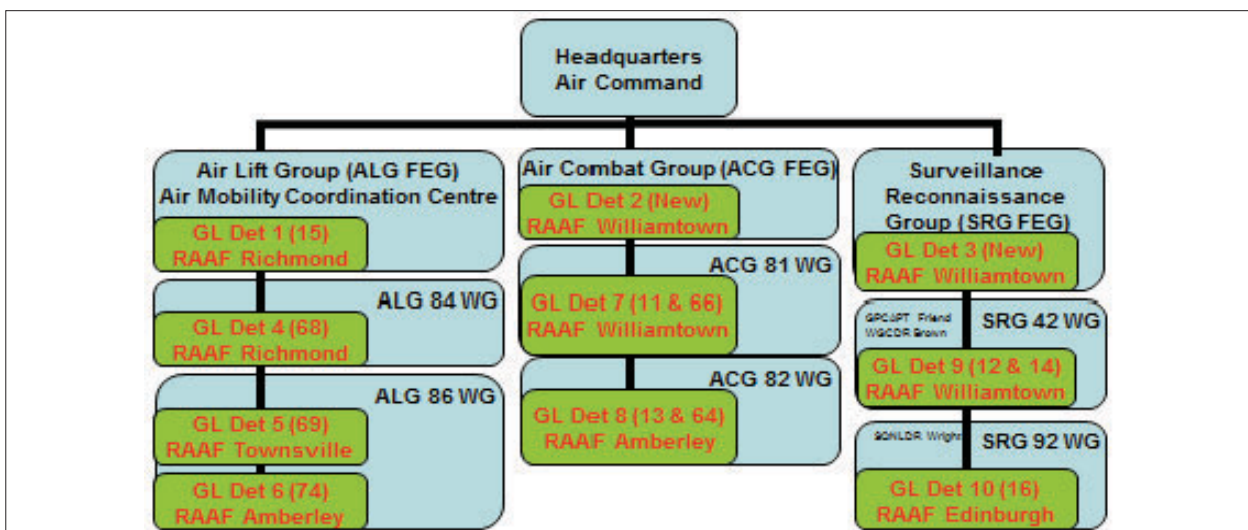
The integration of ALI cells into supported units is a promising development for land commanders.

With the introduction of equipment within the Regt such as the Giraffe Agile Multi-Beam (GAMB) radar, the Forward Area Air Defence C2 (FAAD-C2), the Air and Missile Defence Workstation (AMDWS) and the Advanced Field Artillery Tactical Data System (AFATDS) C2 system, the ALI Cell will be able to provide to its JFECC an enhanced ability to synchronise joint fires and effects. This will compliment the existing framework, providing increased flexibility and enhanced situational awareness in the form of the correlated local air picture, while the provision of dedicated Link 16 connectivity with air and naval platforms, and will enable joint operations to be executed more effectively than ever before.

110th Air Defence Battery – Evolving the Air Defence Capability.

16 ALR continues to provide short range Ground Based Air Defence (GBAD) utilising the RBS-70 and the PSTAR-ER radar. This system will be operated by 110 AD Bty and will be capable of deploying up to a Bty in support of a manoeuvre commander.

With 111 Bty becoming the C-RAM Bty, 110 Bty remains the only sub-unit operating the RBS-70 and is currently comprised of two Missile Tps and a Command Post. This enables the Regt to deploy either a Bty strength AD capability, or two independent Tps comprising of four weapon detachments and a sensor. Each deploying unit, irrespective of its size, has the capability to deploy with organic ground defence and mobility, as well as integrate with the recognised air picture (RAP). The RAP is the result of multiple sensors providing target data into a common picture. The RAP is able to be distributed amongst supported call signs to



Structure of Ground Liaison Detachments

provide early warning of rotary wing, fixed wing and un-manned aerial system (UAS) threats to ground forces. It will enhance a commanders' situational awareness of his battlespace and allows for the capability gap between air and land components to begin to be closed. The introduction of new EPLRS data radios will further enhance this capability.

Further enhancing the freedom of movement of the AD Bty is the acquisition of the Bushmaster Protected Mobility Vehicle (PMV-AD), which replaces the aged 6x6 Landrover. The use of PMV-AD within the Tp will provide them with mobility and survivability commensurate with that of the supported force. Furthermore, the communication suites inherent to the new vehicles will allow for increased data sharing over longer distances, and in complex terrain, with greater situational awareness.

Rather than protecting static high-value targets, the Bty will become experts in providing responsive protection to mobile Combat Teams and Battle Groups.

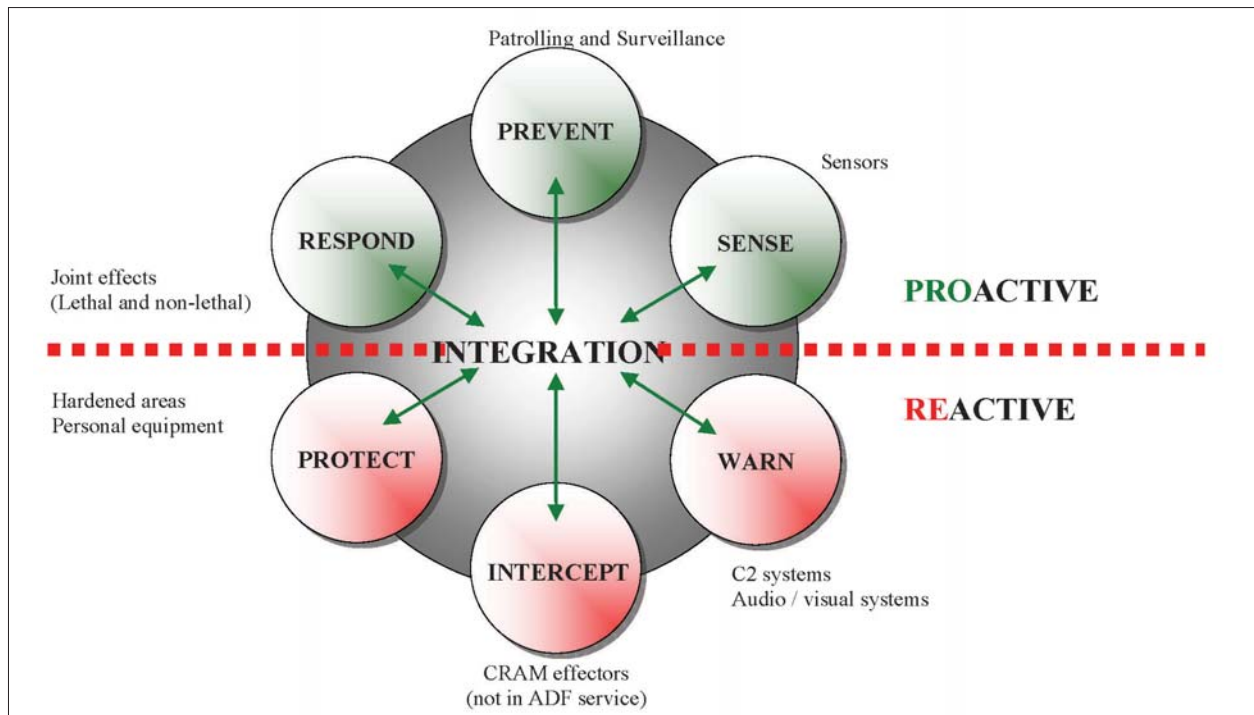
As the threat from air platforms has developed and evolved, so too has the focus of the AD capability. With the rise to prominence of both the attack helicopter threat and the unmanned aerial system threat, the Bty has re-focussed to defeating these in

support of the manoeuvre force. Rather than protecting static high-value targets, the Bty will become experts in providing responsive protection to mobile Combat Teams and Battle Groups. With the arrival of protected vehicles, and access to a far greater suite of sensors through both 111 C-RAM Bty and the ALI cells within the AGO Bty, the future for the AD Bty is full of potential.

111th Counter Rocket, Artillery and Mortar Battery – Providing Specialist Force Protection

Previous articles within this publication have provided a sound overview of the technical operation of the Australian C-RAM capability including the equipment utilised, networking principles and the pillars which are highlighted below. This article will concentrate on the tactical employment of this system and the developmental plans that are in place to realise the full potential of this capability.

The Bty is currently primarily delivering all aspects of the SENSE and WARN pillars; however, are key contributors to all other areas, less INTERCEPT. Deployed since December 2010, the Bty continues to deliver force protection to five bases within Afghanistan. C-RAM-3 has recently taken the reins after conducting their pre-deployment training in Sweden and the USA. Integration with other organisations continues to mature, with improved force protection TTPs being implemented as part of a quick learning loop.



C-RAM Pillars

All C-RAM mission specific training will now be conducted within Australia for future rotations, delivered by Australian Army personnel. This has been achieved through significant effort conducted by DMO, CATC, CADDs and 16 ALR members and will result in not only an Australian approach to the mission, but also improved operator skills and drills. The initial training course will be delivered within the unit from May-August, integrating a live fire MRE for the first time.

The equipment delivered as part of the project represents world best technology which is not limited to the current mission. These systems will provide enhanced capability across the Regt, with 111 C-RAM Bty enabling both 110 AD Bty and 1 AGO Bty. The sensor data collected will provide three key functions across the Regt;

Situational awareness for the ALI cells will be provided by direct link to the G-AMB enhancing and complimenting the existing LINK 16 data in the form of the Recongnised Air Picture (RAP) and Local Air Picture (LAP).

Accurate aircraft track data will provide early warning of targets to the AD capability, allowing them to posture effectively to counter hostile air threats. Sensors will continue to locate hostile surface to surface fires in order to provide early warning of the threat and enhance the force protection capability.

With the withdrawal of the AN/TPQ-36 Weapon Locating Radar from service within 20 STA Regt, 16 ALR is preparing to take sole responsibility for the LOCATE function.

With the withdrawal of the AN/TPQ-36 Weapon Locating Radar from service within 20 STA Regt, 16 ALR is preparing to take sole responsibility for the LOCATE function. The proven link between AMDWS and AFATDS will allow the rapid passage of point of origin data between sensors and user units. This will enable the JFECC to pass target data to strike elements to accurately and effectively prosecute targets within very short time frames.

The focus of C-RAM Bty will continue to be on the raise, train and sustain cycle for deployment; however, the Bty has began developing TTPs with an aim of delivering components of the above mentioned capabilities on domestic exercises from 2013. This will provide the opportunity for commanders across Army to further understand the

new capabilities and develop their own TTPs to integrate C-RAM into their operations.

Conclusion

The raising of 16ALR represents a significant period of change for the RAA. With the new unit there comes a range of new capabilities, and a shift in focus in terms of integrating land forces with both the air and naval components. The task before us is complex, and will require hard work over the coming years in order to achieve success. The previous efforts of both 16 AD Regt and 1 GL Gp have prepared us well to take up the challenge and provide the ADF with the support it needs to operate in a genuinely joint environment.

16 ALR Formation Speech by CA

Lieutenant General David Morrison, AO

Commander Forces Command, Commander 6th Brigade, Ladies and Gentlemen. It is my great pleasure to be here this afternoon for the formation of 16 Air Land Regiment.

...designed to have a joint focus.

The formation of 16th Air Land Regiment is consistent with the philosophy of Adaptive Army and an acknowledgement of the importance that Army places on cooperation and integration within a Joint Land Combat environment. The Unit is designed to meet future challenges by providing the means to better integrate networks, structures, trades and personnel and the Unit is designed to have a joint focus.

The change to bring together the Air Defence Regiment and the Ground Liaison Group into the Air Land Regiment was a necessary one. Modern conflict and future threats require Army to adapt to the more heavily contested nature of airspace. The Air Land Regiment seeks to efficiently integrate and enable land forces to conduct complex operations in the airspace of the future. Within the Air Land Regiment we are introducing into service a number of capabilities which align with this purpose, the Giraffe Radar, capable of Air and Missile Defence, the Counter - Rocket, Artillery and Mortar Missile, and Target acquisition. These are all key capabilities that Army will look to the Air Land

Regiment to develop and provide to Joint Land Combat. In forming the Unit, I would like to recognise the history of the original units.

16th Air Defence Regiment has a long history of serving this country. Protecting our own troops has been the consistent theme and the Air Defenders have always successfully adapted to unique missions whether they be land or sea based. Air Defenders were formally grouped under a Regiment from 2nd June 1969 after the return of 110 Battery from Malaysia. In the ensuing 42 years the Regiment has undergone several re-structures and name changes. The Regiment to this day provides rifle companies for Battalion Group rotations to Timor Leste.

1st Ground Liaison Group has a proud history that extends back to both theatres of the Second World War and has included all subsequent military operations to the current day. The role of the Unit has been an enduring feature of Army capability since World War Two in providing close inter-service cooperation for the delivery of air support to Army.

Although rarely understood or visible within wider Army circles, the Unit's contribution to capability has been an effect far greater than the measure of their relatively small numbers. Although the unit disbands, its capabilities will endure and benefit from an enhanced level of manning as part of the 16th Air Land Regiment.

I would like to recognise the hard work of a number of people. Successive commanders of the 6th Brigade, in Major General Jeff Sengelman and Brigadier David Coghlan, have been instrumental in rationalising Army's Air Defence and Ground Liaison units. The key lead in this process has been Colonel Brian Bailey, who provided the important link between the units and my Advisory Committees to ensure efficient and appropriate decisions could be made. I would also like to recognise the analysis provided by Lieutenant Colonel John McLean, who was responsible for the creation of the initial Air Land Concept of Operations.

... 16th Air Land Regiment must continue to remain flexible and agile enough to respond to developing threats.

To all of you here today, congratulations. Although embryonic in structure and an evolving capability in Army, 16th Air Land Regiment must continue to remain flexible and agile enough to respond to

developing threats. This requires the maintenance of a dynamic and educated Regiment. Richard [Vagg], congratulations on being appointed the first Commanding Officer of 16th Air Land Regiment; I am confident in your ability to deliver on this Regiment's promise.

Re-raising 102 (Coral) Battery

*Trevor Bryant
Battle of Coral Veteran*

In 2010 it was announced that the 102nd (Coral) Battery would be reformed after being officially 'mothballed' some years earlier. It would become part of the new 8th/12th Regiment RAA, and would be housed at Edinburgh in South Australia, along with the 1st Battalion, Royal Australian Regiment.

This action subsequently took place earlier in 2011, and on Saturday, 3rd December last, an official ceremony was held at the 102 Battery lines to mark the occasion. There were speeches, plus the unveiling of a plaque and the running-up of the Battery Flag. Current serving officers of 8th/12th Regiment and 102nd Coral Battery conducted the ceremony in front of current battery personnel on parade and looking magnificent, a few of their family members, and a number of invited guests. Some of these invited guests included a bunch of us ex-102 Battery veterans.

We had been specifically invited by the Battery Commander, Major Duncan Anderson, who is very keen to impress on his men the rich culture and history of 102 Battery. His philosophy is that we old blokes can help him reinforce the fact that, in spite of its recent resurrection, the Battery is not 'new', and is in fact, a very old and decorated unit.

... we old blokes can help him reinforce the fact that, in spite of its recent resurrection, the Battery is not 'new' ...

They treated us like royalty. The ceremony went without a hitch in typical Army efficient fashion, except when one of the kids watching from the sideline, got a bit bored and pulled out the microphone jack. Don Tait made a speech on behalf of the [12th Field Regiment Vietnam] Association

addressing the troops and telling them about 12th Field's and 102nd Battery's roles at Coral, and what was done that earned the citation.

After the official part, we were given a look at their current ordinance and got to see a typical mobile command post set up in a Bushmaster. There were also an M2A2 and an L5, and the Battery's 'museum' for us to view and to bring back some memories.

We old blokes were also invited to join all the Battery personnel at their end-of-year barbecue later that day, at Keswick Barracks in Adelaide. Again we were treated with great respect by all the current serving diggers we met. We took part in the 'presentation of awards' ceremony being given the chance to announce the winners and present the trophies.

It was a great day for all of us ex-102's who attended, and it was gratifying that the Battery Commander has reiterated his objective to keep strong ties with our Association. With his support, 102nd (Coral) Battery will be hosting a visit to their lines for all 12th Field Regiment (Vietnam) Association members who attend the Re-union in Adelaide over Anzac Day next year. This visit will take place on 26th April, the 'free day' on the program, and will involve a tour of their lines and facilities, a look at their new 'digital' artillery pieces which will arrive early in the year, and a presentation from the Battery Commander about Artillery's role in the Afghanistan conflict etc.

The ex-102 Battery personnel who attended representing the Association, and who were the beneficiaries of all this hospitality were: Don Tait, Les Partridge, Jim 'Dutchie' Holland, Dick Creek, Larry Darcy, Peter Geelen and Trevor Bryant.

7 Field Regiment

*Captain Brett Sprague
Adjutant*

The year 2011 started off quickly and culminated in 113th Field Battery (113 Fd Bty) celebrating its 150th Birthday. As the 8th Brigade infantry battalions were severely depleted by the deployment of personnel to East Timor, there was the distinct feeling 7th Field Regiment (7 Fd Regt) was carrying the largest burden within the Brigade during the year. It was that kind of year. This year promises to be more of a challenge with the start of the implementation of Plan Beersheba; retiring the

L119 105mm Hamel Gun and the introduction and transition to the mortar light artillery capability.

In the first six months of 2011, the Regiment lead the way in regards to supporting external and internal tasks with approximately six hundred man days allocated to these tasks. In addition the Regiment conducted the Australia Day and Queen's Birthday Salutes, safety training, and a Courses camp to give our ECN 510s a trade.



For the first time in many years 2011 saw the Brigade conduct a Combined Arms Training Activity (CATA) and the Regiment played a major role. Corporate knowledge was at a premium, so consequently 7 Fd Regt was key in determining what was achievable and meaningful for this live-fire exercise. During the CATA, personnel from the Brigade were introduced to the whistle of 105mm projectiles overhead while their commanders conducted All Arms Call For Fire. This was the highlight for many participants during the exercise.



A commemorative dinner to mark the 150th Anniversary of 113 Fd Bty provided the doorstep to the year. The venue in Newcastle was at West's Executive Inn which was well suited for the occasion as was the food which combined to make the event a memorable evening. The following day,

the Birthday celebrations concluded for all the members, their families and friends by observing the old World War Two guns at Fort Scratchley with the re-enactment of the four rounds fired by the MK 2 Guns. This capped off a successful year and with the unit conducting detailed planning, it set the stage for future Regimental success in the plan Beersheba structure.

... our move into the Plan Beersheba structure giving us a more sustainable capability and a long future ...

This year 7 Fd Regt has already conducted the Australia Day salute at Mrs Macquarie's Chair in Sydney which went off with a BANG! and have a number of live firing activities planned before we lose our Guns. The second half of the year will see our biggest challenge in the Regiments conversion to a Light Artillery capability. In addition 7 Fd Regt will provide personnel who will deploy to the Solomon Islands as part of OPANODE (HELPEFREN).

It is an exciting time for Gunners in the 2nd Division with our move into the Plan Beersheba structure giving us a more sustainable capability and a long future within Army.

End of an Era

131st Surveillance & Target Acquisition Battery

After nearly 27 years the AN/TPQ-36 Weapon Locating Radar (WLR) has ceased active service with the Australian Regular Army. Members of 20th Surveillance and Target Acquisition Regiment (20 STA Regt) officially farewelled the three remaining operational Radars in a ceremony held at Gallipoli Barracks on 28th February 2012. All seven Radars, including two from the School of Artillery will now be housed in long term storage.

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The WLR entered service in 1986 and was employed in the 131st Divisional Locating Battery, replacing the ageing KPQ-1 Mortar Locating Radar. A total of seven systems were purchased, with three allocated to 131st Divisional Locating Battery, two

to the School of Artillery, one to Army Logistics Training Centre and one was placed in storage at Moorebank.

In 2005 the 131st Surveillance and Target Acquisition Battery deployed to Iraq as part of Operation Catalyst. Two Radars were deployed and provided weapon location coverage for Al Muthana Task Group One and Two, and Overwatch Battle Group (West) One to Four. The Radars proved vital, detecting numerous indirect fire attacks and successfully identifying points of origin. The WLRs returned to Australia in 2008 after six successful rotations.



The AN/TPQ-36 WLR is mobile system consisting of an antenna group and command shelter, mounted on a Unimog truck and trailer. The system is highly accurate, capable of providing friendly fire corrections. The Radar is manned by a party of six; a sergeant, bombardier and four gunners, who deploy and operate the system. The Reconnaissance Party, generally consisting of a lieutenant, bombardier and gunner, provide site survey for the radar deployment areas.

20 STA Regt is now transitioning to maintain two fully operational Unmanned Aerial System batteries, operating the recently acquired Shadow 200. A Counter Rocket Artillery Mortar (C-RAM) capability is currently provided in theatre by 16th Air Land Regiment.

Eyes in the Sky ready to deploy

THE first Shadow 200 Tactical Unmanned Aerial System (TUAS) Task Group is set to deploy to Afghanistan in late December. Shadow Group One (SH1) completed its 10-week pre-deployment mission rehearsal training and crew certification exercise on November 18 at Evetts Airfield in the Woomera training area.

SH1s personnel were drawn from the ranks of 20 STA Regt and battery commander Major Derek Freeman said the training exercise had three aims.

'Our training and mission rehearsal exercise began at Enoggera on September 12 and ran for four weeks, where our Shadow air vehicle operators, payload operators, maintainers and mission command staff refreshed their basic skills,' Major Freeman said.

"This training culminated with a command, control, computer and information systems exercise and a week of flying training in the Shadow simulators.'

On October 9, SH1 deployed to Evetts Airfield at Woomera, where they set up their base and conducted the first official Shadow 200 flight in Australia on October 15.

'We focused on launch and recovery operations, building up the length of nights from 1.5 hours with the first flight to more than five hours,' Major Freeman said.

'During flights we also flew simulated missions using the Shadow's cameras and sensors.' SH1 will deploy with all four major components of the Shadow 200 system and a maintenance workshop.

