

RAEME Head of Corps Newsletter



November 2003

(7th Edition)

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DHOC Report – Lieutenant Colonel David A. Creagh

2003 has been another successful year for the Corps. RAEME soldiers continue to serve with distinction all over the globe and even as the festive season approaches a number are already preparing for future deployments. Wherever I have travelled I have been impressed by the professionalism and commitment 'spanners' bring to the floor. Well done to all.

2004 is shaping up to be another busy year for us all. As I write to you Materiel Support Division is in transition, we have a new in-house contractor joining the team WEF 1 January to assist us with the delivery of quality trade training. Thus far the transition process has proceeded well and I am pleased to report that I do not anticipate there being any hiccups that

would prevent us from recommencing training on 27 January 2004.

I have developed the DHOC visit program for the first six months (subject to final concurrence from LHQ, DJFHQ and the various Bde HQ). The visit program will be as follows:

- **13 Bde/SASR/9 Bde/16 AD Regt**
 - Last week of Feb 04
- **1 Bde**
 - Last week of Mar 04
- **Brisbane/Oakey**
 - First week of May 04
- **3 Bde/11 Bde/10FSB/JLU (NQ)**
 - First week of Jun 04

By the time this newsletter hits the streets the Corps will have a new Corps RSM – WO1 Tibor Fekete. WO1 Dave Packer is transferring to the GRES and will take up an appointment in APA Townsville as a Career Adviser. As many of you will

be aware WO1 Packer has been instrumental in assisting with the revitalisation of the HOC function. As significant have been his efforts in revitalising the regimental stream within the Corps. At the Corps RSM handover parade at Latchford Barracks on 3 Dec I presented a framed copy of the 'Corps Print' to WO1 Packer on behalf of the HOC and yourselves.

I wish all of you and your families a safe and merry festive season, WO1 Fekete and I look forward to catching up with many of you over the next twelve months.

Arte et Marte

RAEME CORPS SEMINAR

The 2003 Corps Seminar was held at Bandiana over the period 16 – 17 Oct 03. The seminar theme was 'RAEME – Successes and Challenges'. The event was well supported with over 200 Corps members in attendance. The seminar featured guest speakers from MINCOM and Tenix who provided very informative presentations on Industry in the Defence Environment. Throughout the course of the two days participants heard from a number of presenters on a broad range of topics and issues impacting on the Corps. The seminar provides a very important opportunity for members of the Corps to be updated on issues and activities occurring within and impacting upon the Corps and at the same time contribute to the future shaping of the Corps. The seminar is to be conducted each year in October. Members of the Corps are encouraged to attend. In addition to the actual seminar a number of very successful social events were included in the seminar program. These included the all ranks barbecue function (165 pers), the annual Corps Officer Dinner (106 pers), and the annual WOSNCO Dinner (142 pers). The dinners and all ranks functions were very enjoyable and provided an excellent opportunity to renew old acquaintances.

The key discussion outcomes from the seminar are presented to the ACMC. The key issues to be presented to the ACMC from the 2003 seminar include:

- The requirement for tradesmen to gain appropriate driver qualifications prior to first appointment,
- The requirement to reestablish the clerk prod trade stream and training,
- The requirement to create a quantifiable and appropriately endorsed Work Value Unit basis for EME asset / liability, SED or taskforce composition planning purposes.

Further details from the seminar as well as selected presentations can be viewed on the RAEME Corps Intranet website (including photos from the Regimental Dinners).

Clerk Production

The current status of the production clerk trade / function was raised in a number of the presentations as an area of concern. The RAEME production clerk trade was disestablished as part of the DRP process in 1994 and there was an agreement that the production clerk function would transfer to RAAOC as part of the OPSUP trade. OPSUPs were to be trained to provide maintenance clerical support by attending a unit needs course consisting of the EMEMIC training package. There is no evidence of the course ever being delivered to OPSUPs. The lack of any formal training of production clerks (and consequent asset / liability gap) is having a significant impact on the productivity of RAEME technical support elements / workshops. The

OPSUP trade has recently undergone a review coordinated by the RAAOC Trade Management Cell at ALTC. The clerk production functions and training requirements are being incorporated into the OPSUP training continuum. The trade review report into the OPSUP trade stream was signed off on 30 Oct 03. The full report in detail is available for your perusal on the ALTC website under Training Development Group - Publications. One of the actions of the trade review is for the production control competencies to be introduced in the IET Course and the Advance Course (CPL) level for ECN 298 (the Supply Chain specialisation). At this stage it is not planned to introduce the new production control training competencies until the middle of 2005.

HQ AAvtTC

Technical Training and Trade Management Section

Trade Management Policy. A re-write of the HQ AAvtTC RAEME Aircraft Trades 'Trade Testing and Career Development Policy' is being undertaken and will be reissued as 'Employment Category Standing Orders' IAW the Army employment category management process detailed in DI(A) PERS 116-9. It is intended to release the first draft late Aug 03. This document will encompass the architecture for employment and career progression and will therefore greatly assist all RAEME aviation trades personnel, the RAEME Aviation Trades Career Adviser at SCMA and unit management staff to appropriately manage RAEME aviation trades people. The document also includes revised information on the Career management of Aircrewman

Technicians as detailed further on in this article.

Aviation Technical Trades Tri-service Pay Alignment Case.

Another activity which Trade Management is pursuing is the Occupational Analysis (OA) and the development of the future DFRT tri-service pay alignment case for the ACFT and AV trades. The OA is now in the data acquisition phase with a view to releasing a draft report sometime in Sep 03. Responses from most units was very good, however, responses from units with a high bias of senior Artificers was a little disappointing. The later poor response does present a greater challenge for a DFRT tri-service pay alignment case has been rescheduled to Mid 04.

Subject 4 Course's. Progressive reviews and the implementation of changes to the Subject 4 CPL, SGT and WO Aircraft/Avionics course continuum has seen the successful introduction of the Aircraft Advanced

Technician (ACAT) for senior Craftsman and the Aircraft Maintenance Manager (ACMM) courses for senior Corporals. A Statement of Requirement