The components include a ground control station (GCS), where Shadow air vehicle operators and payload operators fly and control the aircraft's sensors, a mission command centre, a catapult aircraft launcher and an automated landing system. The Task Group will be based at Tarin Kot and replace the ScanEagle detachment and continue to provide intelligence, surveillance, target acquisition and reconnaissance (ISTAR) function, using an advanced camera and sensor suite.

During missions SH1 will also continue to build on the force protection work ScanEagle detachments have provided to Australian and coalition troops on the ground in Afghanistan since 2007.

Even though the Shadow 200 is a newer TUAS compared to ScanEagle, Major Freeman said it was difficult to make a comparison between the two aircraft and their capabilities.

'They are two different systems and to compare them would be like trying to compare apples and oranges,' Major Freeman said. 'The Shadow carries a more comprehensive package.'

When Major Freeman found out Army would be purchasing the Shadow system in 2008 he was excited at the prospect of working with it. 'I was attached to an American headquarters and I saw what it could do for a manoeuvre force [in combat],' he said. 'It was definitely a leap in the right direction and I was 100 percent supportive of its introduction into Army.'

One of the Shadow 200 operators who will deploy to Afghanistan soon is Gunner Tori Ritchie who has been a member of 20 STA Regt for two years. 'It's my first deployment to Afghanistan and it took me five months of training in the United States to become qualified on the aircraft,' Gunner Ritchie said.

'The training was broken into four phases, with the first being a ground flight school, where we learnt the basics of aerodynamics, then the second was learning how to set up and pack up the system. The final two phases were simulator flying and then flying the Shadow on practice missions.'

Her role in Afghanistan will be personally significant as her partner returned from deployment there earlier this year.

'I can not wait to support the boys on the ground as I have a partner in the infantry and he returned from Afghanistan earlier this year.' Gunner Ritchie said. 'I know how much ScanEagle helped them and I know how much more Shadow can do for troops on the ground.'

Sergeant Andrew Hetherington
- Army November 24, 2011

Personnel

DOCM-A

*Major N. Wilson
Career Advisor Artillery*

Greetings from DOCM-A. It is my sincere pleasure to continue in the appointment of Career Advisor for the Royal Regiment, and after almost a year in the job I have been greatly impressed by the calibre of our officers and the excellent work they are undertaking. There is little doubt wherever our people are serving - be it a Regimental environment, training or representational appointments, or the non-Army group - they are contributing to Army's capability in spades. As the Career Advisor, I am responsible for over 250 Artillery officers. On the balance of numbers, this represents a significant portfolio (albeit less in volume than the likes of RAAOC, RAInf and RAEME), and it provides its own unique challenges due to the number of Corps-coded positions versus the available asset. Nevertheless, due to the collective leadership within the Royal Regiment, the support of the chain of command and the realistic aspirations of you - the officers - it has proved relatively straight forward to manage and indeed a privilege to be a part of.

... the chain of command and the realistic aspirations of you - the officers - it has proved relatively straight forward to manage and indeed a privilege to be a part of.

As you would no doubt reflect upon, 2011 was a busy year and 2012 promises to be just as challenging. In the personnel space, continued high operational tempo and preparation for the 36 month improved force generation cycle will continue to feature strongly; this will likely have considerable impact on Career Management Cycle (CMC) 13. In conjunction with the chain of command, I will continue to provide tailored career management advice that balances the needs of Army, together with professional development requirements and personal desires of the officer.

However, it is here that I wish to reinforce a few important DOCM-A messages.

Command your own path. Seek active feedback and guidance from your chain of command, together with robust and truthful dialogue with me as your career advocate. Use this information, the RAA Trade Model, the gazette, and your own career aspirations to design your future path. You should work hard to develop a five year plan that is balanced by an understanding of your performance both within the Regiment and in your cohort. Importantly, know what gives you the want to serve and ask yourself how you determine your own success: remember that one officer's journey is not always the same as another.

... I expect there will be no recourse come the year's end and you may very well be reduced.

Get qualified. The Army (and the RAA) had a very poor substantive promotion rate in CMC12. Whilst I note this is a direct reflection of operational pressures, it does highlight the need to get provisional officers fully qualified ASAP. Both the Captain and Major courses for 2012 are significantly under-subscribed, so if you do are currently provisional and do not meet the conditions of your provisional promotion, I expect there will be no recourse come the year's end and you may very well be reduced. It happened last year, so work hard with your chain of command to get released for courses as much as possible.

APEP and Staffing Priorities. In CMC12, the Army was effectively full. This meant that staffing priorities were not always essential in balancing the workforce as enough asset (officers) existed for the positions available. CMC13 is shaping to be very different with significant shortfalls in some ranks and trades. Therefore, word on the street is that Army Personnel Establishment Plan (APEP) will hit for 2013 considerably harder than it did last year and directed vacancies will be evident in every unit. This means if someone has tenure and their position is classified Directed Vacancy (DV), they either need to be moved sideways or posted. I

expect this will be an emotive topic once APEP is released. Key point - Brisbane will likely be hit hardest as the epicentre of the Reset Brigade. Expect limited opportunities here.

*... Brisbane will likely be hit
hardest as the epicentre of the
Reset Brigade.*

SUC PAC. This PAC will sit in approximately May 2012. By my calculations the Sub Unit Command (SUC) plot will be heavily contested, so make sure if you are in the window (Captain 2007) you engage me to represent your interests.

Operational Nominations. I have a number of individual rotations throughout the year and as I did in 2011, I will push out requests for nominations to Unit Commanders / Functional Heads for response. Operational Nominations require One Star (Formation Commander) endorsement therefore if you intend to express interest please make sure you have commenced some informal liaison with your Boss prior as this will make the process quicker.

DOCM Website. When planning your career, use the DOCM-A website as it is updated constantly. There is a plethora of information available including publications on career pathways, the posting gazette and a host of presentations pertaining to career management. Please remember, the job needs to be available or 'gazetted' for you to be posted there! Additionally, my email updates with the 'DOCM-A Dispatch' will provide good information to allow career decision making. Please advise me via email if you are not receiving the dispatch.

It was my pleasure getting to know the portfolio and meeting you face-to-face during 2011 and I look forward to continuing this relationship in 2012. All the best for your individual endeavours; if I can be of any assistance in helping you meet your milestones please don't hesitate in establishing contact via (02) 6265 5790 or nicholas.wilson@defence.gov.au.

DSCM-A

*Captain A. Bucci
& Warrant Officer Class One Grant Boyce*

Happy New Year to all. As part of the reorganisation of SCMA as of January 2012 'SCMA' has ceased to be

a unit and has become the Directorate of Soldier Career Management - Army (DSCM-A). The changes do not stop there.

PAC. Those individuals who have entered the Promotion Eligibility Zone and meet the selection criteria the selection criteria [PAC suitability checklist] is available on the DSCM-A website in the PAC Information area or at <http://intranet.defence.gov.au/armyweb/sites/DSCMA/comweb.asp?Page=20830> will be allocated to Group A and taken to PAC for further examination. Those members that fail to meet any of the selection criteria will not be taken to PAC. These individuals will be allocated to Group B and not consider further, notification as to the reason why they have been allocated to Group B will be provided by the CA through the chain of command.

*... 'SCMA' has ceased to be a unit
and has become the Directorate
of Soldier Career Management -
Army (DSCM-A).*

New PAC Bandings. DSCM-A is introducing a four PAC banding system similar to DOCM-A. It is anticipated that a four banding system will better reflect a soldiers competitiveness for promotion. Basically the four bands are:

- Band 1 - Member suitable and expected to be promoted.
- Band 2 - Member suitable but promotion dependent upon availability of positions.
- Band 3 - Member not likely to be promoted this Career Management Cycle (CMC) but will return to PAC in the following year.
- Band 4 - Performing effectively at current rank and considered to be at ceiling rank.

Personnel Advisory Committees. Promotion PACs will be conducted twice in 2012 to facilitate the transition to the new CMC. We have determined that this is the most efficient means to effect the change to the new CMC but there will be trade-offs in doing so that include limiting our ability to conduct visits this year.

The first PAC (for promotion consideration for 2013) will run from early March - late May. The second PAC (for promotion consideration in 2014) will commence from late August. PAC results from the second PAC will inform the Career Guidance Interviews (CGI) conducted in early 2013 for CMC 14. COs and RSMs are invited to observe a PAC unrelated to their Corps if the opportunity arises

while visiting DSCM-A throughout the year. Notification of PAC results will occur no later than 1 June 2012.

Transition to a new Career Management Cycle. In 2012, DSCM-A will transition to a new CMC that will eventually enable CGI to be conducted early in the calendar year (from 2013) for soldiers posting at the end of that year. This is better aligned to the remainder of CMA and will enable more timely advice to soldiers and the chain of command. DCA Directive 12/11 will give you more information about this.

PARs. Timely submission of PARs in 2012 will be crucial to your soldiers' consideration for promotion in the second 2012 PAC series (for 2014). Meeting the designated PAR dates for your soldiers in 2012 is key to their presentation to this second PAC. Any late PARs may significantly disadvantage your soldiers who have entered the Promotion Eligibility Zone for consideration for promotion in January 2014.

The timetable for 2012 PAR submission is below:

<i>RANK</i>	<i>Report Date</i>	<i>Submission Date</i>
WO1	1 Aug 12	1 Sep 12
WO2	1 Aug 12	1 Sep 12
SGT	1 Aug 12	1 Sep 12
BDR	1 Sep 12	1 Oct 12
LBDR	1 Oct 12	1 Nov 12
GNR	1 Oct 12	01 Nov 12

Career Guidance Interviews. DSCM-A will only conduct limited (but targeted) face to face interviews in 2012. Where a face to face interview is not achievable, soldiers will be given the opportunity to request a telephone interview or to pass information through any other means as appropriate (email, letter, chain of command etc). Your chain of command will be fully involved in the coordination and outcomes of these interviews. More will follow in the near future as plans for visits clearer. Regardless of the CA visit schedule, if you know your tenure is finishing and you are due to post at the end of year it is imperative that you submit an EPAR via PSS if you have not done so already. EPARs assist us immensely!

Relocation to Canberra. DSCM-A will be located in Brindabella Park, ACT from January 2013. Fort Queenscliff will house the Defence Archiving Centre from January 2013. During the transition to Canberra DSCM-A will maintain an on-call presence to ensure that we provide a seamless career

management capability. We will be aiming to conduct the transition during the Christmas Stand down period from December this year to minimise any disruptions.

DSCM-A will be located in Brindabella Park, ACT from January 2013. Fort Queenscliff will house the Defence Archiving Centre from January 2013.

Posting Orders. Posting Orders will be available for members information from 1 July 2012. If you can not access your posting order via the usual means please speak to your chain of command.

We hope that 2012 has begun well for everyone and wish those deployed God speed and a safe return.

CO Appointments

LIEUTENANT COLONEL NICHOLAS KEITH BOLTON

Commanding Officer 1st Regiment, RAA



Lieutenant Colonel Nick Bolton was born on 14th November 1974 in Hobart. His military career began in 1991, enlisting in the Australian Army Reserve. Following completion of Officer Training, Lieutenant Colonel Bolton was allocated to the

RAA and completed several Regimental postings with Reserve Artillery units as a junior officer. At the same time he pursued a career as a Tasmanian Police Officer, during which he was awarded a Police Commissioner's Commendation for his performance of duties during the Port Arthur Massacre in 1996.

In 1998 Lieutenant Colonel Bolton commenced transfer to the Australian Regular Army, and was posted to a staff position within Land Headquarters, Sydney. In late 1999, he was posted to 8th/12th Medium Regiment, RAA as the Battery Captain of the 101st Medium Battery. From 2002 to 2003 he served as the ARA Training Officer with 48th Field Battery in Adelaide. Following a posting as the inaugural Offensive Support Observer

Trainer at the Combat Training Centre, in January 2005 he was appointed as Regimental Operations Officer and Battery Commander of Headquarters Battery, 1st Field Regiment RAA. After completing the Australian Command and Staff College in 2007, Lieutenant Colonel Bolton was posted on exchange to the U.S. Army as the Deputy Chief of G-35 Future Operations at Headquarters U.S. Army Pacific. On return to Australia in 2010 he served as member of the Directing Staff at the Australian Command and Staff College, before taking up the position as Chief of Observer Group Golan and Australian Contingent Commander with the United Nations Truce Supervision Organisation (UNTSO) in the Middle East, serving as the Chief Military Observer in Syria during the 2011 uprising. Following this deployment he assumed command of 1st Regiment, RAA in January 2012.

Lieutenant Colonel Bolton's other operational experience includes: NATO Stabilisation Force, as the SO2 Information Operations at HQ Multi National Division (South West) in Bosnia Herzegovina during 2000-2001; Australian border security operations as the Officer Commanding Transit Security Element Five during 2001-2002; and as the Deputy Commander of the Australian Army Training Team - Iraq during 2005-2006.

Lieutenant Colonel Bolton holds several tertiary qualifications including a Masters of Arts in Strategy and Management. He is married to Michelle, and they have an eight month old son, Matthew. His other interests include rugby, sailing and golf.

LIEUTENANT COLONEL RICHARD ANTHONY VAGG

Commanding Officer 16th Air Land Regiment, RAA

Richard Vagg was born on 10th September 1973 in Barcardine, Queensland. His secondary education was completed at the Rockhampton Grammar School. In 1992 he entered the Royal Military College, graduating in 1993 to the Royal Australian Artillery. His initial appointment was to 4th Field Regiment. During his tenure at 4th Field Regiment he held the appointments of troop commander, gun position officer, forward observer and assistant operations officer. On promotion to captain he was posted as a forward observer to the embedded Fire Support Company, 6th Battalion (Motorised) Royal Australian Regiment from 1998 until 1999.

Lieutenant Colonel Vagg held two appointments in the old Training Command-Army. From January 2000 until April 2001 he was an Instructor in Gunnery at Fire Support Wing, School of Artillery in Puckapunyal and from January 2002 to December 2003 he was posted to the Royal Military College - Duntroon (RMC-D). At RMC-D he was a Small Group Instructor and Package Master for Combined Arms Tactics. At the completion of his first year at RMC-D he was appointed as the Officer Commanding Long Tan Company, Corps of Staff Cadets.

In 2001 Lieutenant Colonel Vagg was selected for Operation Osier. He was attached to 40th Regiment, Royal Artillery in order to deploy into Kosovo on Operation Agricola 6. Employed as a Forward Observer, his primary role was to conduct sustained surveillance operations along the Macedonian and Albanian borders.

Lieutenant Colonel Vagg assumed command of 107th Field Battery, 4th Field Regiment in January 2004. Throughout his tenure as Battery Commander the Battery was in Direct Support to the 1st Battalion, Royal Australian Regiment as part of the Ready Battalion Group. In 2006 Lieutenant Colonel Vagg completed Australian Command and Staff College, after which, he took up an appointment in the Defence Intelligence Staff, United Kingdom Ministry of Defence as the UK's lead Threat Artillery Technical Analyst. He returned to Australia in January 2009 to take up an appointment as the Deputy Director Weapon System-Land in the Defence Intelligence Organisation.

In March 2010 Lieutenant Colonel Vagg deployed to Afghanistan on Operation Slipper to the Combined Training Advisory Group-Army, NATO Training Mission- Afghanistan. He was responsible for forming the Artillery Training Team-Kabul which raised the Afghan National Army School of Artillery and Artillery Branch Directorate.

On returning from Afghanistan he took up a post in Army Headquarters as the Staff Officer Grade One LAND 17 Capability Implementation Team Leader / Joint Fires. In this role he was responsible for the management of the Australian Army's Joint Fire Capabilities as well as the introduction into service of the Army's new M777A2 Howitzers and Advanced Field Artillery Data System.

On 9th December 2011 he assumed command, as the inaugural Commanding Officer, of 16th Air Land Regiment, Royal Australian Artillery.

Full-time Senior Officer List

Rank Worn	Surname	Given Names	Post Nominals	Cohort	Appointment
LTGEN	POWER	Brian Ashley	AO, CSC	LTGEN2011	CJOPS, HQJOC
MAJGEN	CRANE	Michael Peter	DSC, AM	MAJGEN2008	HFSR
MAJGEN	FOGARTY	Gerard Paul	AM	MAJGEN2011	HPC
MAJGEN	SYMON	Paul Bruce	AO	MAJGEN2008	DDIO
BRIG	BILTON	Gregory Charles	CSC	BRIG2009	COMD 7 BDE
BRIG	COGHLAN	David Peter	AM	BRIG2008	COMD 6 BDE
BRIG	GATES	Peter Campbell	CSM	BRIG2009	DG DEF ED, DLB
BRIG	GOODMAN	Wayne Leonard	AM	BRIG2007	DGPLANS, HQJOC
BRIG	MCLACHLAN	Paul David	CSC, ADC	BRIG2008	AREGP 1 DIV
BRIG	PHELPS	Michael Leo	ADC	BRIG2006	DG LCSB, LSD
BRIG	ROACH	Simon	AM	BRIG2009	DCOMD 1 DIV
COL	BAILEY	Brian James	CSC	COL2008	COL OS CIT, HQ 6 BDE
COL	CLINGAN	Scott Edward		COL2007	DSA&MS, SE ASIA, INT POL
COL	COMBES	Andrew James		COL2011	COFS-RESD, CRESD
COL	FINNEY	Graeme William	OAM	COL2008	FORCE PREP TRG
COL	FURINI	Craig Dennis	CSC	COL2010	PM&CSECOND, AHQ
COL	KENNY	Stuart Nicholas	CSC	COL2011	DGLOBOPS, HQJOC
COL	KINGSFORD	Michael James	CSC	COL2008	FORCE PREP TRG
COL	MCINTYRE	Anthony Paul		COL2010	COL TRAINING, G7, HQFORCOMD
COL	PLANT	Andrew Alfred		COL2009	STPP OPERATIONS
COL	POTTER	Gary Gordon	CSC	COL2006	DEOS, JCC
COL	RYAN	Sean Thomas		COL2010	COMDT CATC
COL	SADDINGTON	Stephen Michael		COL2009	DLCD, CAP DEV
COL	SMITH	John Peter	DSM	COL2003	ARegP-SOWR, DOCM-A
COL	SWEENEY	Neil Thomas		COL2011	COL OPS, G3, HQFORCOMD

Full-time Officer List

<i>Employee ID</i>	<i>Worn Rank</i>	<i>Last Name</i>	<i>First Names</i>	<i>Current Posted Location</i>	<i>Posted Unit</i>
8253264	LTCOL	Ahern	Michael Rodney	Fort Benning, USA	ASARMY O/S
8237608	LTCOL	Andersen	Christian William	Russell ACT	MSC DIV
8220349	LTCOL	Ashton	Jeffrey Donald	Russell ACT	DIO
8218639	LTCOL	Ashton	Dean Jamie Rowan	Tampa, USA	STPP
8272026	LTCOL	Bolton	Nicholas Keith	Enoggera Barracks QLD	1 REGT RAA
8269894	LTCOL	Cassar	Grant Charles	Enoggera Barracks QLD	HQ 1 DIV
8272962	LTCOL	Colmer	Ashley Craig	Campbell Park ACT	APNRE
8248286	LTCOL	Crawford	Robert James	Victoria Bks Paddington NSW	HQ 6 BDE
8264286	LTCOL	Crawford	Leigh Scott	Victoria Bks Paddington NSW	HQ 6 BDE
8212791	LTCOL	Dougall	John Angus	Victoria Bks Melbourne VIC	LSD
8261881	LTCOL	Duncan	Paul Barry	Robertson Bks Palmerston NT	HQ 1 BDE
8251822	LTCOL	Edwards	David Mark	Russell ACT	AHQ
8253552	LTCOL	Fehlberg	Adam Paul	Bungendore NSW	HQJOC
8240393	LTCOL	Floyd	Nicholas Henry Bernard	Weston Creek ACT	ACSC
8238264	LTCOL	Foxall	Nicholas James	Russell ACT	AHQ
8265045	LTCOL	Galvin	Bede Thomas	Kabul AFG (Deployment)	STPP
8244082	LTCOL	Garrad	Andrew Warren	Glenbrook RAAF Base NSW	HQ 6 BDE
8234834	LTCOL	Garside	David Lindsay	Bungendore NSW	HQJOC
8212696	LTCOL	Gee	Cameron Daniel	Bungendore NSW	HQJOC
8255872	LTCOL	Gibson	Robert Grant	Russell ACT	CMA
8216989	LTCOL	Griggs	Timothy David	Russell ACT	AHQ
8248614	LTCOL	Haebich	Andrew Mark	Robertson Bks Palmerston NT	8/12 RAA
8257093	LTCOL	Harding	Shaun Edward	Victoria Bks Melbourne VIC	LSD
8246914	LTCOL	Hawke	Brian Nolan	HMAS Albatross NSW	PTS
8221417	LTCOL	Hill	Damian John	Puckapunyal VIC	LWDC

<i>Employee ID</i>	<i>Worn Rank</i>	<i>Last Name</i>	<i>First Names</i>	<i>Current Posted Location</i>	<i>Posted Unit</i>
8238281	LTCOL	Hume	Steven John	Russell ACT	CISS
8241710	LTCOL	Jenkins	Stephen Andrew	Lavarack Barracks Tvl QLD	CTC
8230684	LTCOL	Kellaway	Brendan	Russell ACT	JCCD
8246426	LTCOL	Kelly	David John	Kabul AFG (Deployment)	STPP
8251937	LTCOL	Kennedy	Michael Robert Carver	Puckapunyal VIC	SOARTY
8265285	LTCOL	Keogh	Andrew Michael	Russell ACT	AHQ
8222064	LTCOL	Kerr	James Forsyth	Russell ACT	AHQ
8246532	LTCOL	Langford	Andrew Richard	Victoria Bks Melbourne VIC	LSD
8214741	LTCOL	Lopsik	Timothy John	Russell ACT	LWDC
8270131	LTCOL	Loynes	Nathan James	Enoggera Barracks QLD	20STA REGT
8227711	LTCOL	Mallett	Douglas William	Russell ACT	CAP DEV
8258395	LTCOL	Mallett	Stuart James	Puckapunyal VIC	LWDC
8238940	LTCOL	Mangin	Kane Antony	Russell ACT	AHQ
8226562	LTCOL	McKay	Paul Denis	London GBR	ASARMY O/S
8252280	LTCOL	McLean	John Brendan	ADFA ACT	LTS
8229597	LTCOL	Monks	Peter David	Kabul AFG (Deployment)	STPP
8226369	LTCOL	Mott	Steven George Thomas	Puckapunyal VIC	LWDC
8235408	LTCOL	Ross	Jason Damian	Fort Leavenworth USA	ASARMY O/S
8221625	LTCOL	Searle	Lachlan Fletcher	Enoggera Barracks QLD	HQ 1 DIV
8230891	LTCOL	Thomas	Griffith Charles	ADFA ACT	LTS
8246408	LTCOL	Vagg	Richard Anthony	Woodside SA	16 ALR
8247704	LTCOL	Watson	Richard Henry	Russell ACT	DIO
8228727	LTCOL	Webbe	Michael John Pascoe	Fairbairn, ACT	MIL REC
8214981	LTCOL	Weinert	Adam	Puckapunyal VIC	LWDC
8238727	LTCOL	Weller	Charles Peter Howard	Lavarack Barracks Tvl QLD	4 REGT RAA
8227498	LTCOL	West	Julian James	Victoria Bks Paddington NSW	HQ FORCOMD
8214102	LTCOL	West	Christopher Robert Lawson	Russell ACT	
8258019	LTCOL	White	Bernard Velarde	Victoria Bks Paddington NSW	HQ FORCOMD
8259894	LTCOL	Wilton	David Howard Ross	Kapooka NSW	ARTC
8242526	LTCOL	Wood	Brandon Ashley	Russell ACT	AHQ

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
8234314	MAJ	Anderson	Duncan	Edinburgh RAAF Base SA	8/12 REGT
8238642	MAJ	Ardley	Brian Matthew	Berrimah NT	JOSS NT/K
8256913	MAJ	Barrow	Ryan Ronald	Robertson Bks Palmerston NT	8/12 REGT
8490816	MAJ	Batayola	John Locke Fontanilla	Puckapunyal VIC	HQ CATC
8255448	MAJ	Bibby	Matthew John	St Kilda VIC	2/10 Fd REGT
8270237	MAJ	Bolton	Joshua Lincoln	Victoria Bks Paddington NSW	HQ 6 Bde
8533760	MAJ	Britton	Karl Edmund	Puckapunyal VIC	SOArty
8509795	MAJ	Brunskill	James Brian	Woodside SA	16 ALR
8496053	MAJ	Bryant	Marc	Woodside SA	16 ALR
8534057	MAJ	Burns	John Robert	Puckapunyal VIC	SOArty
8232746	MAJ	Caivert	Scott Matthew	Lavarack Barracks Tvl QLD	4 REGT
8267280	MAJ	Carew	David Alan	Enoggera Barracks QLD	1 REGT
8252950	MAJ	Chapman	Michael John	Puckapunyal VIC	SOArty
8241512	MAJ	Cheeseman	Alex	Swanbourne Barracks WA	SASR
8441807	MAJ	Coggins	Clifford Arthur	Leeuwin Barracks WA	DOTAM-HQ
8523524	MAJ	Cosgrove	Paul	Lavarack Barracks Tvl QLD	DOTAM-HQ
8269707	MAJ	Cross	Michael William	Puckapunyal VIC	SOArty
8255538	MAJ	Down	Gary Martin	Puckapunyal VIC	LWDC
8220555	MAJ	Ellson	David Arthur Leonard	Puckapunyal VIC	SOA
8236405	MAJ	Finnerty	Matthew John	Williamtown RAAF Base NSW	ADFWC
8523519	MAJ	Fletcher	Ian Charles	Robertson Bks Palmerston NT	8/12 REGT
8269307	MAJ	Francis	William James	Kokoda Barracks Canungra QLD	LWC
8251739	MAJ	Freeman	Derek Charles	Enoggera Barracks QLD	20 STA REGT
8229167	MAJ	Furman	Antoni Gregory	Russell ACT	CDG
8224439	MAJ	Gaynor	Bernard Joseph	Puckapunyal VIC	LWDC
8298573	MAJ	Hamsey	Russell Wayne	Enoggera Barracks QLD	HQ 1 Div
8225817	MAJ	Hardy	Anthony John	Russell ACT	AHQ
8231332	MAJ	Harper	Jonathan Wayne	Woodside SA	16 ALR
8267188	MAJ	Harris	Graham Paul	Puckapunyal VIC	LWDC
8254035	MAJ	Harvey	Robert Andrew Marshall	Enoggera Barracks QLD	HQ 1 Div

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
8238172	MAJ	Harvey	William Luke	Lavarack Barracks Tvl QLD	4 REGT
8229343	MAJ	Hickey	Phillip John	Lavarack Barracks Tvl QLD	4 REGT
8216480	MAJ	Hompas	Simon Alexander	Enoggera Barracks QLD	1 REGT
8216553	MAJ	Hosking	David	Puckapunyal VIC	LWDC
8245014	MAJ	Hunter	Simon	Western Creek, ACT	ACSC
8235315	MAJ	James	Stuart Rodney	Enoggera Barracks QLD	1 REGT
8544436	MAJ	Johnson	David Darrin	Victoria Bks Melbourne VIC	DMO
8239583	MAJ	Johnson	Daryl Robert	ADFA ACT	ADFA
8270064	MAJ	Jones	David Evan	Fort Sill, USA	US Exchange
8240688	MAJ	Jung	Brian Heinz	Bungendore NSW	HQJOC
8265596	MAJ	Kelly	Darryl John	ADFA ACT	ADFA
8227784	MAJ	Kelly	Joseph Bede	Enoggera Barracks QLD	1 REGT
8257324	MAJ	Klomp	David Michael	Enoggera Barracks QLD	20 STA REGT
8272557	MAJ	Kostadinovic	Aleksandar	Fort Queenscliff VIC	DSCMA
8223318	MAJ	Laughton	Nathan Charles	Western Creek, ACT	ACSC
8252856	MAJ	Lehmann	Scott Laurence	Enoggera Barracks QLD	20 STA REGT
8238285	MAJ	Lyons	Darryl James	Enoggera Barracks QLD	DOTAM-HQ
8545340	MAJ	Mankowski	Mark Kingsley Leopold	Woodside SA	16 ALR
8251449	MAJ	McGregor	Travis Ethan	Williamtown RAAF Base NSW	16 ALR
8234989	MAJ	Meakin	Peter John	Russell ACT	AHQ
8256632	MAJ	Meekan	Geoffrey Noel	Williamtown RAAF Base NSW	16 ALR
8238070	MAJ	Metcalf	Gregory David	Puckapunyal VIC	SOArty
8244214	MAJ	Murcott	Steven Thomas	Robertson Bks Palmerston NT	LWC
8257228	MAJ	Newman	Peter John	Western Creek, ACT	ACSC
8100718	MAJ	Ng	Arnaud Sil Phi	Defence Plaza Melbourne VIC	APCD Melb
8258414	MAJ	Opie	Rhyl Evan	Keswick Barracks SA	DOTAM-HQ
8242280	MAJ	Pratt	Rory Edward	Enoggera Barracks QLD	HQ 1 Div
8263730	MAJ	Quaglia	Simon Maxwell Peter	Williamtown RAAF Base NSW	16 ALR
8244068	MAJ	Randall	Paul Edward	Kokoda Barracks Canungra QLD	LWC
8270877	MAJ	Richards	Paul Stephen	Bungendore NSW	HQJOC

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
8255378	MAJ	Ryan	David Andrew	Weston Creek, ACT	ACSC
8212709	MAJ	Ryan	Robert John	Lavarack Barracks Tvl QLD	4 REGT
8259817	MAJ	Seabrook	Kelvin Stuart	Pymble NSW	7 Fd REGT
8236625	MAJ	Simson	Richard Shannon	Puckapunyal VIC	LWDC
8229169	MAJ	Slinger	Charles Christian	Woodside SA	16 ALR
8234180	MAJ	Smith	Hugh Ian	Woodside SA	16 ALR
8443449	MAJ	Smith	Colin George	Puckapunyal VIC	SOArty
8263274	MAJ	Smith	Matthew Troy	Weston Creek, ACT	ACSC
8235304	MAJ	Suttor	Andrew John	Robertson Bks Palmerston NT	8/12 REGT
8225235	MAJ	Tierney	Robert Matthew	Williams RAAF Base VIC	School of Langs
8222173	MAJ	Turnbull	Daryl John	Kogarah NSW	23 Fd REGT
8246798	MAJ	Turner	Robin Paul	Bungendore NSW	SOCOMD
8257175	MAJ	Van Tilburg	Michael Leigh	Enoggera Barracks QLD	20 STA REGT
8224217	MAJ	Webb	Jeremy John Charles	Enoggera Barracks QLD	HQ 1 Div
8262733	MAJ	Wendt	Arlen Henry	Robertson Bks Palmerston NT	8/12 REGT
8224058	MAJ	Wheatley	Joseph Rayner	Lavarack Barracks Tvl QLD	4 REGT
8549849	MAJ	Wiles	James Peter	Puckapunyal VIC	SOArty
8506052	MAJ	Willsher	Brian David	Victoria Bks Paddington NSW	HQ 6 Bde
8220899	MAJ	Wright	Ashley Van	Victoria Bks Melbourne VIC	DMO
8253374	MAJ	Wynen	Brenton Dale	Victoria Bks Melbourne VIC	DMO
8228644	CAPT	Abundo	Jonathan Philip	ADFA ACT	ADFA
8232098	CAPT	Allan	Peter Andrew	Enoggera Barracks QLD	1 REGT
8509426	CAPT	Allan-Agnew	Benjamin Stanford	Kapooka NSW	1 RTB
8438134	CAPT	Ames	Courtney Elise	ADFA ACT	ADFA
8486904	CAPT	Armstrong	Shamus Michael Stokes	Lavarack Barracks Tvl QLD	4 REGT
8517228	CAPT	Bagajluk	Andrew George Jacob	Woodside SA	16 ALR
8512799	CAPT	Balanzategui	Christopher Raymond	Lavarack Barracks Tvl QLD	4 REGT
8523011	CAPT	Barclay	David James	Enoggera Barracks QLD	20 STA REGT
8216604	CAPT	Barletta	Matthew Adam	Duntroon ACT	RMC-D
8438032	CAPT	Baumgarten	Samuel Michael	Williamtown RAAF Base NSW	16 ALR

<i>Employee ID</i>	<i>Worn Rank</i>	<i>Last Name</i>	<i>First Names</i>	<i>Current Posted Location</i>	<i>Posted Unit</i>
8523272	CAPT	Boldeman	Timothy John	Lavarack Barracks Tvl QLD	4 REGT
8487678	CAPT	Bowyer	Jaymi Lee	Enoggera Barracks QLD	HQ 1 Div
8504781	CAPT	Boyd	Jared Michael	Victoria Bks Paddington NSW	HQ 6 Bde
8256418	CAPT	Brilliant	Darren	St Kilda VIC	2/10 Fd REGT
8512801	CAPT	Brin	Raymond	Enoggera Barracks QLD	20 STA REGT
8229569	CAPT	Bryden	Stuart Thomas	Fort Sill, USA	US Exchange
8244821	CAPT	Bucci	Adrian Charles	Fort Queenscliff VIC	DSCMA
8523318	CAPT	Butler	Jesse John	Lavarack Barracks Tvl QLD	4 REGT
8234007	CAPT	Casey	James Patrick	Puckapunyal VIC	SOArty
8259423	CAPT	Chetty	Rajesh	Enoggera Barracks QLD	1 REGT
8259840	CAPT	Clancy	Benjamin James	Townsville RAAF Base QLD	5 Avn REGT
8517202	CAPT	Colclough	Samuel John	Lavarack Barracks Tvl QLD	4 REGT
8438109	CAPT	Cook	Aaron Lex	Keswick Barracks SA	48 Fd Bty
8247700	CAPT	Cook	Michael James	Enoggera Barracks QLD	HQ 1 Div
8296682	CAPT	Cooper	Wade Graham	Duntroon ACT	RMC-D
8486513	CAPT	Cooper	Nicholas Peter	Puckapunyal VIC	SOArty
8437939	CAPT	Corkran	Michael Lawrence	Holsworthy Barracks NSW	2 Cdo REGT
8257581	CAPT	Costello	Jacob Michael	Duntroon ACT	RMC-D
8271170	CAPT	Counsell	David Elliot	Puckapunyal VIC	LWDC
8442589	CAPT	Crowe	Andrew	Brisbane CBD QLD	ADFRU-QLD
8487723	CAPT	Cummings	Graham Regner	Robertson Bks Palmerston NT	8/12 REGT
8437264	CAPT	Drew	Thomas Stephen	Lavarack Barracks Tvl QLD	4 REGT
8497638	CAPT	El Khaligi	Khalid	Lavarack Barracks Tvl QLD	4 REGT
8264511	CAPT	Evans	Geoffrey Dallas	Moorebank Moorebank Ave NSW	HQ AAC
8250097	CAPT	Filmer	David Alan	Enoggera Barracks QLD	20 STA REGT
8493390	CAPT	Floyd	James Geoffrey	Anglesea Barracks TAS	ADFRU-Tas
8270382	CAPT	Foreman	Craig John	Enoggera Barracks QLD	1 REGT
8512811	CAPT	Fussell	Daniel David	Enoggera Barracks QLD	1 REGT
8216094	CAPT	Gallacher	Benjamin John	Parramatta, NSW	ADFRU-NSW
8437205	CAPT	George	Christian Peter	Woodside SA	16 ALR

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
8266697	CAPT	Georgeson	Luke James	Puckapunyal VIC	APCD Melb
8517239	CAPT	Gledhill	Brendon James	Enoggera Barracks QLD	20 STA REGT
8244607	CAPT	Gowling	Martin Hamilton	Puckapunyal VIC	CATC
8233250	CAPT	Gray	Benjamin Collin	Robertson Bks Palmerston NT	8/12 REGT
8217203	CAPT	Groves	James Matthew	Puckapunyal VIC	SOArty
8252470	CAPT	Guidolin	Casey Bep	Duntroon ACT	RMC-D
8504770	CAPT	Hadden	Jason Peter	Melbourne CBD VIC	ADFRU-Vic
8523345	CAPT	Haitas	Luke	Robertson Bks Palmerston NT	8/12 REGT
8530957	CAPT	Harris	John Percival	Enoggera Barracks QLD	20 STA REGT
8487855	CAPT	Hartley	Robert Neil Munro	Lavarack Barracks Tvl QLD	4 REGT
8258657	CAPT	Hickey	David James	Puckapunyal VIC	SOArty
8491930	CAPT	Hodda	Mathew Simon	Lavarack Barracks Tvl QLD	HQ 3 Bde
8497341	CAPT	Horandner	Robert Benjamin	Woodside SA	16 ALR
8509698	CAPT	Joyce	Lucas William	Puckapunyal VIC	LWDC
8296559	CAPT	Lee	Benjamin James	Fort Huachuca, USA	US Exchange
8437929	CAPT	Lingard	Christopher Brett	Enoggera Barracks QLD	1 REGT
8523353	CAPT	Lopez	Boris Jefferson	Enoggera Barracks QLD	1 REGT
8437333	CAPT	Ludlow	Andrew Michael	Puckapunyal VIC	SOArty
8262913	CAPT	Magi	Benjamin Bjorn	Woodside SA	16 ALR
8556186	CAPT	Manchip	James Richard	Puckapunyal VIC	SOArty
8506062	CAPT	McBurney	Justin James	Woodside SA	16 ALR
8242255	CAPT	McDonell	Andrew Richard	Williamtown RAAF Base NSW	16 ALR
8223782	CAPT	McKay	Shane Matthew	Holsworthy Barracks NSW	2 Cdo REGT
8517192	CAPT	Morse	Rory Ian	Lavarack Barracks Tvl QLD	4 REGT
8492254	CAPT	Mullaly	Peter Roy	Puckapunyal VIC	CATC
8518927	CAPT	Moutrage	Tatal Hemantha	Woodside SA	16 ALR
8523351	CAPT	Mumford	Anthony Paul	Edinburgh RAAF Base SA	8/12 REGT
8512776	CAPT	Murcott	Adam Edward	Edinburgh RAAF Base SA	8/12 REGT
8273075	CAPT	Myors	Rhys Charles	Lavarack Barracks Tvl QLD	CTC
8296687	CAPT	Nebauer	Simon Robert	Robertson Bks Palmerston NT	HQ 1 Bde

<i>Employee ID</i>	<i>Worn Rank</i>	<i>Last Name</i>	<i>First Names</i>	<i>Current Posted Location</i>	<i>Posted Unit</i>
8492972	CAPT	Neill	Kieran Thomas	Robertson Bks Palmerston NT	8/12 REGT
8262831	CAPT	O'Brien	Christopher Daniel	Puckapunyal VIC	SOArty
8252871	CAPT	O'Brien	Daniel Thomas	Amberley RAAF Base QLD	16 ALR
8437785	CAPT	O'Connell	Daniel Michael	Robertson Bks Palmerston NT	8/12 REGT
8246823	CAPT	O'Donnell	Robert	Lavarack Barracks Tvl QLD	4 REGT
8486088	CAPT	Pandalai	Roshan	Holsworthy Barracks NSW	2 Cdo REGT
8239057	CAPT	Payne	Sean Gregory	Kapooka NSW	ARTC
8252873	CAPT	Perkins	Brendan John	Enoggera Barracks QLD	1 REGT
8517222	CAPT	Petersen	David	Woodside SA	16 ALR
8497496	CAPT	Pitzer	Hendrik Johannes	Robertson Bks Palmerston NT	8/12 REGT
8487735	CAPT	Pychtin	Nicholas Kasimir	Robertson Bks Palmerston NT	8/12 REGT
8233165	CAPT	Roberts	James Michael	Woodside SA	16 ALR
8229431	CAPT	Ronayne	Johnathon Leon	Robertson Bks Palmerston NT	1 Avn REGT
8437233	CAPT	Sandner	Christian	Puckapunyal VIC	LWDC
8497589	CAPT	Satchell	Jeremy William	Woodside SA	16 ALR
8523322	CAPT	Savage	Scott Allen	Woodside SA	16 ALR
8236990	CAPT	Schieb	Jeremy Allen	Swanbourne Barracks WA	SASR
8523818	CAPT	Schoombie	Willem Johannes	Woodside SA	16 ALR
8499741	CAPT	Schweinsberg	David Conrad	Kogarah NSW	23 Fd REGT
8252019	CAPT	Shanasy	Eugene O'Day	Edinburgh RAAF Base SA	8/12 REGT
8228978	CAPT	Sharp	Colin John	Enoggera Barracks QLD	20 STA REGT
8270276	CAPT	Silverstone	David	Holsworthy Barracks NSW	2 Cdo REGT
8504790	CAPT	Skinn	Christopher Michael	ADFA ACT	ADFA
8497470	CAPT	Smith	William James	Enoggera Barracks QLD	1 REGT
8530887	CAPT	Soane	Colin James Danby	Robertson Bks Palmerston NT	8/12 REGT
8261903	CAPT	Sprague	Brett	Pymble NSW	7 Fd REGT
8296636	CAPT	Squire	Michael Charles	Puckapunyal VIC	SOArty
8504761	CAPT	Stewart	Erin John	Robertson Bks Palmerston NT	8/12 REGT
8437900	CAPT	Tarling	Pete J	Puckapunyal VIC	SOArty
8438875	CAPT	Tarpley	James Peter Thomas	Karrakatta WA	7 Fd Bty

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
8523321	CAPT	Taylor	Tyson David	Enoggera Barracks QLD	1 REGT
8526387	CAPT	Thom	David Edward	Robertson Bks Palmerston NT	8/12 REGT
8270536	CAPT	Ullin	Nicholas Sebastian	Graytown VIC	P&EE
8523814	CAPT	Van Der Walt	Gabriel Andries	Lavarack Barracks Tvl QLD	CTC
8488180	CAPT	Vick	Alexandra Elizabeth	Enoggera Barracks QLD	20 STA REGT
8437236	CAPT	Walmsley	Timothy John	Russell ACT	CDG
8222482	CAPT	Watkins	Peter John	Puckapunyal VIC	SOArty
8239137	CAPT	Watson	Trevor	Lark Hill, GBR	Long Term Schooling
8236613	CAPT	Wegener	Andrew Charles	Duntroon ACT	RMC-D
8236355	CAPT	Wehby	Ross Anthony	Duntroon ACT	RMC-D
8270746	CAPT	Westcott	John David	Greenacres SA	AUR
8492350	CAPT	White	Adam	Launceston TAS	16 Fd Bty
8531003	CAPT	Williams	Maxwell Alexander Francis	Lavarack Barracks Tvl QLD	4 REGT
8497433	CAPT	Wood	James Liam	Lavarack Barracks Tvl QLD	4 REGT
8510247	LT	Barletta	Nicholas	Robertson Bks Palmerston NT	8/12 REGT
8538245	LT	Beale	Jacob Grant	Enoggera Barracks QLD	1 REGT
8524216	LT	Benson	Patrick John Godwin	Enoggera Barracks QLD	1 REGT
8524370	LT	Best	Robert Ian Thomas	Enoggera Barracks QLD	1 REGT
8517576	LT	Bosse	Mark	Woodside SA	16 ALR
8510300	LT	Bruce	Fiona Elizabeth	Enoggera Barracks QLD	20 STA REGT
8568034	LT	Clark	G.	Lavarack Barracks Tvl QLD	4 REGT
8549255	LT	Clarke	Nicholas Stewart	Robertson Bks Palmerston NT	8/12 REGT
8556137	LT	Connell	Prudence Margaret	Woodside SA	16 ALR
8523280	LT	Daire	Brent Norton	Enoggera Barracks QLD	1 REGT
8516041	LT	Dale	Cooper Henry James	Kapooka NSW	ARTC
8510962	LT	D'Aquino	Christopher Charles	ADFA ACT	AFG
8538284	LT	Dearmer	Abraham John	Puckapunyal VIC	SOArty
8568062	LT	Dempster	E.	Lavarack Barracks Tvl QLD	4 REGT
8538282	LT	Dickeson	Nicholas William	Puckapunyal VIC	SOArty
8562044	LT	Donohue	Richard	Lavarack Barracks Tvl QLD	4 REGT

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
8537547	LT	Easton	J.M.	Woodside SA	16 ALR
8549739	LT	Evangelisti	Daniel Renato	Enoggera Barracks QLD	20 STA REGT
8538297	LT	Evans	Andrew John Charles	Enoggera Barracks QLD	20 STA REGT
8523343	LT	Everard-Shepley	Nicolas Mark	Robertson Bks Palmerston NT	8/12 REGT
8524091	LT	Fish	Cameron Gordon	Enoggera Barracks QLD	20 STA REGT
8538306	LT	Frewin	Simon	Lavarack Barracks Tvl QLD	4 REGT
8530884	LT	Gould	Niel	Kapooka NSW	ARTC
8568046	LT	Green	B.	Lavarack Barracks Tvl QLD	4 REGT
8510312	LT	Griffiths	Owain Stuart	Woodside SA	16 ALR
8556179	LT	Hardman	Brendan Wayne	Woodside SA	16 ALR
8556177	LT	Hutchinson	Ben William	Enoggera Barracks QLD	1 REGT
8544465	LT	King	Mitchell John	Puckapunyal VIC	SOArty
8561931	LT	Leathbridge	Marcus William	Lavarack Barracks Tvl QLD	4 REGT
8568112	LT	Le Clercq	R.D.	Lavarack Barracks Tvl QLD	4 REGT
8562049	LT	Lever	Richard Thomas	Lavarack Barracks Tvl QLD	4 REGT
8561882	LT	Mahr	Nicholas Paul	Lavarack Barracks Tvl QLD	4 REGT
8568051	LT	Manning	M.	Robertson Bks Palmerston NT	8/12 REGT
8526388	LT	McDonald	John Rostyn	Edinburgh RAAF Base SA	8/12 REGT
8523945	LT	Modra	Timothy Rolph	Robertson Bks Palmerston NT	8/12 REGT
8544486	LT	Molesworth	Daniel James	Enoggera Barracks QLD	20 STA REGT
8530914	LT	Naisbitt	Richard Allan	Kapooka NSW	ARTC
8568008	LT	Nguyen	J.	Woodside SA	16 ALR
8524133	LT	O'Brien	Desmond Peter Anthony	Enoggera Barracks QLD	20 STA REGT
8541180	LT	Pamenter	Kevin Keith	Lavarack Barracks Tvl QLD	4 REGT
8510197	LT	Parker	Evan David	Enoggera Barracks QLD	1 REGT
8561269	LT	Parry	Adrian Douglas	Enoggera Barracks QLD	1 REGT
	LT	Pascoe	A.L.	Enoggera Barracks QLD	20 STA REGT
8530946	LT	Paul	Dion James	Robertson Bks Palmerston NT	8/12 REGT
8549305	LT	Peut	Todd Leslie	Robertson Bks Palmerston NT	8/12 REGT
8510345	LT	Platen	Barron Victor	Enoggera Barracks QLD	20 STA REGT

Employee ID	Worn Rank	Last Name	First Names	Current Posted Location	Posted Unit
85688055	LT	Reilly	S.T.	Robertson Bks Palmerston NT	8/12 REGT
8549829	LT	Ridgeway	Aaron Liam	Edinburgh RAAF Base SA	8/12 REGT
8568061	LT	Rynne	S.T.	Woodside SA	16 ALR
8491741	LT	Seabrook	Matthew Edward	Robertson Bks Palmerston NT	8/12 REGT
8537588	LT	Seymour	A.L	Enoggera Barracks QLD	1 REGT
8510350	LT	Seymour	Luke Aaron	Enoggera Barracks QLD	1 REGT
8524206	LT	Sheridan	Simon Matthew	Enoggera Barracks QLD	20 STA REGT
8524146	LT	Skinner	Nicholas Anthony	Kapooka NSW	ARTC
8537593	LT	Smallwood	J.A	Robertson Bks Palmerston NT	8/12 REGT
8510335	LT	Smith	Keegan James	Woodside SA	16 ALR
8538137	LT	Stanhope	Jackson	Lavarack Barracks Tvl QLD	4 REGT
8524143	LT	Summers	Renee Heather	Woodside SA	16 ALR
8223404	LT	Thwaites	Michael John	Enoggera Barracks QLD	20 STA REGT
8568077	LT	Turley	L.E.	Enoggera Barracks QLD	1 REGT
8510227	LT	Vanstan	Alexander Erwin	Enoggera Barracks QLD	1 REGT
8488179	LT	Varian	Dean Alan Chard	Enoggera Barracks QLD	20 STA REGT
8561999	LT	Watts	Samuel Wray	Robertson Bks Palmerston NT	8/12 REGT
8510365	LT	Wells	Nicholas Jess	Victoria Bks Paddington NSW	HQ 6 Bde

Editor's Note:

DOCM-A and DSCM-A provide the personnel lists that are published in the Liaison Letter. The Liaison Letter Editor is not responsible for the accuracy of the information. If readers have any concerns regarding the data it is recommended they contact their respective career adviser.

Full-time Regimental Sergeant Major List

<i>Worn Rank</i>	<i>Name</i>	<i>Unit Description</i>	<i>Position Title</i>
WO1	Andersen, Richard Enghave	20 STA Regt	RSM TIER A
WO1	Armstrong, Brett Laurence	STPP	ASST ADMIN TIER A
WO1	Boyce, Grant Leigh	SCMA	ASST ADMIN TIER A
WO1	Byrne, Thomas Alan	AHQ	SM TIER B
WO1	Clayton, Mark Reginald	LTS	ASST ADMIN TIER A
WO1	Clifford, Craig Keiran	4 REGT	RSM TIER A
WO1	Driscoll, Scott Robert	SOArty	RSM TIER A
WO1	Fox, Brendan John	UNSWR	RSM TIER A
WO1	Franklin, Brett Anthony	SCMA	ASST ADMIN TIER B
WO1	Gardiner, Ian	APNRE-SQ	WO1 MIER/REDUNDANCY
WO1	Graham, Shaun	23 FD REGT	RSM TIER A
WO1	Grundell, David Ramon	SOArty	MNGR OPS OFF SPT TIER A
WO1	Holstein, Paul Geofrey	2/10 FD REGT	RSM TIER A
WO1	Hortle, Anthony Maxwell	16 ALR	RSM TIER A
WO1	Johnson, Michael Ian	HQ 4 BDE	RSM TIER B
WO1	Kennedy, Tony Lionel	4 REGT	MNGR OPS OFF SPT TIER A
WO1	Kyrwood, Barry Colin	STPP	ASST ADMIN TIER A
WO1	Lehr, David Ross	AHQ	RSM TIER B
WO1	Matthysen, Philip Arthur	Land Systems Division	ASST INSTR TIER A
WO1	Mayfield, Christopher Walton	8/12 REGT	RSM TIER A
WO1	McGarry, David Thomas	7 FD REGT	RSM TIER A
WO1	McIntyre, Brenden Robert	JPEU	SM TIER A
WO1	Potter, Glynn Mervyn	HQ 6 BDE (CS&ISTAR)	MNGR OPS OFF SPT TIER A
WO1	Rayment, David Thomas	QUR	RSM TIER A
WO1	Robertson, Philip Murray	JPEU	SM TIER A
WO1	Schuman, Stephen James	JPEU	RSM TIER A
WO1	Simic, Peter Michael	SOArty	MNGR OPS OFF SPT TIER A
WO1	Sinclair, Dean Joseph	1 REGT	MNGR OPS OFF SPT TIER A
WO1	Sullivan, Matthew James	1 REGT	RSM TIER A
WO1	Thompson, Robert James	HQ 7 BDE	RSM TIER B
WO1	Thompson, Simon Peter	8/12 REGT	MNGR OPS OFF SPT TIER A
WO1	Torney, Ronald James	16 ALR	ASST ADMIN TIER A
WO1	Van Oppen, Rene	APNRE-WA	WO1 MIER/REDUNDANCY
WO1	Voss, Sean John	20 STA REGT	ASST ADMIN TIER A
WO1	Washford, Paul Thomas	CATC	SM TIER B

Full-time Warrant Officer & Senior Non-commissioned Officer List

<i>Unit</i>	<i>Name</i>	<i>Rank</i>	<i>Unit</i>	<i>Name</i>	<i>Rank</i>
1 REGT	Chapman, Paul John	WO2	16 FD BTY	Fleming, Anthony George	SGT
1 REGT	Cole, Nathan	WO2	2 CDO REGT	Parsons, Leonard John	WO2
1 REGT	Donaldson, Brett Thomas	WO2	2 CDO REGT	Austin, Mark Thomas	SGT
1 REGT	Hawkett, Dion Jay	WO2	2 CDO REGT	Brauman, Daniel John	SGT
1 REGT	Jolley, Shaun James Dennis	WO2	2 CDO REGT	Gair, Alexander Douglas	SGT
1 REGT	Miller, Matthew Gibson	WO2	2/10 FD REGT	Broughton, Maurice	WO2
1 REGT	Potter, Stephen Donald	WO2	2/10 FD REGT	Jensen, Adrian Allan	WO2
1 REGT	Quinn, James Anthony	WO2	2/10 FD REGT	Mackereth, Rodger James	WO2
1 REGT	Voormeulen, Martyn Anthony Jacobus	WO2	2/10 FD REGT	Brown, Benjamin Anthony	SGT
1 REGT	Ashurst, Scott Andrew	SGT	20 STA REGT	Armstrong, William W.J.	WO2
1 REGT	Craig, Mathew William	SGT	20 STA REGT	Burch, John	WO2
1 REGT	Faram, Kyle Kenneth	SGT	20 STA REGT	Carmichael, Stephen Donald	WO2
1 REGT	Harrop, Mark Dennis	SGT	20 STA REGT	Davies, Aaron John	WO2
1 REGT	Lynch, Shannon	SGT	20 STA REGT	Fox, Kym Nathan	WO2
1 REGT	Mura, Gavino Salvatore	SGT	20 STA REGT	Grieve, Phillip Matthew	WO2
1 REGT	Swain, Glenn Anthony	SGT	20 STA REGT	Rynkiewicz, Glen	WO2
1 REGT	Wheeler, Mark William	SGT	20 STA REGT	Skelton, Raymond Noel	WO2
16 ALR	Dawson, Matthew Roger	WO2	20 STA REGT	Williams, Kenneth James	WO2
16 ALR	Dewar, Michael Scott	WO2	20 STA REGT	Barton, Craig Daniel	SGT
16 ALR	Eastley, Jonathon Neville	WO2	20 STA REGT	Brackin, Stephen Thomas	SGT
16 ALR	Harrison, Roy James	WO2	20 STA REGT	Bruhn, Geoffrey John	SGT
16 ALR	Hay, Reece Thomas Barry	WO2	20 STA REGT	Clearihan, Jamie Paul	SGT
16 ALR	Law, Adam	WO2	20 STA REGT	Hodgkins, Ian Andrew	SGT
16 ALR	Mlikota, Stephen	WO2	20 STA REGT	Jones, Graeme Matthew	SGT
16 ALR	Pepper, Timothy James	WO2	20 STA REGT	Jones, Kevin Brian	SGT
16 ALR	Robertson, Garry	WO2	20 STA REGT	Kent, Dennis Peter	SGT
16 ALR	Archer, Robert Allan	SGT	20 STA REGT	Leversha, Ronald	SGT
16 ALR	Begnell, Anthony Owen	SGT	20 STA REGT	Marsh, Michael Kenneth	SGT
16 ALR	Challinor, Benjamin James	SGT	20 STA REGT	Osborn, Susan Linda	SGT
16 ALR	Cunningham, Dominic J.	SGT	20 STA REGT	Perry, Stephen George	SGT
16 ALR	Ellingham, Robert J.P.	SGT	20 STA REGT	Regal, Scott Anthony	SGT
16 ALR	Garrard, Jaimie Bruce	SGT	20 STA REGT	Reid, Nicholas Cameron	SGT
16 ALR	Grieve, Thomas Douglas	SGT	20 STA REGT	Robertson, Struan Campbell	SGT
16 ALR	Henry, Allan Murdoch	SGT	20 STA REGT	Walden, Richard Michael	SGT
16 ALR	Keith, Wayne	SGT	20 STA REGT	Whitelaw, Andrew David	SGT
16 ALR	Kent, Jason Randall	SGT	20 STA REGT	Wood, Melvyn Edward	SGT
16 ALR	Marshall, Jeffery James	SGT	23 FD REGT	Carter, David Charles	WO2
16 ALR	McDonald, Peter Brenden Alexander	SGT	23 FD REGT	Green, Mark John	WO2
16 ALR	Smith, Dean William	SGT	23 FD REGT	Leechman, Christopher John	WO2
16 FD BTY	Organ, Toby	WO2	4 REGT	Baker, Stuart James	WO2
			4 REGT	Bourke, Jason Paul	WO2

<i>Unit</i>	<i>Name</i>	<i>Rank</i>	<i>Unit</i>	<i>Name</i>	<i>Rank</i>
4 REGT	Castek, Matthew James	WO2	8/12 REGT	Phillips, Lee Jason	SGT
4 REGT	Caswell, Scott Russell	WO2	8/12 REGT	Ryan, Damien Laurence	SGT
4 REGT	Colles, Brendan Mark	WO2	8/12 REGT	Toby, John David	SGT
4 REGT	Duffy, Gordon Alexander	WO2	8/12 REGT	Wilson, James Thomas	SGT
4 REGT	Flaskett, Duncan Andrew	WO2	AFG	Grout, Benjamin M.C.	SGT
4 REGT	Humphrey, Miles Matthew	WO2	AFG	Partridge, Ricky Anthony	SGT
4 REGT	Lindsay, Damien Paul	WO2	ALTC	Robinson, Scott Edwin	SGT
4 REGT	Thorogood, Colyn Jon	WO2	APNRE	Fogg, Jamie Andrew	WO2
4 REGT	Cartwright, Nathan Thomas	SGT	ARTC	Glover, Rodney Stephen	WO2
4 REGT	Cowan, Bradley Willam	SGT	ARTC	Swan, Shane William	WO2
4 REGT	Dawson, Todd Keith	SGT	ARTC	Charters, Troy Ian	SGT
4 REGT	Green, Matthew Jason	SGT	ARTC	Cleland, David Jeffrey	SGT
4 REGT	Knight, Simon William	SGT	ARTC	Crosby, Mark James	SGT
4 REGT	Lack, Philip John	SGT	ARTC	Day, Colin	SGT
4 REGT	Parker, Graeme James	SGT	ARTC	Doyle, Colin John	SGT
4 REGT	Paul, Alan Robert	SGT	ARTC	Foster, Rodney	SGT
4 REGT	Quinn, Jason Peter	SGT	ARTC	Kellaway, Benjamin Paul	SGT
4 REGT	Salter, Troy Michael	SGT	ARTC	Morante, Matthew Robert	SGT
4 REGT	Tavita, Danny Ross	SGT	ARTC	Silarski, Christopher Martin	SGT
4 REGT	Velasquez, Mike Vergel	SGT			
4 REGT	Windridge, Nicholas Andrew	SGT			
48 FD BTY	Watson, Bryce James	WO2	AS ARMY		
48 FD BTY	Banfield, Keith Robert	SGT	STAFF O/S	Grant, Christopher Paul	WO2
48 FD BTY	Cousins, Craig Cephus	SGT	AUR	Jarvis, Russell Aaron	SGT
7 FD BTY	Nutini, David	WO2	ADFA	Reid, Philip Gordon	WO2
7 FD BTY	Hicks, Trevor Richard	SGT	ADFA	Hesketh, Peter James	SGT
7 FD REGT	Hamilton, Andrew James	WO2	CATC	Crout, Clint Anthony	WO2
7 FD REGT	McCarthy, Derek Terence	WO2	CATC	Mlikota, Mark Vincent	WO2
8/12 REGT	Birse, Dean Neville	WO2	CATC	Skewes, Jason Gary	WO2
8/12 REGT	Clemence, Paul Robert	WO2	CATC	Theiss, Dennis Herbert	WO2
8/12 REGT	De Goede, Jozef Johannes Bernardus	WO2	CATC	Lawson, Benjamin James	SGT
8/12 REGT	Hogg, Gary David	WO2	CATC	Mason, Derek James	SGT
8/12 REGT	Holmes, Peter Scott	WO2	CTC	Kelly, Michael Joseph	WO2
8/12 REGT	Kipa, Matthew Mana	WO2	CTC	Palin, Travis	SGT
8/12 REGT	McMillan, Paul Andrew	WO2	DFRC- NQ	Johnston, Paul Vernon	WO2
8/12 REGT	Nolan, Leigh Alexander	WO2	DFRC - SA	Ward, Bodean Laurie	SGT
8/12 REGT	O'Leary, Kym Michael	WO2	DFRC - SQ	Wallace, Geoffrey Neil	SGT
8/12 REGT	Salter, Troy Alan	WO2	HQ 1 DIV	Kristan, David Francis	WO2
8/12 REGT	Bushell, Bryon Burnett	SGT	JPEU	Nipperess, Mark Geoffory	WO2
8/12 REGT	Edwards, Ross	SGT	JPEU	Walton, Dean Ronald	WO2
8/12 REGT	Jackson, Darren William	SGT	JPEU	Allen, Kym	SGT
8/12 REGT	Jessop, Lee Norman	SGT	JPEU	Hoskins, Benjamin	SGT
8/12 REGT	Kirkpatrick, Jason Joseph	SGT	LWC	Bennett, David Andrew	WO2
8/12 REGT	Marshall, Allan Lachlan	SGT	LWC	Egart, Peter John	WO2
8/12 REGT	McMillan, Scott James	SGT			
8/12 REGT	O'Brien, Dane Eric	SGT			

<i>Unit</i>	<i>Name</i>	<i>Rank</i>	<i>Unit</i>	<i>Name</i>	<i>Rank</i>
LWC	English, Peter Graham	WO2	SOArty	Major, Brent Charles	WO2
LWC	Flavel, Christopher William	WO2	SOArty	Maylin, Travis Andrew	WO2
LWC	McCullough, William Nigel	WO2	SOArty	Meester, Peter Anthony	WO2
LWC	Millington, Joseph Ronald	WO2	SOArty	Pollard, Daniel Hugh	WO2
LWC	O'Connell, George Daniel	WO2	SOArty	Porter, John Anthony	WO2
LWC	Scheidl, Markus	WO2	SOArty	Stewart, Daniel Stevan	WO2
LWC	Spiridonov, Brendan Jamie	WO2	SOArty	Waters, Wayne Thomas	WO2
LWC	Warren, David Ian	WO2	SOArty	Woodhall, Craig Nathan	WO2
LWC	Whitwam, Terrence Patrick	WO2	SOArty	Baxter, Peter John	SGT
LWC	Barwick, Timothy Samuel	SGT	SOArty	Berger, John Andrew	SGT
LWC	Brandon, Justin Wallace	SGT	SOArty	Blundell, Mark Andrew	SGT
LWC	Fitzgerald, Dallas	SGT	SOArty	Buik, Bradley John	SGT
LWC	Hastings, Simon William	SGT	SOArty	Chivers, Scott John	SGT
LWC	Morgan, Carlyle James	SGT	SOArty	Crabbe, Stanley Philip	SGT
LWC	Murphy, Nigel Lawrence	SGT	SOArty	Crichton, Toby James	SGT
LWC	Rappard, Steven Hendrik	SGT	SOArty	Cumming, Heath Martin	SGT
LWC	Russell, Stacy Alan	SGT	SOArty	Dutton, Matthew Steven	SGT
LWDC	Flitton, Andrew Scott	WO2	SOArty	Emond, Andrew John	SGT
LWDC	Morris, Wayne Terrance	WO2	SOArty	Goodin, David Charles	SGT
LWDC	Ogden, David George	WO2	SOArty	Hansen, Scott Andrew	SGT
LWDC	Thurley, William James	SGT	SOArty	Harris, Kym Vivian	SGT
Ops & Trg Area Mgt	Kennedy, Peter Theo	WO2	SOArty	Houle, Normand Raenald	SGT
Ops & Trg Area Mgt	Phillips, Mark Gregory	WO2	SOArty	Johnston, Michael Anthony	SGT
Ops & Trg Area Mgt	Whetton, Christopher	WO2	SOArty	Knight, Benjamin James	SGT
Ops & Trg Area Mgt	Hill, James Andrew	SGT	SOArty	McIntosh, Ross William	SGT
Ops & Trg Area Mgt	Johnson, Carl	SGT	SOArty	Neilson, Jason William S.	SGT
RMC	Boswell, Paul Robert	WO2	SOArty	Price, Nathan Edward	SGT
RMC	Grieshaber, Graham Douglas	WO2	SOArty	Rogan, Michael	SGT
RMC	Jarvis, Jason Graeme	WO2	SOArty	Scharkie, Kim Darren	SGT
RMC	Burgess, Luke Graeme	SGT	SOArty	Scott, Aaron Foy	SGT
RMC	Falconer, Kayne Bailey	SGT	SOArty	Sutherland, Michael Justin	SGT
SOArty	Bertram, Neil David	WO2	SOArty	Swindell, Nathan John	SGT
SOArty	Cooper, Gary Robert	WO2	SOArty	Wakefield, Bradley Trent	SGT
SOArty	Cornwall, Jamie Amos	WO2	SOArty	Wallace, Andrew Flynn	SGT
SOArty	Crump, Andrew George	WO2	SOArty	White, Timothy Rowan	SGT
SOArty	Deeble, Darren John	WO2	SOArty	Whittaker, Travis Evan	SGT
SOArty	Dunkley, Aaron John	WO2	SOArty	Williamson, Paul Anthony	SGT
SOArty	Fountain, Mark Peter	WO2	SOArty	Wood, Darren Harold	SGT
SOArty	Free, Darrin Scott	WO2	SOI	Black, Steven John	WO2
SOArty	Gilbert, Benjamin James	WO2	Terminations	Carthew, Peter Allan	WO2
SOArty	Hall, Maurice Richard	WO2	Terminations	Troy, Michael John	WO2
SOArty	Heinrich, Michael Peter	WO2	Terminations	Johnston, Kyle David	SGT
SOArty	Hennessy, John James	WO2	UNSWR	Gaythwaite, William Kevin Johannes	WO2

Capability & Training

Regimental Conference

Major D.T. Brennan
Editor Liaison Letter

Quote of the Conference - 'Ones and Zeros'

Introduction

In Regimental Conference terms last year was unusual in that for a range of reasons the Regiment conducted two 'annual' Regimental Conferences. The second was held at the School of artillery in late October under the guidance of the recently appointed HOR Brigadier Don Roach. Whilst the conference theme was *'Digitisation - RAA Convergence and the Opportunities'*, the topic and related discussions were expansive and stimulated significant debate from those in attendance.

Head of Regiment

HOR opened the conference *'Capstone Day'* remarking that from his perspective the underlying theme of the day was *'realignment'*. He indicated his aim was to ensure the leadership of the *'Gunner tribe'* was speaking with a single RAA voice as currently there as a lot occurring which was threatening to diverge the Regiment. He emphasised the reason behind the day was to permit those present to ensure they were *'aligned'* with the RAA message and could speak with one united voice. HOR observed that the Regiment was on the verge of major opportunity commenting that the RAA would have its first fully closed digitised sensor to shooter link as part of the Battle Management System (BMS) within two years.

Brigadier Roach stressed that it was essential the leadership team plan how best to leverage this *'digitisation'* opportunity to benefit the RAA and the Army. He painted the *'traditional'* picture of the

crucial relationship between the gunner and the manoeuvre commander at all levels including the highlighting the reliance placed on the Gunner communication network to ensure the passage of timely situational awareness to commander. HOR observed the relationship had not changed only the means to pass the information would now be in digitised format not voice.

... reason behind the day was to permit those present to ensure they were 'aligned' with the RAA message and could speak with one united voice.

He concluded by stating that following the conference his intent to produce a plan which included marketing themes and messages for the RAA leadership to use when communicating the wider Army and ADF. He observed that there were concerns in the Reserve and acknowledged Plan Beersheba had implications for them; as well that there were trade structure and safety issues over a range of diverging new capabilities.

Land 17

Lieutenant Colonel Richard Vagg outlined the latest situation with Land 17. He said the Introduction Into Service of the M777 was underway and that all guns would be in place by the end of March 2012. The subject of the Self Propelled Howitzer (SPH) was mentioned with the key points being that a final decision had not been made on the capability; and there were two contenders in the mix should the acquisition be given final approval. He indicated that synchronisation issues with other large Army wide projects has meant that a new gun tractor will not be available to coincide with the introduction of the M777. The interim solution is to modernise 46 old Mack gun tractors. Further short term challenges include the integration of AFATDS into the PMV; how to manage the

transmission of data from any sensor, for example ARH, to the guns; and reliable battery power.

He observed that the Regiment must be aware of the 'cultural' danger with AFATDS and ensure that operators do not become 'slaves to the machine'. He stressed the need for the Regiment to ensure it does not fundamentally change the way artillery supports the manoeuvre commander.

Lieutenant Colonel Dave Kelly (outgoing Commanding Officer 1st Regiment, RAA) said AFATDS was not complicated - it was just a computer - emphasising it was the communication architecture behind ADFATDS that was important.

HOR observed that the Regiment now 'Had a real opportunity to grip up the Joint Fires environment in the next couple of years.' Brigadier Greg Bilton commented that 'AFATDS was an example of the networked Army in operation.' He indicated Commander 7th Brigade, Brigadier Paul McLachlan, had advised him that as a result of the introduction of the Battlefield Management System (BMS) the brigade was using 70% less voice communications. The priority now was to link AFATDS to BMS to permit the alignment of fires and manoeuvre.

... observed there were going to be trade issues with the M777 and SPH due to the small number of personnel required ...

The Regimental Master Gunner, Warrant Officer Class One Paul Washford, observed there were going to be trade issues with the M777 and SPH due to the small number of personnel required to man the respective gun systems. During subsequent discussion the observation was made that although the Force Modernisation Review had identified manpower savings of some 100 positions, experience during the acquisition process had highlighted there will be very few savings.

Lieutenant Colonel Vagg indicated that by the end of 2016 LAND 17, subject to all phases being approved and funded, would have three batteries equipped with M777 and one SPH battery. He indicated a risk for the Regiment was if any of the other Army projects that LAND 17 relied upon were cut back or cancelled.

He indicated the Digital Terminal Control System (DTCS) was unfunded but he expected it to have been approval by the end of 2011.

In relation to the SPH Brigadier Bilton observed 'Current operations had demonstrated the utility of what some individuals had called an antiquated cold war gun.'

He highlighted that an SPH provided *firepower, range and protection*.

HOR concluded the discussions by outlining what he believed were the 'take away' points. These included that the RAA main effort must be the message about the significance of AFTADS; the importance of the Regiment leading in the area of joint fires across the ADF; and the benefits afforded by the SPH.

JP129 - UAV

Colonel Brian Bailey, Colonel Joint Fires, briefed the conference on the Shadow 200 UAV system. He stressed the RAA was not just being provided with an air frame but an entire system. He observed one of the benefits derived from the system being operated by artillery and not aviation was that pilots only see an aircraft whereas Gunners focus on the content of the 'mission pod'.

... pilots only see an aircraft whereas Gunners focus on the content of the 'mission pod'.

Colonel Bailey said Australia was acquiring two systems and noted the equipment was more robust than that deployed by the US Army. He drew attention to the fact the system was not just about gathering situational awareness but could be utilised as an integral part of the targeting solution for joint fires through the ability to laser target designate and laser point. The system is also fully compatible with AFTADS.

He highlighted the manpower cost for the new system (Shadow) was 45 against the old system (ScanEagle) which was 18. An interesting comparison is the endurance times - ScanEagle is 24 hours, whilst Shadow is 18 hours. Colonel Bailey said you must consider this in the context that the overall new capability is significantly more 'up gunned'.

Brigadier David Coghlan, Commander 6th Brigade, observed that Army was moving from a small UAV capability which was essentially a concept demonstrator to an operational capability with a significant capability improvement. He highlighted that whilst a very robust air frame, the better the runway the more improved the serviceability.

Colonel Bailey observed Army was some two to three years ahead of the Royal Australian Air Force in UAV capability development although there was still work to be done such as communication certification and the rationalisation of related

trades. HOR drew discussion to an end by reiterating the capability is about 'information' not the airframe.

C-RAM

Lieutenant Colonel John Maclean, Commanding Officer 16th Air Defence Regiment, provided a detailed background brief on the rapid acquisition of the C-RAM capability and its operational deployment to Afghanistan. Brigadier Coghlan observed that *'this was an example of a very good project'*. HOR commented as a side issue the RAA had to grapple with in the future was the lack of a weapon locating capability.

Amphibious and SACC

Lieutenant Colonel Grant Cassar, Headquarters 1st Division, provided a very detailed presentation on the development of the Army amphibious plan. He stated that one of the major changes was Army would no longer have a dedicated parachute capability but instead there would be a dedicated amphibious capability.

LAND 400

Brigadier Greg Bilton presented LAND 400 - Project Destrier stating upfront that this project was the *centre piece of future land force capability*. He emphasised it was not a vehicle replacement project but was the basis for the Army of the future to conduct close combat. He put the significance of the project in proper perspective by comparing its estimated cost - \$13-19 billion against the cost of the Joint Strike Fighter project which is currently \$16 billion.

... concept is to drive onto an objective and secure it against a near 'peer' Army.

The concept is to drive onto an objective and secure it against a near 'peer' Army. All vehicles utilised will be in the 35 to 40 tonne range and are a combination of tracked and wheeled. He indicated there would be four offensive support variants.

Brigadier Bilton said the project is about the Land Combat Vehicle System (LCVS) stressing the 'system' concept. He said Army had to have a system approach to capability acquisition similar to the air force and navy. He explained LAND 400 was a component of Combined Arms Fighting System which included at least eight major projects including LAND 17. The LCVS would be a communication node on the battlefield.

He concluded by indicating that overall the project was about having 'scalable' systems to permit Army to meet short term Government tasks in support of the national interest noting that no one except the Army does close combat.

This new concept raises the very important question - *Is there a future for light infantry in the Australian Army?* There should be a robust discussion in the future.

Plan Beersheba

Brigadier Bilton explained Plan Beersheba was the next phase of the Army Adaptive Campaign Plan. The Army end state will be a full-time force of 30.5k and a part-time force of 16k personnel (10k in 2nd Division and 6k embedded across the full-time force). The focus is at formation level and is built around having a more balanced force to meet the requirements of Government.

He said it is a long term plan which will eventually see the geographic relocation of some units. He went out of his way to explain that Plan Beersheba was not about cost cutting or saving money but rather it was about using resources more efficiently.

He emphasised the Strategic Reform Program (SRP) was not simply a rehash of the Defence Efficiency Review in disguise. He highlighted a key point of difference was that the SRP was accountable and also there was a recognition of a need to spend money 'up front' in order to save money long term.

... about having 'like' brigades or multi manoeuvre brigades that include artillery and tanks ...

It is about having 'like' brigades or multi manoeuvre brigades that include artillery and tanks, with a series of specialist battle groups. It is with these specialist groups a role for the Army Reserve exists including the Force Protection Battle Group. Each brigade will have a mixed artillery regiment. He observed that the greatest opportunity for the RAA to exploit was in 6th Brigade.

Brigadier Bilton said that the role of the Reserve was not about mobility but rather the total force. Consequently there was a task for artillery equipped with mortars in the force protection role. The Commanding Officer of 2nd/10th Field Regiment, Lieutenant Colonel Jason Cooke, raised the prospect of embedding mortars maned by artillery within Reserve infantry battalions. HOR stated this would not work and he went on to say

that some of these ideas only gained momentum due to Gunners not having an advocate senior enough in Headquarters 2nd Division. He expanded by saying there was a need for centralise training to ensure sustainability of the mortar capability. Brigadier Bilton reminded everyone that the fundamental difference between artillery and infantry in relation to the mortars was artillery approached the capability as a 'trade' whilst infantry treated it as a 'skill'.

Brigadier Bilton was very keen to stress this was a long term plan and would be phased in over some ten years. HOR commented that whilst Plan Beersheba was overall very 'good' for Army he conceded that for parts of the Reserve especially the artillery it was not 'so good'. He acknowledged that one of his urgent priorities was to give clear direction to the Reserve units.

... the RAA must lead 'joint fires' ...

The Commanding Officer of 1st Regiment offered feedback from the coalface on some of the SRP reforms including the problems encountered by units as a consequence of the centralisation of individuals with specialist skill sets such as clerks, catering and medics. He stated very firmly that this situation had made it extremely difficult to plan and conduct sub unit, unit and formation level exercises. Brigadier Bilton responded by saying that this was one of the challenges in balancing what support a unit required in barracks against that for operations. He conceded that SRP may have gone a little too far in this area but implied the situation would not be reversed.

Conclusion

HOR emphasised the importance of demonstrating to the Army and ADF that artillery are the masters of a fully digitised and integrated joint fires system. To achieve this all Gunners must exploit every opportunity to sell this goal in all forums. He said the RAA must lead 'joint fires' and this can be achieved through leading by influence and through engagement. He emphasised the need for the entire Regiment to have common goals and spread the agreed unified artillery messages. To ensure this was delivered it was his plan to produce a summary of the conference which articulated the key themes and messages, as well as, debunked the myths and fiction that was currently in circulation.

Artillery Trade & Training

*Warrant Officer Class One Paul Washford
Regimental Master Gunner*

'The only thing harder than getting a new idea into the military mind is to get an old one out.'

*Captain Sir Basil Hart
Thoughts on War (1944)*

Introduction

After a well deserved Christmas break the Artillery Trade and Training (Arty TT) Cell is back in full swing again. This year is not much different to last year with the introduction into service (IIS) of our new capabilities being our priority of effort. There are still many agencies that do not understand what CATC (Arty TT) is capable of. Again, here is a reminder to all of what we can do for you. Broadly Arty TT is responsible for the subject areas listed in the following paragraphs.

Trade/Employment Management/Training Development Responsibilities

Arty TT cell responsibilities include providing advice to the Commandant CATC (COMDT CATC), Head of Regiment (HOR), Deputy Head of Regiment (DHOR), subject matter experts (SME) and RAA units on all RAA trade management, employment policy and training development issues.

The cell is responsible for employment management and employment policy issues for all RAA trades. This includes the development of policy documents (Employment Specifications and Employment Category Standing Orders) and the communication of these strategies. The cell also seeks input from the wider RAA community as to any specific anomalies or policy areas that need to be addressed.

The cells training development responsibilities include the analyse, design, develop and evaluation phases of RAA training whilst the School of Artillery is responsible for the conduct of that training and are to ensure it is conducted in accordance with the ADFP 7.0.2 The Defence Training Model (DTM).

The CATC expert on these matters is the SO2 Training Systems & Training Development (TS & TD) who can be contacted at CATT BR HQ CATC.

External Policy

The cell is responsible for the review of externally created documents as they pertain to the RAA trades. Documents may include (but are not limited to) Occupational Analyses (OA), Training Needs Analysis Reports (TNAR), Fundamental Input to Capability (FIC) plans, Army Manual of OH&S, ILSC/ILSP/ILSI (Logistic Plans) and RAA future capability plans.

Provide Advice to COMDT CATC/HOR/Unit Commanders

The cell provides advice to commanders at all levels on how higher level decisions will impact on RAA trade management, trade structures and training development.

Capability and Acquisition

Equipment acquisitions are the 'primary driver' for changes in trade structures and training. This can have substantial implications for trade models, training and remuneration. The cell provides advice to a range of RAA related projects on their effects to trade structure and training.

Equipment acquisitions are the 'primary driver' for changes in trade structures and training.

Doctrine

The cell participates in a range of RAA doctrine related groups (authors briefs / working groups etc).

This Year to Date

Like last year the Arty TT cell is involved in many areas some of which are:

- Ongoing review and update of the RAA Employment Specifications (for all trades). The revised ES for ECN 250 OPUAS was approved late last year and is back on the DWM-A website.
- Development of Shadow 200 TMP, Trade Model and Training Continuum.
- Development of training for JP129 Ph 4 (UAS for RAInf & RAAC).
- Possible removal of the ECN 271 OP Radar Trade and review of the Army Reserve Surveillance suite of courses.

- Development of the SOHPHIE (Multi-function Thermal Imager) TMP.
- Development of the counter rocket artillery and mortar (C-RAM) TMP and its effect on ECN 237 OPGBAD.
- Development of a new MANOPS course to fit into the new OS trade structure.
- The transition of all RAA Army Reserve units to mortars.
- Continuing to investigate solutions to the OS Protected Mobility Vehicle (PMV) crew commander course in relation to JNCO promotion in OS trades.
- Examining the implications to the OS Trade of the future introduction into service (IIS) of the self propelled howitzer (SPH).
- Involvement into the RAA PES for all Arty trades.

Web based Support

As stated in the last Liaison Letter the Arty TT cell has established an extensive web based tool box on the Arty TT webpage that although specifically targets Unit Standard WOs and SMIGs, it also provides all ranks with the most current trade and pay related information. It is updated regularly and can be located at:

<http://intranet.defence.gov.au/armyweb/sites/CATC/comweb.asp?page=25476&Title=Arty%20TT>

The Arty TT web page includes a link to an RAA forum page where anyone can insert a topic for discussion. *This link has been under utilised and I encourage all ranks to view the site and make comment.* Currently it contains a document on SPH that might create discussion. The Web page also contains guidance on RCC/RPL applications, EIT/EIR issues, waiver applications and course management for exported training.

2012 Manning

The manning for the cell has not changed this year so we are enjoying some continuity; however this is likely to significantly change next year during the posting cycle:

- Staff Officer Grade Two Artillery - Major J. Batayola
- Staff Officer Grade Three Artillery - Captain P. Mulally
- Regimental Master Gunner - Warrant Officer Class One P. Washford

- SM OS - Warrant Officer Class Two D. Theiss (Arty TT Web Master)
- SM STA - Warrant Officer Class Two M. Milkota
- SM GBAD - Warrant Officer Class Two J. Skewes
- Training Developers:
 - * Warrant Officer Class Two C. Crout
 - * Sergeant B. Lawson
 - * Sergeant D. Mason
 - * Warrant Officer Class Two S. Morse (Army Reserve)

Reinventing the Wheel - This Time Better

Developing the Future Artillery Warrant Officer (OS)

Warrant Officer Class One P.M. Simic
Master Gunner, School of Artillery

'What we wish, we readily believe, and what we ourselves think, we imagine others think also'

Julius Caesar 100 BC - 44 BC

'MG', the CO's voice echoed in the corridors of RHQ, I need your thoughts and advice on the application of AFATDS. What's AFATDS the MG thought? I do not recall covering this subject on any of my courses. Sorry Sir, I do not know what AFATDS is. My trade is guns, but not the new M777. I can provide you advice on the L5, M2A2, 5.5", M198 and even the L118/L119. I was an FO's and BC's Ack for a few years also, however, I do not think I can value add to any discussion on the deployment, employment and procedures of the current JFTs.

With the introduction of new capabilities into the RAA, a need arises to revisit the training continuum for the RAA Warrant Officer (WO). Is it relevant? What should be taught? What should be removed? This is not an easy task. Any change to the current

Manager Operations (MANOPS) course requires analytical and intellectual thought, and ground breaking decisions. Six weeks of training just doesn't cut it any more. More training time is required if we want the RAA WO to provide sound gunnery advice to our commanders.

Six weeks of training just doesn't cut it any more.

But it is more than providing advice to our commanders. It is about being relevant in the ever changing technical arena of gunnery. No longer can the RAA WO afford, to use the old adage, be 'a jack of all trades and master of none'. The rapid introduction of new equipment and digitisation is seeing an end to that. It is time for mastery. The RAA needs to break away from the traditional training continuum for the RAA WO, look to the future, and design a training model that would produce an outcome that is more beneficial to the Army, the RAA and the individual.

... RAA needs to break away from the traditional training continuum for the RAA WO, look to the future, and design a training model that would produce an outcome that is more beneficial to the Army, the RAA and the individual.

The current form of training was designed to conform to the requirements of the Defence Force Remuneration Tribunal and to minimise the training time by not teaching those competencies already taught. This approach works, to some degree. However, skill fade is a major contributing factor to the skill standard of the individual when reporting for the next level of training, that is, from Supervisor Offensive Support (SPVR OS) to MANOPS. The entry level for the subsequent course is the exit level of the previous course. Whether the individual is at the exit level is dependant on whether the member employed those skills/competencies on the job. In majority of cases this is not the case. Gun bombardiers went back to their guns and the command post bombardiers went back to their command posts. The individuals most affected were those posted to training establishments such as 1st Recruit Training Battalion.

Does this form of training produce an RAA WO of the future who is capable of providing sound

advice on matters of gunnery and offensive support? I would argue not!

The current MANOPS OS training continuum is redundant. It is designed to build on skills and competencies previously taught, and which is delivered in two modules. Broadly speaking, module one covers the guns and module two covers the command post, with some staff military appreciation process (SMAP) thrown in to fill in the gap/s in the training program.

There is a volume of information that is deficient on the current course which should be introduced into the MANOPS OS training continuum, such as: digitisation, surveillance and target acquisition, ground based air defence, joint fires, targeting, battle-space management, operations of the Brigade and Battle Group Joint Fire Coordination Centres, etc. The idea is to have a person, at the end of his/her training, who is capable on providing advice across all disciplines of the RAA, the combat arms, joint fires capability, combat support services, and not only the ECN which the individual is familiar and comfortable with.

A training needs analysis must be conducted to determine the way ahead. To argue that the current MANOPS course is of correct content and duration is to bury one's head in the sand and hope the problem goes away.

The course needs to be extended to at least six months, but no more than nine months. Either the entire course is residential, or partially residential with majority of the course conducted as a pre course package under the guidance and supervision of a course manager appointed from the School of Artillery. The course name would need to be changed to reflect the RAA's holistic approach to developing the RAA WO.

*... a very small percentage of the
RAA WOs possess the intellectual
acumen ...*

Given the complexity of the current equipment [AFATDS, M777, family of radios, BMS, CRAM, UAV, and the yet to be delivered SPH], it would be reasonable to suggest and argue for stream-lining the OS WO trades. While a very small percentage of the RAA WOs possess the intellectual acumen and are able to grasp the inner workings and employment of the aforementioned equipment, it is unreasonable to expect that all RAA WOs would do likewise.

Stream-lining the WOs would see a Trade stream and a Regimental stream. The Trade stream could progress through to the RMG, while the Regimental stream offers the potential to progress through to the RSM tier D.

Stream-lining would develop a WO who is an expert in their field. This would see three trade WOs, an increase of two, and one Regimental WO in a battery: Systems Manager, Gun Line Manager, JFO Manager and a BSM.

Stream-lining would negate the need for all RAA WOs to complete an RSMs course, by limiting this requirement to the Regimental stream. However, an opportunity could be offered to the non Regimental WOs to complete an RSMs course for further progression as a Warrant Officer Class One.

If the decision is to maintain the current status quo, an alternative approach to the problem would be to develop a course for RAA WO2s, which incorporates broader levels of gunnery, combat arms, offensive support assets, combat services support, digitisation, targeting, strategic level thinking, etc. The idea here is to develop the unit MG.

It is appreciated that there are arguments for and against the stream-lining concept; a crucial factor in this concept would be the role the reporting system and DSCM-A play. The individuals would need to be groomed towards a career path, based on the service [RAA] need, their performance and preference of career path.

The RAA is presented with an excellent opportunity to develop their future WOs. Forging new ideas and paving the way ahead will not be an easy task but, the RAA must prevail, otherwise the WOs of tomorrow will be no better than the WOs of yesterday.

Disclaimer

This article is designed to garner information, ideas and discussion among the upper echelons of the RAA with regard to the RAA Warrant Officer. My views are just that, my views, and are based on informal discussions with some RAA RSMs.

'Ability is nothing without
opportunity'

Napoleon Bonaparte 1769 - 1821

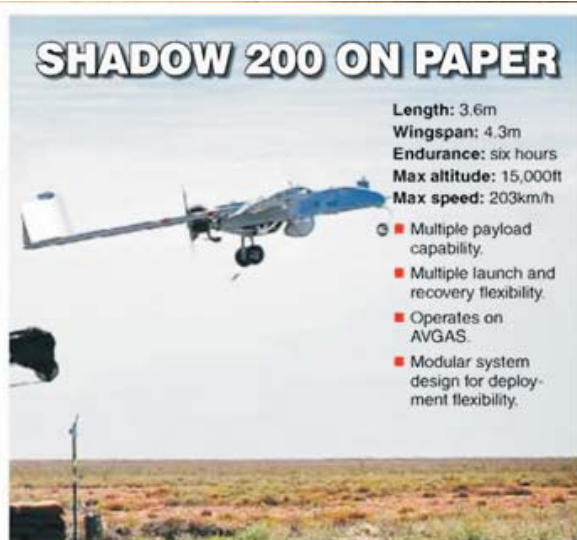
Shadow 200

Three Perspectives

*132nd Unmanned Aerial Vehicle Battery
20th Surveillance & Target Acquisition Battery*

The Shadow Caster - Sergeant M. Marsh

The Shadow RQ-7B was acquired from US based Aircraft Armaments Incorporated (AAI Corp), an aerospace and defence development and manufacturing firm, in Hunt Valley, Maryland USA. The RQ-7B Shadow Unmanned Aerial Vehicle (UAV) is used by the United States Army, Marine Corps, Australian Army and Swedish Army. The Shadow 200 has been a driving force on US Military overseas operations for many years. This system was procured as part of the Defence JP129 Project by the Australian Government in 2010 and introduced into the Australian Army to enhance the UAS / ISR capability. What this meant for the 20 Surveillance and Target Acquisition Regiment (20 STA Regt) was the ability to fill the ISR capability gap by transitioning from the ScanEagle UAV to the new Shadow. A decision was made to utilise the training program and facilities of the US Army at its training base in Fort Huachuca, Sierra Vista, Arizona. The 2nd Battalion, 13th Aviation Regiment, is a United States Army unit whose primary mission is to train soldiers in the operation and maintenance of the RQ-7B Shadow and various other unmanned aircraft systems.



Training in the US commenced in 2010 and consisted of groups of 4-8 members travelling to FT Huachuca to the UAS Training Wing. The course

duration is approximately 5 months consisting of 4 modules. The first module focuses on the Unmanned Ground School, where students are taught a range of flight knowledge from the basic fundamentals of aerodynamics to the breakdown of how airports/airspace operates. After learning the basics the training continues with module two, emplacement and displacement of the associated equipment. Module three is four weeks of flight simulation to prepare the soldiers for the final module of live flight at the flight line. A number of students will return to the training establishment after basic training to complete the Instructor Operator course. This course provides the 20 STA Regt with Flying Instructors who implement training and conduct category assessment for the operators.

The Shadow 200 will replace Boeing's UAV ScanEagle currently being operated in Afghanistan.

Shadow Group One (SH-1) took possession of the first Shadow system in 2011. A number of US AAI trainers are temporarily attached to the Regt to assist in further training. Another US member, Richard, has been posted to the Regt to maintain the simulators for the next two years. SH-1 commenced locally based training leading up to the deployment to Afghanistan with a six week flying camp located in Woomera SA. All members of SH-1 completed the necessary qualifications to fly the Shadow 200 in an operational theatre.

The Shadow 200 will replace Boeing's UAV ScanEagle currently being operated in Afghanistan. With the introduction of the Shadow system in an operational environment comes many new capabilities including day night camera and laser designator / pointer / LRF. This updated capability will give the Australian Defence Force the additional confidence of battlefield ISR required in the 21st century. Commanders at all levels will have the availability, after vetting, to utilise the information gained by the Shadow to enhance the safety and productivity of their soldiers.

A major shift from ScanEagle operations has been the inclusion of aviation maintainers ...

Shadow Maintainers - Sergeant T. Bauer

The wait has finally ended with 20 STA Regt now fielding the RQ-7B Shadow Tactical Unmanned

Aerial System (UAS) manufactured by AAI. A major shift from ScanEagle operations has been the inclusion of aviation maintainers to support not only the Air Vehicle (AV), but a range of other sub-systems that combine to form the Shadow 200 system. This includes, but not limited to, a Ground Control Station, AV Launcher and Tactical Automatic Landing System.

The maintainers conducted four months of overseas training in Southern Arizona, learning how to maintain the Shadow Systems and seeing as much of the U.S as humanly possible.

On return to Australia we began the tedious process of creating an Authorised Maintenance Organisation (AMO) that would support this new capability. 20 STA Regt UAS AMO was granted approval using an Other Technical Airworthiness Regulation (TAR) Approval process; a first for an ADF AMO. This system has allowed 20 STA Regt to develop a maintenance system appropriate to the equipment operated rather than following a flying squadron style application of AAP7001.059 (Aviation Maintenance bible).



With the organisation approved and the majority of support equipment delivered, it was off to Woomera in South Australia to conduct the first southern hemisphere flights, with in excess of 100 successful launch and recoveries being conducted. The maintenance shifts used to support Shadow System consisted of three maintainers, cross trade certified, operating a 12 hour stagger. The tradies were not only responsible for Shadow System maintenance, but also conducting duties as the Crew Chief for the launch and recovery of the AV.

The RAEME crews provided the AV Operators the hours they needed to train and receive their necessary categorisations. During the initial stages both the maintainers and operators were supervised by highly experience instructors from AAI. This proved to be an enjoyable experience for

all with the exchange of technical and cultural content between the Australian Army and AAI contractors. There have been many lessons learnt during this first activity that will contribute to the continued evolution of the Shadow maintenance capability in 2012. As we prepare to deploy the System for the first time into the MEAO, Shadow Group 2 is readying themselves for the arrival of the second System

Imagery Analysis within Shadow - Sergeant H. Laird

An integral part of UAS operations is the reporting on that which has been observed, which is undertaken by the Imagery Analysts (IA). The most visible aspect of the group efforts is the reporting which is compiled at the end of each mission. The Shadow group has recognised the importance of this capability, which has led to a doubling of the number of IAs from previous UAS deployments.

IAs for the SH-1 deployment have been drawn from within 20 STA Regt, as well as from 6 ESR. 20 STA has provided two RAA IAs with experience in UAS operations. 6 ESR provided an RAE Geospatial Analyst, whom are well trained in terrain analysis, and an Intelligence Analyst.

There has been no expense spared in equipping the IA detachment with the most modern and capable software and hardware available. Getting our heads around how each new program or piece of equipment worked, and getting them to compliment each other best was a hurdle, and will undoubtedly need some fine tuning in theatre, but has been achieved remarkably well during the lead up training period.

This capacity to think analytically, while providing a detailed report, enhances the decision making process.

IAs are responsible for more than just reporting on what has been observed. A sound understanding of terrain, enemy techniques and procedures, and regular pattern of life is required in order to make timely and accurate assessments as to what the observations captured by the payload mean to the commander on the ground. This capacity to think analytically, while providing a detailed report, enhances the decision making process. These skills have been the focus of SH-1 IAs during their pre-deployment training. The IAs are now in the best position to provide this crucial level of support.

Exposed: myth of the fighting Afghan forces

OUR DEFENCE OFFICIALS GAVE THEM GLOWING PRAISE, BUT A US REPORT REVEALS OTHERWISE, WRITES TOM HYLAND.

A SECRET US Army report has undermined a glowing Australian account of the role Afghan forces played in repelling an unprecedented Taliban attack near Australia's main base in Afghanistan.

The 116-page report, obtained by *The Sun-Herald's* sister paper in Melbourne, *The Sunday Age*, raises fresh doubts about the capacity of Afghan forces to take over when Australian and other foreign troops pull out.

The federal government insists the Afghans are on track to take charge of security by 2014 so Australians can leave.

The Australian Defence Force praised what it said was the prompt, professional and co-ordinated Afghan response to the Taliban attack in Tarin Kowt on July 28 last year.

But the US report paints a picture of confusion, with Afghan forces failing to respond to a key part of the assault - an attempt to kill a militia leader who is a close ally of Australian special forces. Afghan forces were either absent or stood by and watched as US troops attacked Taliban fighters who had blasted their way into the government broadcasting station adjoining the compound of militia leader Matiullah Khan.

Adding to confusion was the fact US troops could not distinguish between Afghan forces and the militia. While Afghan forces repelled a related Taliban assault on the governor's office, US troops were alone at the broadcasting station.

Standard procedure was for Afghan forces to take the lead in clearing a building where the Taliban were holed up. In their absence, US troops stormed the building, with disastrous consequences. Two Taliban fighters detonated suicide vests, burying seven soldiers, including the battalion commander, Lieutenant-Colonel David Oeschger, who was seriously wounded.

In what the report says was the "stress and urgency of the moment", a US soldier then shot dead Afghan journalist Ahmad Omaid Khpalwak, in the mistaken belief he was a suicide bomber. Afghan forces moved in only after the Taliban and the journalist were killed, and wounded Americans were dug out of the rubble.

The US report also suggests the Australian response to the attacks was more extensive than the ADF revealed at the time.

Initially classified as secret, the report was heavily censored before being released to *The Sunday Age* under the US Freedom of Information Act. Even so, it contains a wealth of detail rarely, if ever, released by Australian agencies.

The report details the findings of an US army inquiry into the killing of Khpalwak, a journalist for a local news agency and the BBC who had worked for Australian outlets, including *The Sunday Age*.

When US troops rushed to the broadcasting station, they found a confused scene. They were not sure if Afghan troops at the site were militia or government forces, as they wore the same uniforms. The militia operated "in a grey area" and were not formally recognised by NATO forces, the report says.

As for the Afghan National Police, "they did not have a significant organised presence" at the scene.

A US platoon commander said when he arrived Afghan forces "were on the west side of the compound or standing on the roofs watching the fight".

US officers could not communicate with Afghan counterparts, who rely on mobile phones, as the phone system was overloaded, a US company commander said. "Therefore there was no real co-ordination with the ANP", which failed to block routes or set up traffic checkpoints around the scene. The company commander said a key lesson from the attack was: "Continually reiterate ANP [go in] first, even if they need a nudge from US forces to act."

Afghan forces performed better elsewhere, taking the lead in defending the governor's compound, where they killed the Taliban attackers, throwing one of the bodies off the roof.

The US report reveals Australian troops were present during the fighting at the governor's compound. Two days after the attack the ADF denied Australian soldiers were "involved in the immediate response" to the attacks. But one US soldier said when he arrived at the compound he found Australian soldiers outside and a "firefight taking place inside".

Another said Australian and US soldiers at the scene "worked out a plan . . . to infiltrate the complex in order to rescue" Afghan officials trapped inside. But with Afghan forces tackling the Taliban, the rescue plan was not needed.

A day after the attacks the ADF issued a statement saying Afghan forces responded "quickly and professionally to the insurgent action".

The ADF statement said the wounds suffered by the US soldiers, one of whom was shot in the neck and shoulder and others who were evacuated for treatment after being buried under walls, were "relatively minor".

It said the Afghan Army "effectively coordinated" the response to the attacks.

Sydney Morning Herald, January 15, 2012

Take Post

The Western Front

*Bombardier S.M. Fender
'I'm an Australian Soldier' Scholarship Recipient*

In August 2010, I was lucky enough to be nominated for the Chief of Army's 'I'm an Australian Soldier' Scholarship by Warrant Officer Class One David McGarry, RSM 7th Field Regiment. Fortunately, just prior to last year's Regimental Dinner, I was happily informed by the Commanding Officer, that my nomination had been successful.

The Chief of Army's 'I'm an Australian Soldier' Scholarship is open to any Army JNCO who is genuinely interested in our Military history. Members can self nominate, or be nominated. In previous years, Scholarship recipients have deployed to Gallipoli to further their knowledge. In 2011, for the first time, six Scholarship winners were chosen. However this time, three were to deploy to France and three to Gallipoli.

Myself, along with two other JNCO's, were chosen to travel to the fields of France and Belgium to take part in a battlefield study tour of the Western Front campaign. We were each given individual topics to become experts on. The topics varied from an individual soldier, key persons in the campaign, to the battles that took place on those famous fields.

Prior to our journey, the six recipients concentrated down in Canberra for four days. It provided the recipients good guidance with what to expect as well as an opportunity to bond with each other. We got to spend a day with Roger Lee, Head of Army History Unit, who is an incredible font of knowledge whom provided all with a pathway to begin our studies, along with dispelling previously held myths that many of us had regarding the Great War. We finished off the concentration with morning tea with the then Chief of Army, Lieutenant General K.J. Gillespie, AC, DSC, CSM for presentations.

Once in France our study became alive, with the four of us having to drive, eat and breathe the French and Belgium culture. This had quite a powerful effect, on one hand we witnessed the beauty of the landscape and hospitality of its people, yet on the other as we started to enter our imaginings of our study the horror and carnage that had engulfed the region nearly a century ago. To walk and view the ground with one's own eyes, no book can do justice. To see the battlefields from both sides clearly placed in context an understanding of what actually happened, basically the Germans were very good at what they did, with the Allies paying in blood for every lesson learnt and any advantage gained. All our battlefield tours were excellent; however special mention must go to Martial Delebarre AM and the time and detail he provided us at Fromelles.

*To walk and view the ground with
one's own eyes, no book can do
justice.*

Participation in the services were the main highlights of our tour, starting with the first Anzac Day commemoration held on the 21st April 2011 at Pheasant Wood Cemetery, Fromelles, which was very special and unique. Unique in the fact that with the 250 Anzacs at peace beneath us, the defence contingent (all five of us) along with a 16 year old girl who was an exchange student from Victoria (who rode 10 kms at 0430 h to be there), two 70 year old brothers from Adelaide (whose uncle was one of the 14 soldiers recently identified) and two news crews (Channel 7 and 9) were joined by approximately 120 local villagers in conducting the service.

The poignant moment being when the public address failed prior to the National Anthems, Martial declared that the Defence Contingent on guard must sing, which we did at the salute. The villagers then replied with a very emotional response that echoed throughout the countryside. The following days were spent conducting presentations on battle field tours for the Federation Guard, media and local liaison

commitments and Anzac Day rehearsals with all and sundry.



Menin Gate, Ypres, Belgium

Then there was Anzac Day 2011, four services in two countries in what was a very long day, a day I will never forget (on par with the days that I got married and when my two boys were born). To share the day with the Federation Guard whom we had met earlier in the week was excellent and added to the experience. The honour and respect that the French afford Australia after all this time is especially humbling as well as heartening mainly in reference to the future. For me, to stand on the dias and read the Ode at Villers Bretonneux that freezing April dawn, with my Great Uncle's name on the wall next to me was very emotional, not only for me but for all my family back home watching the broadcast (I was stoked to find out later, that the Regiment present in Sydney, gave an almighty cheer during the same broadcast at the NSW Rugby Club).



The Ode, Villiers-Bretonneux France

This was followed by more services as we headed north to Belgium, and it was during this movement that I unexpectedly came across my other great uncle's grave in Zillebeke prior to the Menin Gate service in Ypres. Every night, since 1928 the Last

Post Association blocks the gate and plays the Last Post. By all accounts, our invitation for the Federation Guard to provide a Catafalque Party and Guard, of which we were a part of, was the first time ever Australian soldiers have been part of the service (The locals and the association were so impressed they invited us back for the following evening's service so they could bring their video camera for posterity). We finally knocked off around 2230 h and headed into town for a few quiet beers (Yeah right!), where just before midnight with steins in hand we gathered again under the Menin Gate to perform a very rousing rendition of the Australian National Anthem in honour of the occasion we had just taken part in. Whilst this day had many personal moments, in a military sense as well it was truly memorable in all aspects.

Every night, since 1928 the Last Post Association blocks the gate and plays the Last Post.



Before the Dawn, Pozieres

... but it felt like a thousand men died then, it's a statistic, one man dies now, it's a tragedy, until you walk those cemeteries.

My experience on the Western Front was amazing (to say the least). I now have gained some further knowledge and insight of our National Military history. The most overwhelming aspect of the Western Front for me was the sheer scale, the manpower, the resources, the length of time, now mostly faded to the history books, bar the immense presence of the cemeteries dotting the countryside. It is hard to put in context if compared to today's modern war, that is, Afghanistan (And one should not try), but it felt like a thousand men died then, it's a statistic, one man dies now, it's a

tragedy, until you walk those cemeteries. What would the world become if these men then and now did not stand in harm's way; there itself lays the price. A cost we will never forget, one we can only repay through the good we strive to achieve in our daily lives, so aptly put by the following lines written by Lieutenant Colonel McCrae in 'In Flanders Field' which I will close with.

*'To you, from failing hands we throw
The torch; be yours to hold it high'*



My Great Uncle's Grave, Zillebeke Cemetery

ADF Gap Year

*Gunner Jack Hoisser
20th Surveillance & Target Acquisition Regiment*

The Gap Year experience is an exciting and rewarding experience offered to graduate high school students who wish to have some understanding of what military service is like. The Program is a one year contract with either the Australian Regular Army or the Royal Australian Navy, where once enlisted, requires the completion of one year of military service and all of the training associated. Once completed, the now qualified soldier is presented with the choice to continue their military career by transferring to full-time, or to leave the military and discharge. Soldiers of the Gap Year are given full pay and benefits of regular service members, as well as a \$10,000 resigning bonus if the participants complete a Defence recognised tertiary qualification and rejoin the ADF within 5 years. It is these benefits are what make the Gap Year such a competitive and rewarding experience.

I enlisted as an Operator-Unmanned Aerial Systems (OPUAS) in November 2010 and went straight to Kapooka to complete the full 80 days of recruit training. At Kapooka, there was no distinction between Gap Year soldiers and full-time soldiers making the training environment the real experience of what is expected for any member of the Australian Army. This environment aided in developing the Army's values of mateship in each recruit regardless of where they came from or who they were prior to enlistment. Gap Year participants are given equal opportunity as full-time enlistees and have equal chance of being receiving platoon awards at the commencement of their time at the 1st Recruit Training Battalion.

Once completing recruit training, I was posted to Puckapunyal to complete a six week initial employment training course in Meteorology and Survey. Once again there was no distinction in the level of training that I received compared to those soldiers in full-time service. Distinction between Gap Year and Australian Regular Army soldiers was only made apparent when posted to my unit, 20th Surveillance and Target Acquisition Regiment. Being a highly deployed unit where focus was on Unmanned Aerial Vehicles (UAV), it was at first difficult for further training opportunities to become available. However, this quickly changed when I made my intentions to transfer to the Australian Regular Army known to the unit. Once this transfer was completed, I was immediately panelled for the Shadow 200 TUAV course, which is instructed in Arizona, USA. The transfer was a very easy process, and with help from the chain of command within the unit, I was sent to start UAV training in the USA only four days after my transfer had been approved.

*The Gap Year is an excellent
program for those who wish to
experience military service
without having to enlist in a
full-time contract.*

If considering a Gap Year, you should definitely consider your future before deciding if the experience is for you. The Gap Year program is perfect for those who wish to gain a small amount of military experience before completing a university degree, or for those who think it is important to have soldier experience before transferring to start officer training, through either ADFA or RMC-D direct entry. However, if you believe that life as an enlisted soldier is for you, it

would be more to your benefit to enlist either in the Australian Regular Army, or apply for your transfer early on in your training to ensure that you miss no opportunities in your future career.

The Gap Year is an excellent program for those who wish to experience military service without having to enlist in a full-time contract. This program has certainly given me some of the best experiences of my life and memories I will never forget. I feel it was a perfect start in life by setting me up both financially and with invaluable skills that will give me an edge over others in the civilian workforce. However, the greatest advantage of the Gap Year is the mates that I have made which only service in the Australian Defence Force can grant you. *Whether participants discharge or continue to serve, they will, without a doubt, forge friendships which will last a lifetime. This is the single greatest attribute of the Gap Year Program.*

Rehab to Race Walking Champion

Prior to joining the Army in 1989 Lance Bombardier Dean Nipperess currently posted to 20th Surveillance and Target Acquisition Regiment (20 STA Regt), Gallipoli Barracks, was an Australian Junior Representative in Track and Field as a Race Walker. His highest international achievement was second place in the 1990 Oceania Athletic Championships in the 20 km walk.

After eight years in the Army he sustained a lower back injury resulting in him having two spinal operations with the second being a spinal fusion. This injury resulted in him being medically discharged in 1997. Upon his discharge he was determined to do whatever was needed, to strengthen his back and to prove he was well enough to rejoin the Australian Defence Force.

After having a four year break and a lot of hard work, he was able to rejoin the Australian Defence Force, this time in the Navy as a Combat Systems Operator for seven and a half years before transferring back to the Army and joining 20 STA Regt.

Between February 2009 and February 2010 Lance Bombardier Nipperess had three operations on his left shoulder. During his recovery period he was faced with the possibility of being medically

discharged for a second time. But with the support and help from 20 STA Regt and staff in the Rehabilitation Centre at 2HSB he was determined to fight and prove that he was able to be retained in his current trade.

Unable to partake in much of the Regimental physical training programme he returned to the 'Track' in May 2011 and took up race walking once again after a 21 year absence, and is the current Open Queensland 20 km Road Walk Champion. He is also one of Australia's top Masters race walkers for his age group, competing in walking races from 1.5 km to 20 km.

*...you will see him race walking,
often keeping up and in front of
other members who are running
and half his age.*

When he is able to participate in unit physical training sessions on the running track at Gallipoli Barrack, you will see him race walking, often keeping up and in front of other members who are running and half his age. He is able to complete the Basic Fitness Test 2.4 km run in under 11 minutes 18 seconds walking, which is the time required for a pass for males aged under 25 for the run.



Oceania Masters 3000m Race

Lance Bombardier Nipperess is an inspiration to many soldiers. After having both back and shoulder operations has been able to regain and maintain a high level of fitness which is required by member in the Australian Defence Force.

He recently competed in the Oceania Master Track and Field Championships which were held during February 2012 in Tauranga, New Zealand, where he represent Australia in the 40 - 44 years age group in the 3km walk, 5km walk, and 10km road walks. He won all three races setting two Oceania Championship records in the 3 km (13.10 mins) and the 10 km (47.31 mins) and a Queensland 40 - 44 year's age record for the 8 km (38.01 mins).

Lance Bombardier Nipperess is looking forward to competing in his next competition which is the Australian Masters Championship in Melbourne in April work permitting where he hopes to do well and gain selection in the Australian Masters team to compete in the World Titles next year.

What's Your Point, Lieutenant? Please, Just Cut to the Pie Charts

*By Greg Jaffe, Staff Reporter
The Wall Street Journal, 26th April 2000*

WASHINGTON - Earlier this year General Hugh Shelton, chairman of the Joint Chiefs of Staff, issued an unusual order to U.S. military bases around the globe. His message: enough with the bells and whistles -- just get to the point.

It seems that e-mailed military briefings larded with electronic 'slides' of booming tanks and spinning pie charts were gobbling up so much of the Defence Department's classified bandwidth that they were slowing more-critical communications between headquarters and units in the field.

Information, Please

'The chairman basically told everyone that we don't need Venetian-blind effects or fancy backdrops. All we need is the information,' says one senior Defence Department official.

General Shelton's order is only the Pentagon's most recent assault on a growing electronic menace: the PowerPoint briefing. Sure, business executives complain about the seemingly endless PowerPoint presentations put on by overeager middle managers in darkened boardrooms across America. But in the military, the Microsoft program, which helps users create computer-based graphics and sound effects, has become one of the most dreaded facts of life. And it's even shouldering the blame for at least some of the armed forces' ills.

Congressional support for new weapons programs isn't as strong as expected? Army Secretary Louis Caldera suggests that PowerPoint presentations are alienating lawmakers. 'People are not listening to us, because they are spending so much time trying to understand these incredibly complex slides,' he says.

Too many bright, young junior officers are leaving the military for the private sector? A recent survey of captains at Fort Benning cites the 'ubiquity of the PowerPoint Army' as a prime reason for their disaffection.

'The idea behind most of these briefings is for us to sit through 100 slides with our eyes glazed over, and then to do what all military organizations hope for ... to surrender to an overwhelming mass,' says Navy Secretary Richard Danzig.

Old-fashioned slide briefings, designed to update generals on troop movements, have been a staple of the military since World War II. But in only a few short years PowerPoint has altered the landscape. Just as word processing made it easier to produce long, meandering memos, the spread of PowerPoint has unleashed a blizzard of jazzy but often incoherent visuals.

Instead of drawing up a dozen slides on a legal pad and running them over to the graphics department, captains and colonels now can create hundreds of slides in a few hours without ever leaving their desks. If the spirit moves them they can build in gunfire sound effects and images that explode like land mines.

'There is an arms-race dimension to it,' says Peter Feaver, a military expert at Duke University and frequent PowerPoint briefer at various war colleges. 'If there are three briefings in a row, and you are the one with the lowest production values, you look really lame.'

PowerPoint has become such an ingrained part of the defence culture that it has seeped into the military lexicon. 'PowerPoint Ranger' is a

derogatory term for a desk-bound bureaucrat more adept at making slides than tossing grenades. There is even a 'PowerPoint Ranger Creed,' a parody of the Marine Corp's famous 'Rifleman's Creed':

'This is my PowerPoint. There are many like it, but mine is [PowerPoint] 97 ... I will learn it as a brother. I will learn its weaknesses, its fonts, its accessories and its formats ... My PowerPoint and myself are the defenders of my country. We are the masters of our subject. We are the saviours of my career.' The parody is zapping around the Defence Department as a PowerPoint slide complete with the sound of explosions and featuring an animated John Wayne in Army Ranger garb wielding a laser pointer.

How did a piece of technology that was supposed to improve communication become a barrier to it?

Some military sociologists say the endless presentations are a product of the military's zero-defect culture, in which one mediocre review by a superior can torpedo a career. 'Young officers are worried that they might leave something out of their briefing, and a supervisor might say something about it. So they pack their presentations with every detail that they can think of,' says Charles Moskos, a military-culture expert at Northwestern University, Evanston.

Others blame the problem on the absence of a formidable enemy. 'We crave something that explains who we are,' says retired Army Colonel Henry G. Cole. 'The PowerPoint game creates the illusion of control. All those moving arrows and graphics become reality for a military that is trapped in this permanent state of shadow-boxing an enemy that no longer exists.'

Frontal Assault

Whatever the cause, a handful of senior Pentagon officials have decided to attack the PowerPoint problem head-on. The Navy's Mr. Danzig announced late last year that he was no longer willing to soldier through the slide shows. He maintains that PowerPoint briefings are only necessary for two reasons: If field conditions are changing rapidly or if the audience is "functionally illiterate.'

'In the Pentagon the second seems to be the underlying presumption,' grouses Mr. Danzig, who now asks to get all his briefings in written form.

Mr. Danzig's Army counterpart, Mr. Caldera, says he, too, would ban the presentations if he thought he could get away with it. 'For some of these guys, taking away their PowerPoint would be like cutting

off their hands,' he says. Mr. Caldera's strategy is to interrupt the show with questions when he gets bored.

Despite such countermeasures, PowerPoint is showing no signs of retreat. Indeed, it seems to be spreading. James A. Calpin, an officer in the Naval Reserves, just returned home from duty in Operation Northern Watch in Turkey, where PowerPoint has just begun to surface in officer presentations. 'I was able to come in and spruce up their briefings, and they were just wowed. People over there just loved it,' he says.

A Required Language

Foreign armed services also are beginning to get in on the act. 'You can't speak with the US military without knowing PowerPoint,' says Margaret Hayes, an instructor at National Defence University in Washington D.C., who teaches Latin American military officers how to use the software.

Unfortunately, Ms. Hayes admits many foreign officers, including those fluent in PowerPoint visuals, still struggle to understand their US counterparts' complicated slide presentations. 'We've gotten away from inviting our colleagues from the Department of Defence to brief our visiting officers. Some of their presentations are a little bit too complex and too inhibiting,' she says.

All of which makes Duke University's Mr. Feaver wonder if the U.S. military is misusing the technology. 'If we really wanted to accomplish something we shouldn't be teaching our allies how to use PowerPoint,' he says. 'We should give it to the Iraqis. We'd never have to worry about them again.'



Heritage

Proposal to Award VC to the Unknown Soldier

*Provided by Christopher Jobson
Former RSM Ceremonial & Protocol Army
Author of RAA Customs and Traditions; &
'Looking Forward, Looking Back'
Customs and Traditions of the Australia Army*

For every person who receives an award, regardless of the reason, be it for actions in combat or for services to the community, there are countless deserving persons who are both overlooked and who go unrecognized for their deeds, their efforts and their contributions. The Unknown Australian Soldier, who is entombed at the Australian War Memorial, represents all of our Country's war dead (Navy, Army and Air Force) and a great many of these dead gave their lives valiantly and have been overlooked, and have gone unrecognized for their heroic deeds in combat.

... there are countless deserving persons who are both overlooked and who go unrecognized for their deeds, their efforts and their contributions.

Section 3, of the regulations for the Victoria Cross for Australia, states that the Cross is awarded '*...for the most conspicuous gallantry, or a daring or pre-eminent act of valour or self-sacrifice or extreme devotion to duty in the presence of the enemy.*' There are, without argument, thousands of Australian servicemen and women who, in all the wars that Australia has served, died under these very circumstances.

Australian volunteers served in the South African War, The Great War, Second World War, Korean War, Malaysian Emergency, Indonesian Confrontation and Vietnam War, and a good many of these men

and women, without doubt, willingly put their lives in 'harm's way' and died carrying-out acts of '*...conspicuous gallantry, daring or pre-eminent acts of valour*', and '*self-sacrifice*', and demonstrated '*extreme devotion to duty in the presence of the enemy*'. Again, a great number of these acts, self-sacrifices and devotion to duties have not been officially recognized.

There is no doubt what-so-ever that a great number of our national servicemen, who served in the South-West Pacific theatres of the Second World War, in the Indonesian Confrontation, and in the latter-half of the Vietnam War, also willingly put their lives in 'harm's way' and many of them have gone unrecognized for their acts of '*...conspicuous gallantry, daring or pre-eminent acts of valour*', and '*self-sacrifice*', and for demonstrating '*extreme devotion to duty in the presence of the enemy*'.

A great many Australian soldiers on the Western Front during The Great War '*sacrificed*' their lives when they rose from the trenches and charged across 'no-man's land', under horrific enemy fire, attacking the German lines; and countless '*daring and pre-eminent acts of valour*' by our troops would have gone unrecognized (in part because the relevant officers who would have witnessed and reported these acts of '*valour*' were themselves killed) in battles such as that at Pozières and Mouquet Farm where, in six weeks, Australian troops suffered some 23,000 casualties.

One can read about our airmen who performed '*daring and pre-eminent acts of valour*' in numerous airborne combat engagements, including, for example, The Great War's Battle of Cambrai and during the Second World War in the Battle of Britain and in the raids over Germany and their heroic engagements up in the skies over Korea. Then there were our sailors who displayed '*extreme devotion to duty in the presence of the enemy*' in battles such as that between HMAS Sydney and the German cruiser Emden during The Great War; and those seamen who gave their lives whilst serving in ships such as HMAS Perth and HMAS Canberra during the Second World War.

One can look at the film footage, or read of the numerous accounts of our troops performing acts

of 'gallantry', 'of daring or pre-eminent acts of valour' in the African deserts at places such as El Alamein and Tobruk; in the jungles of Malaya, Borneo and in New Guinea on the Kokoda Track, and in Vietnam, and of our troops in the harsh terrains of Korea. And one can read about the 'conspicuous gallantry' and 'devotion to duty in the presence of the enemy' displayed by a number of our service nurses who, as they joined hands and walked together into the sea, were machine-gunned down by the Japanese.

Awarding our Unknown Soldier with this Country's highest award for bravery would not be setting a precedent.

And now we can look at our TV screens, in the evenings, showing us images of our troops displaying their 'self-sacrifice' and their 'extreme devotion to duty in the presence of the enemy' in Iraq and in Afghanistan. And we have, over the past 10 years, lost a number of troops in combat roles in these two areas of operations.

Awarding our Unknown Soldier with this Country's highest award for bravery would not be setting a precedent. In 1921 Britain awarded the Victoria Cross to America's Unknown Soldier '*... in recognition of the contribution and sacrifice made by America's servicemen in The Great War*'. In the same year the United States of America's Congress, through a special legislation, granted approval for the awarding of the Medal of Honour (America's highest award for bravery) to Britain's Unknown Warrior and the award of the Medal to their own Unknown Soldier; the Statute proclaimed: '*... the medal is bestowed upon the unknown ... typifying the gallantry and intrepidity, at the risk of life above and beyond the call of duty ... they died in order that others might live.*'

The wording around the Unknown Australian Soldier's Tomb reads '*... he symbolises all Australians who have died in war*'; and, at the Soldier's entombment, on 11th November 1993, the then Prime Minister, Paul Keating, stated '*... the Unknown Soldier honours the memory of all those men and women who laid down their lives for Australia. His tomb is a reminder of what we have lost in war and what we have gained.*'

There are some that consider it to be too late to suitably award the Unknown Australian Soldier; however, it should be remembered that in the early 1990's similar arguments were raised about bringing home our Unknown Soldier from the Western Front. Britain entombed its Unknown

Warrior in 1920; the United States buried its Unknown Soldier in 1921. We did not bring our Unknown Soldier home until 1993; some 75 years after The Great War's Armistice. The time factor, as such, was irrelevant; the important thing was that he finally came home.

Now is, in fact, an appropriate time to award our Unknown Soldier the Victoria Cross because, in just under two years it will be the 20th anniversary of the Soldier's entombment at our National War Memorial and in just under three years it will be the 100th anniversary of the commencement of The Great War; the War that killed our Unknown Soldier, and a great number of other Australians which are amongst those he represents.

The awarding of the Victoria Cross to the Unknown Australian Soldier will not, in any way, denigrate the Award; in fact, it would enhance both its prestige and its significance and, at the same time, add to the respect for, and the relevance of our Unknown Soldier.

It is now time for Australia to suitably recognise its Unknown Soldier, who represents ALL those servicemen and women who died fighting for this Country, a great number of whom are unrecognized for their '*...most conspicuous gallantry*', for their '*daring or pre-eminent acts of valour*', for their '*acts of self-sacrifice*' and their '*extreme devotion to duty in the presence of the enemy*', with the awarding of its highest award for bravery, the Victoria Cross for Australia.

Project 2013

Major Ray Bird, RFD, ED (Retd)

The Royal Australian Artillery Historical Society of Western Australia (Inc) has announced a major military heritage undertaking to be known as PROJECT 2013 - to Recognise and Celebrate 75 Years of Artillery History in Western Australia.

PROJECT 2013 will be officially launched at the Leighton Battery Heritage Site on 30th March 2012 by local parliamentary members the Hon. Julie Bishop MP, Federal Member for Curtin (Deputy Opposition Leader) and Hon Colin Barnett MLA, Member for Cottesloe (WA Premier) in front of an audience of Federal and State parliamentarians, Local Government representatives, Corporate VIP's and members of the Community. The host for the

event will be the Colonel Commandant RAA Western Region, Brigadier Gerry Warner AM, LVO.

During 2013, the RAAHS of WA (Inc) will celebrate a number of significant anniversaries:

- 75th Anniversary of the proofing of the 9.2 inch Guns at Oliver Hill, Rottnest.
- 75th Anniversary of awarding the contract to construct a purpose built Gunner establishment at Karrakatta - Hobbs Artillery Park.
- 70th Anniversary of the establishment of Leighton Battery at Buckland Hill, as part of the World War Two Fremantle Port Defence - known as Fortress Fremantle.
- 65th Anniversary of the raising of 3rd Field Regiment RAA, Citizen Military Forces at Karrakatta.
- 25th Anniversary of the formation of the Royal Australian Artillery Historical Society of Western Australia (Inc).

The principal objectives of PROJECT 2013 are to take advantage of these milestones to further increase the awareness and role of the RAAHS of WA (Inc) and to undertake a campaign to source funding of around \$500,000 to achieve a range of enhancement programs, including:

- Continued enhancement and visitor appeal at the Leighton Battery Heritage Site and Gun emplacements at Oliver Hill on Rottnest Island.
- Undertake ongoing development works to the Artillery heritage sites at Buckland Hill and on Rottnest Island.

Throughout 2013, a series of Artillery based events will be held to celebrate the various anniversaries ...

The PROJECT 2013 Planning Group, comprising the current Colonel Commandant RAA Western Region, Brigadier Gerry Warner, AM, LVO (Patron), serving officers, Lieutenant. Colonel Bob Farrelly (Chair), Major. John Blylevens and former Colonels Commandant, Colonel Don Rae, AM and Major Ray Bird, RFD, ED together with former 3rd Field Regiment RAA BSM Fred Lynch have prepared an impressive range of promotional material, including a Sponsorship Prospectus for distribution at the launch function. The group have also had an interactive website developed which will go 'live' on the launch day.

Throughout 2013, a series of Artillery based events will be held to celebrate the various anniversaries and these will be listed and updated regularly on the PROJECT 2013 website.

For further information, please contact - Major Ray Bird, Tel: (08) 6262 5222; Mob: 0419 194 916; E: rayalisonbird@iinet.net.au

Moving the Guns History Project

*Colonel Graham Farley, OAM, RFD, ED (Retd)
History Sub Committee Member*

Project 17 - Moving the Gun Team Leader & Author

By necessity the Australian gunner has had to be a master of 'Moving the Guns'. How he has executed this task, and how it has changed over the last 100 years or so is the subject of 'Moving the Guns'. This is a book in advanced preparation that explores this key aspect of the gunner's skill and art.

Major General John Whitelaw set the ball rolling some years ago, when he inspired a number of 'retired' gunners around Australia to accept and undertake a list of projects focused at preserving artillery history. I accepted the project 'Moving the Guns'. A steep learning curve than began for me who was very glad of the various published works, such as that of Major General Steve Gower, which gave me an insight as to what was involved.

I deem myself to be a competent gunner ...

After service through the Citizens Military Forces (1954 - 1988) I deem myself to be a competent gunner and it was only the result of attending an 'Observation of Fire' course at the North Head School of Artillery in 1963 that I finally mastered 'the fall of shot.'

Throughout those years trucks hauled my guns. I became very familiar with those 'workhorses' of the post World War Two era - the 'Chevy and Ford Blitz', the ubiquitous GMC or Studebaker '6 x 6 three-tonners', and the Mack tractor.

I also knew about and had experienced 'man handling', which pre-dates even the horse but has been standard practice for gunners throughout the ages. Horse-drawn artillery was the normal form of

motive power for years without forgetting elephants, mules and the like.

In Australia the early emphasis was naturally on coastal artillery and the emplacement of guns in forts around the nation. The coastal gunners had to master the arts of parbuckle, sheer legs, gyns and spars to move their very heavy gun barrels.

Horse-drawn artillery was the normal form of motive power for years without forgetting elephants, mules and the like.

On the Australian scene the big change came with the development of tracked wheels, steam power and the internal combustion engine. In World War One, the American Holt tractor made its appearance as did farm tractors and trucks throughout the inter-war period.

The cash strapped defence budget during those years extended itself to acquiring in a very limited number the Thorneycroft Haithi tractor and some Ford utilities, but the cadre and militia gunner Regiments still relied on the horse.

Australian gunner Regiments serving in the Middle East were first equipped with British towing vehicles, such as the Matador. But gradually locally and American made '4 x 4 Blitz' towers came to be normal for Regiments. Nor should we forget the parachuting of guns and detachments at Nadzab in New Guinea. Truly from a movement point of view, we have been 'ubiquitous'.

Then with the post-war came the helicopter - an indispensable 'work-horse' of moving the guns, together with the development of specialist gun-towing vehicles.

In addition to the narrative of how Australian gunners towed their guns, I have included in the appendices accounts of rail movement, and eye-witness accounts of the use of muscle, sweat and blood to achieve location.

I have trawled through the Australian War Memorial archives to incorporate suitable images to illustrate the writings. I have also been given photographs taken by gunners in the course of their deployments. But there is still the opportunity for readers to submit from their own files images or suitable writings about 'movement'. As author I would be glad to receive them and if the appropriate detail is included they will be correctly acknowledged. Photographs should be forwarded to Colonel Graham Farley, OAM, RFD, ED (Retd), Email: wimblea@bigpond.com.

'They will make a telling difference'

CA LT-GEN David Momson observed the Shadow 200 and SH1's capabilities in action during a visit to Evetts Airfield at the Woomera training area on November 1.

After visiting all of the components of SH1 and speaking to the personnel who were about to deploy to Afghanistan, he said he was impressed with what he saw of the new capability.

'It will give soldiers on the ground in Afghanistan a much greater level of surveillance, target acquisition and reconnaissance capability,' Lt-Gen Morrison said. 'It's such a step beyond the level where we have been operating at to date.'

He said the TUAS was now an Army-owned asset and would improve Army's ISTAR capabilities. 'This will now give us the opportunity to deepen skill sets and continue meeting the challenges we will find in any operational theatre,' Lt-Gen Morrison said.

"The Shadow system is a fantastic capability and it's the approach taken by 20 STA Regt, with the commitment and dedication by all ranks within the regiment, which will really turn this into a fully operational capability. When they get into theatre they will make a telling difference.'

Army November 24, 2011

Associations & Organisations

Contact List

RAA Regimental Fund

SO2 HOR School of Artillery
Bridges Barracks, Puckapunyal, VIC 3662
Phone: (03) 5735 6465
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Email: greg.metcalfe@defence.gov.au

RAA Historical Company

P O Box R1638, NSW 1225
Phone: (02) 98249275
Website: <http://www.artilleryhistory.org.au>
[See Membership Form]

Cannonball (Official Journal)

Australian Army Artillery Museum

Currently CLOSED.

Battery Guide (Newsletter)

RAA Historical Society WA (Inc)

President - Bruce Campbell
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Take Post (Quarterly Newsletter)

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10 Medium Regiment Association Inc

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The Big Gun (Newsletter)

12 Field Regiment (Vietnam) Association

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***'Gunfire'* (Magazine)**

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***Shot Over* (Newsletter)**

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RAAANT Newsletter

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13 Bty Assoc Inc SITREP (Newsletter)

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'The Custodian' (Newsletter)

Editor: Harry Lynas

Fort Scratchley Historical Society

Website: www.fortsscratchley.org.au

RA Association

Website: www.forums.theraa.co.uk.php

RAA Unit Websites

RAA and other unit websites maybe accessed via the Australian Army website.

<http://www.defence.gov.au/army/RRAA>

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

Important Website

'Australian Artillery Association'

Website: www.australianartilleryassociation.com

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Correct as at 1st March 2012

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LTCOL P.D. McKay	MAJ D.R. Morgan	WO1 P.T. Washford
LTCOL K.W. MacKenzie	MAJ L.W.L. Partridge	WO1 C.F.J. Watego
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LTCOL R.A. Vagg	MAJ W. Tapp	SSGT R.W. Morrell
LTCOL W.R.C. Vickers	MAJ A.A. Thwaites	SSGT E.J. Paddon
LTCOL D.H.R. Wilton	MAJ M.L. Van Tilburg	SGT J. Nield
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LTCOL B.A. Wood	MAJ T.W. Vercoe	SGT D.H. Wood
MAJ W.C. Barnard	MAJ M. St C. Walton	
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MAJ P.K. Dover	CAPT D.T. O'Brien	
MAJ M. Dutton	CAPT M.A. Pasteur (AAAvn)	
MAJ J.B. Evans (see note)	CAPT A.E. Sheridan	
MAJ M.J. Finnerty	CAPT P.J. Smith	
MAJ C.A. Flear	CAPT M.C. Squire	
MAJ A.O. Fleming	CAPT P.J. Watkins	
MAJ W.J. Francis	CAPT P. Wertheimer	
MAJ T.J. Gibbings	LT S.L. Shepherd	
MAJ W.H. Grimes	WO1 D.G. Annett	

Note:

COL M.C. Crawford, COL E.D. Hirst and MAJ A.H. Smith have paid three life subscriptions. LTGEN B.A. Power, MAJGEN T.R. Ford, MAJGEN J.P. Stevens, MAJGEN J.D. Stevenson, MAJGEN J. Whitelaw, BRIG R.K. Fullford, BRIG J.R. Salmon; COL A.R. Burke, COL G.W. Finney, COL A.D. Watt; LTCOL D.M. Murphy; LTCOL G.K. Phillips; MAJ J.B. Evans, WO1 K.J. Browning; WO1 M. Vandyke and WO2 D.G. Ogden have paid two life subscriptions.

Associations

RAA Association (Tas)
RAA Association (Qld)
RAA Association (North Qld)
RAA Association (Vic)
RAA Association (NSW) - Newcastle Branch
105th Field Battery Association
Fort Lytton Historical Assoc
RAA Retired Officers of South East Queensland
Australian Air Defence Artillery Association
13th Battery Association

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BRIG R.Q. Macarthur- Stranham
LTCOL R.H.E. Harvey
LTCOL P.L. Overstead
LTCOL G.K. Phillips
LTCOL G.W. Tippets
MAJ M. Dawson



Regimental Fund – Needs Your Support

Introduction

The RAA Regimental Fund is designed to provide a source of funds that can be utilised for the benefit of all Gunners. One of the most important uses for these funds is to support requests from RAA units and organisations to assist in the ongoing preservation and promotion of the Regimental heritage. Other worthy goals that this funding supports, is not limited to, but includes purchasing:

- Cyphers for presentation to those who retire from service or transfer from full-time to part-time after more than 20 years service.
- Paintings depicting the Regiment in its many campaigns and at peace.

The Regimental Committee cannot achieve these very worthy goals without the support of individual members and organisations within the Gunner community. All officers, warrant officers and sergeants are encouraged to make an annual financial contribution to the Regimental Fund either as individuals or as a mess or organisation/association or take up the option of a 'Life Subscription' which then absolves the subscriber from being asked for any further subscriptions. The list of life subscribers is published in the Liaison Letter and they automatically receive a complimentary copy.

Recent Projects

Over the years the Regimental Fund has supported a wide range of requests for financial support, including some of which are ongoing such as insurance and maintenance of the AIF and Mount Schank Trophies. It is worth noting that the sums of money requested from the Fund are generally significant and therefore can only realistically have any chance of being provided if each and everyone of us support the Fund. Projects supported by the Fund include the allocation of:

- \$2,500 to 8th/12th Medium Regiment to assist the Regiment to build a Regimental Memorial to coincide with the Regiments 30th anniversary celebrations;

- \$500 to 131st Surveillance and Target Acquisition Battery to improve the Battery memorial and add a plaque to mark the 50th Anniversary of the unit and its name change from 131st Divisional Locating Battery;
- \$1,000 to 1st Field Regiment for its 50th anniversary celebrations;
- \$1,000 to 4th Field Regiment for its 40th anniversary celebrations;
- \$1,500 for shield to be held by winner of Mount Schanck trophy;
- \$1,000 to 1st Field Regiment to mark 50th anniversary of 105th Field Battery, 50th anniversary of commitment to Malaya and 40th anniversary of commitment to South Vietnam;
- \$1,000 to complete the Major General T. Cape Bequest to the Regimental officer's mess;
- \$5,000 to commission a painting to mark the withdrawal from service of Rapier;
- \$6,000 to support commissioning a painting to mark the RAA/RA deployment in Afghanistan;
- \$2,500 towards the Anti-Aircraft and Air Defence Memorial at 16th Air Defence Regiment; and
- The on-going Royal Military College Graduation Artillery prize which is approximately \$100 per graduation.

Subscriptions/Costs

The recommended new rate of contribution is deemed as \$155 for a life subscription and the following sliding scale based on rank for an annual subscription:

- LTCOL and above – \$30,
- MAJ and CAPT – \$25,
- LT and WO – \$20, and
- SGT – \$15.

It is understood that some individuals may not be in a position to meet the suggested scale, therefore any contribution will be gratefully appreciated in helping to continue the good work the Fund has provided the Regiment over many years.

Without your financial support the Regimental Committee is unable to support the preservation of Regimental history and requests for financial support from units.



RAA Regimental Fund

Subscription

Rank/Initials: _____ [BLOCK letters please]

Surname:

(or Association)

Address:

_____ **P/Code:** _____

Email Address: _____

Telephone: _____ **Mobile** _____

Enclosed is my/our contribution to the RAA Regimental Fund

A receipt is required

Please return this form with a **cheque** made out to 'RAA Regimental Fund':

Major Greg Metcalf, SO2 HOR, School of Artillery,
Bridges Barracks, Puckapunyal Vic 3662

or to pay by **electronic funds transfer** using a bank or credit union, the following is required:

Credit Union: Australian Defence Credit Union (ADCU)
Account Name: RAA Regt Fund
BSB: 642 170
Account Number: 526805

The description or reference must include Organisation (i.e mess or association) or Initials and Surname and the word 'subscription'

For further information contact Major Greg Metcalf on (03) 5735 6465

Annual Subscription:

- LTCOL & above: \$30.00
- MAJ and CAPT: \$25.00
- LT and WO: \$20.00
- SGT: \$15.00

Life Subscription:

All Ranks: \$155.00

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Artillery in Tasmania 1901-2011



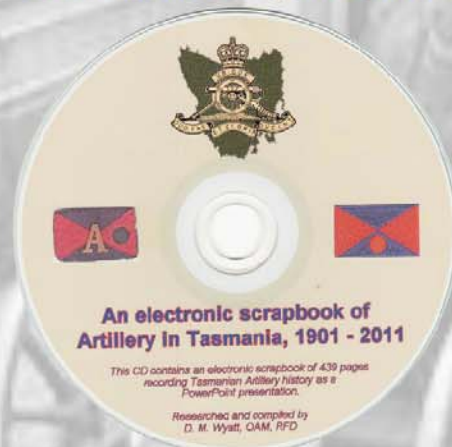
A Chronological Diary of the Evolution of Artillery in
Tasmania from 1901 to 2011

Researched and Compiled by
Douglas Morris Wyatt, OAM, RFD and Keith Glyde

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Forewords by:
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Artillery in Tasmania, 1901 - 2011

Preface

16th Field Battery, Royal Regiment of Australian Artillery, is one of the longest continuously serving units of the Australian Army, tracing its direct roots to two volunteer artillery corps raised in 1859 and 1860. They were formed from within, and are wholly representative of, communities in northern and southern Tasmania. Their motivation was defence of those communities, defined by their motto *Pro Aris Et Focis*, translating loosely as *For Altars and Hearths*.

In 1901 these units became part of the new military forces of the Commonwealth of Australia; although they were never to serve outside Australia as formed units it was their service in peace in training leaders that allowed the raising and expansion of those expeditionary forces sent by Australia to serve abroad during the First and Second World Wars. In war they were mobilized in defence of the nation, diversifying into many Gunner roles. Now in peace they continue to provide a reserve of trained manpower to reinforce or relieve the Regular army, on operations or in aid of the civil community.

Their story during the formative years prior to Federation has already been told by Lieutenant-Colonel D.M. Wyatt in *Tasmanian Colonial Artillery, 1803-1903*, published in 2004. Now, *Artillery in Tasmania, 1901-2011*, records the evolution of all branches of the Royal Regiment of Australian Artillery in Tasmania from Federation until the present day.

The history and lineage of the units of Field, Garrison, Coast, Anti-Aircraft and Anti-Tank artillery of the Permanent Military Forces, the Active Citizen Military Forces and the Volunteer Defence Corps raised in Tasmania during times of peace and war are documented with extensive footnotes to provide the reader with an unbiased collection of facts in relation to organization, strengths, equipment, training and uniforms. Detailed peace-time lists of officers are included. The links to Tasmanian community and business, and the contribution made by compulsorily enlisted personnel during periods totalling 43 years is also recorded. The Tasmanian units of the Australian Imperial Force raised for active service abroad in WW1 and WW2 are however mentioned only briefly in relevance to the contribution made by the existing units to their formation and reinforcement as their history has been recorded in other publications.

The material remnants of Forts Alexandra, Nelson, Direction and Pierson now form part of our State military and architectural heritage and their history, role and design has been documented within.

The content of this publication is presented in chronological order and is supported by black & white or coloured images of photographs, maps, plans, documents and tables. Where possible all photographs include the names of those depicted. Many photographs have not been previously published and are placed to support and enhance the text.

This publication, along with *Tasmanian Colonial Artillery, 1803-1903*, provides the only complete history of 16th Field Battery RAA. This is particularly pertinent in view of the question of the future relevance of Army Reserve field artillery in the modern Australian Defence Force.

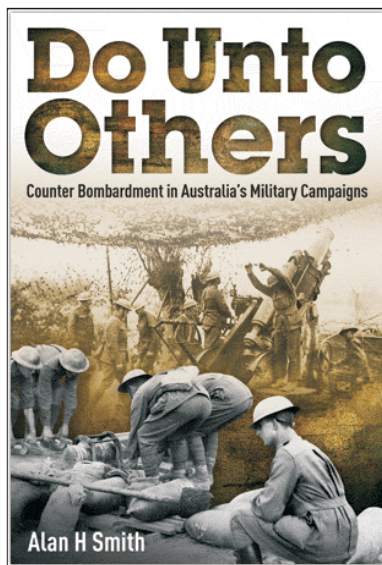
Douglas M. Wyatt, OAM, RFD, and Keith Glyde, April 2012

Do Unto Others

Counter Bombardment in Australia's Military Campaigns

Alan H Smith

Since 1899, the significant role Australian gunners have played in supporting the Australian Military Forces' campaigns has been well-documented. They have gallantly and whole-heartedly supported Australian, British, New Zealand and Indian armies in both World Wars, the Korean and Borneo Confrontation Wars and most recently the Vietnam War.



Most Australian military historical accounts focus on the support role gunners played to cavalry and infantry rather than counter bombardment activities, where they used artillery fire to locate and destroy and/or neutralise enemy artillery and mortars. Do Unto Others is a comprehensive history of the use of counter bombardment from the inception of this technique in the First World War, through to the Vietnam campaign.

The 'art of counter bombardment' originated during the First World War, when an Australian scientist, William Bragg, a lieutenant in the Royal Horse Artillery, along with Australian physicists and enthusiasts, developed a method of locating enemy guns using the physics of sound, called 'sound ranging', and meteorology. From this time the Australian Military Forces in their campaigns have been major beneficiaries of counter bombardment, which became increasingly more

sophisticated with the advent of radar location during World War 2 and the last big artillery war of the 20th century in Korea.

Counter bombardment reached new heights with the Vietnam War, the first time the Australian Army deployed its own locating battery to a war zone, allowing gunners to achieve outstanding results and an enviable reputation for locating skills. Vietnam culminated in a triumph for the 'scientific method' across many disciplines and the efforts of the many dedicated gunners involved in counter bombardment over the 58 year period since introduction of this technique.

Do Unto Others is a comprehensive account of the history of counter bombardment, including the development of Australian techniques, equipment and procedures through the campaigns up until Vietnam, with references to the techniques and actions of the British and American artillery included where appropriate to place the Australian experience in perspective. It is also the story of the brave men behind the artillery and their outstanding efforts and results across these varied campaigns.

Do Unto Others is available online www.bigskypublishing.com.au & in all good bookstores



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- * Bivvy Bags
- * Nomex Field Gloves (DPCU)
- * Leatherman Knives
- * Silva Compasses

• Plaques and Presentational Items

- * RAA Regimental Plaque
- * School of Artillery Plaque
- * RAA Cyphers
- * Prints and Artwork
- * Statuettes and Action Figures
- * Desk Sets
- * Canes and Stands
- * Decanter and Whiskey Sets (can be engraved)
- * Medal Boxes (can be engraved)

• Things to Wear

- * Jewellery (Including Cuff Links, Tie Pins, Lapel Pins)
- * Polofleece Casual Jackets (with RAA Regiment embroidered badge)
- * Regimental Ties
- * RAA Caps

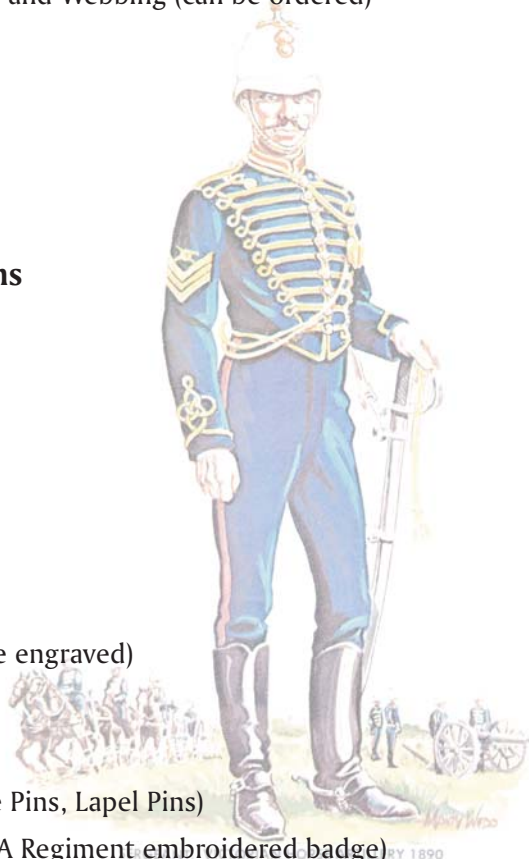
• Models - L119 and M198 resin kits and assembled kits available

For Information and Orders:

School of Artillery, Bridges Barracks
 WO2 Daniel Stewart- daniel.stewart@defence.gov.au
 Telephone: (03) 5735 6129

Trading Hours:

12.30 -13.15 hrs every Thursday and Friday on Pay Weeks



Memorial Walk

*Mr Kevin Browning
RAAHC Member*

The Royal Australian Artillery Historical Company is seeking your assistance to complete the Memorial Walk at North Fort. Consisting of five monuments and a paved path the walkway is a place where visitors can reflect on the service given by the members of the defence force and their families throughout our nations history. The path follows an old track that weaves through the flora of the headland and offers views over the entrance to Sydney harbour. Many troops moving overseas would have sailed past the headland on their way to foreign shores.



The Walkway contains five memorials commemorating the Colonial Wars, World War I, World War II, Post 1945 Conflicts and Peacekeeping. Each memorial will contain story and photo plaques that tell the story conflicts. Funding for the project commenced with a \$10,000 grant from the Department of Veterans' Affairs. Through the donation of an engraved paver we have raised a further \$225,000 but we are still short of completing the project. Donations of engraved pavers, donations are tax deductible, has slowed in the past year and we require another 300 donations to achieve our goal. Presently we have over 3500 pavers and 58 centre piece pavers.

The centre piece pavers have been generally donated by Associations, units and organisations such as RSL Clubs. They cost \$1500 and provide the organization members a reduction in member contributions for general pavers. The general paver is \$50 for the first and \$40 for subsequent

ones. Many families have contributed to the project and it is very interesting to hear their stories and reflect on how much many families have contributed. Allied servicemen and families have also supported the work. Service from the Imperial troops to the present conflicts have been represented.



If your organization, contingent or individually you would like to contribute please contact us. An Order Form is enclosed and it contains our contact details. Once we have the fund to complete the monuments a dedication ceremony will be organized to formally recognize the Memorial Walkway. It is one of the larger memorials in Australia in terms of names recorded and certainly in one of the most scenic locations.

The volunteers of the RAAHC have constructed the walkway as a memorial to all servicemen and their families. Please assist us to complete the memorials.





ROYAL AUSTRALIAN ARTILLERY HISTORICAL COMPANY

ROYAL AUSTRALIAN ARTILLERY HISTORICAL COMPANY

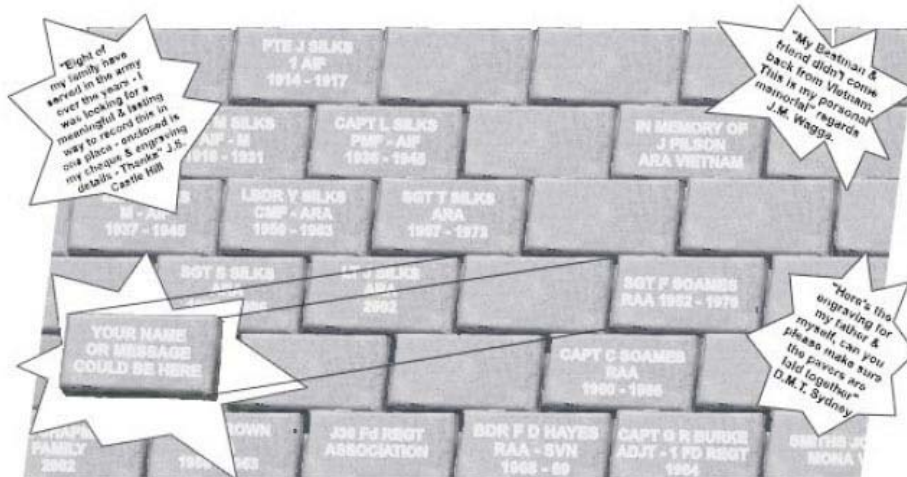
Invites **YOU** to be part of

Australia's Memorial Walk

At

Historic North Fort, North Head, Manly

For a tax deductible donation of \$70.00 your name or message will be engraved into a paver which will then be laid permanently in our walkway which features five memorials dedicated to the men and women of the armed forces of Australia, her allies, and people who served in the civilian services, as well as volunteer organisations from Australia's colonial past through to the present. The five memorials are for: Colonial Wars, WWI, WWII, Post 1945 Conflicts, and Peace Keeping Operations.



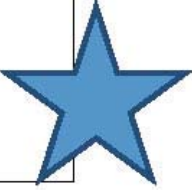
To order your paver please complete and return the order form below.

Become a major sponsor.



For \$1,500.00 your unit badge, club emblem or organisation logo will be engraved onto a centre piece paver measuring 460mm x 460mm.

Phone (02) 9824 9275 for further information regarding major sponsorship package.





ROYAL AUSTRALIAN ARTILLERY HISTORICAL COMPANY

~ ORDER FORM ~

FOR MEMORIAL WALK PAVERS

Please address paver and Walk enquiries in the first instance to:
 memorialwalk@artilleryhistory.org or (02) 9824 9275
 Please complete the details of the name or message you would like
 engraved in your paver/s in the template provided below.

Paver No 1

Please print clearly. Each letter, number, punctuation mark, or space represents one character

Line 1: 14 characters maximum														
Line 2: 14 characters maximum														
Line 3: 14 characters maximum														

Paver No 2

Line 1: 14 characters maximum														
Line 2: 14 characters maximum														
Line 3: 14 characters maximum														

Paver No 3

Line 1: 14 characters maximum														
Line 2: 14 characters maximum														
Line 3: 14 characters maximum														

For more than three pavers, please photocopy this page and return it with your order
To help your engraving details here are some common rank abbreviations:

Ranks	ABBR	Ranks	ABBR	Organisations/Other	ABBR
Lieutenant General	LT GEN	Warrant Officer Class 1	WO1	Headquarters	HQ
Major General	MAJ GEN	Warrant Officer Class 2	WO2	Division	DIV
Brigadier	BRIG	Staff Sergeant	SSGT	Brigade	BDE
Colonel	COL	Sergeant	SGT	Regiment	REGT
Lieutenant Colonel	LTCOL	Bombardier	BDR	Battalion	BN
Major	MAJ	Corporal	CPL	Battery	BTY
Squadron Leader	SQNLDR	Lance Bombardier	LBDR	Company	COY
Lieutenant Commander	LTCDR	Lance Corporal	LCPL	Association	ASSN
Captain	CAPT	Gunner	GNR	Squadron	SQN
Lieutenant	LT	Private	PTE	Flight	FLT
Second Lieutenant	2LT	Trooper	TPR		

Name:**Day Phone (.....):**.....

Address:**Post Code:**.....

Email Address:

Simply complete the following details and return with your donation of \$70.00. For additional pavers donate \$60.00 each. See table below:

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Royal Australian Artillery Historical Company

Please Tick: Cheque Credit Card Money Order

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Honorary Secretary
RAAHC
PO Box R1638
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Thank you for your support



ROYAL AUSTRALIAN ARTILLERY HISTORICAL COMPANY

**APPLICATION FOR ORDINARY MEMBERSHIP
of the
ROYAL AUSTRALIAN ARTILLERY HISTORICAL COMPANY
(RAAHC)**

**Honorary Secretary
RAAHC
PO Box R1638
Royal Exchange NSW 1225**

For Membership Enquiries
Phone: 02 8086 3672
Email: membership@artilleryhistory.org

I apply to become an Ordinary (Active) member of the Royal Australian Artillery Historical Company (RAAHC) and agree, subject to my admission, to abide by the Company's Constitution and its By-Laws.

Rank/Title..... Surname.....

Given Names.....

Post nominals/decorations/qualifications.....

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Suburb.....State.....Post Code.....

Phone ().....Fax ().....

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.....
(Signature)

.....
(Date)

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Membership only	<input type="checkbox"/>	\$10 (1 year)	<input type="checkbox"/>	\$20 (2 years)	<input type="checkbox"/>	\$50 (5 years)
Payment Authorisation: Cheques are to be made payable to: <i>Royal Australian Artillery Historical Company</i>						
Please tick	<input type="checkbox"/>	Cheque	<input type="checkbox"/>	Credit Card	<input type="checkbox"/>	Money Order
Please debit my (tick)	<input type="checkbox"/>	Mastercard	<input type="checkbox"/>	Visa	<input type="checkbox"/>	

Card No.

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Cardholder's Name: _____

Signature: _____ **Date** ____/____/____

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5	Director Royal Artillery Liaison Letter – February 1955+
6	Director Royal Artillery Liaison Letter – 31 May 1955+
7	Director Royal Artillery Liaison Letter – 30 September 1955#
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6	Australian Gunner – May 81*
7	Australian Gunner – November 81*
8	Australian Gunner – The Official Journal of the Royal Regiment of Australian Artillery – March 1997*

Miscellaneous Regimental Publications

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1	DARTY Personnel Notes – December 1969#
2	Royal Australian Artillery Personnel Notes – 1978#

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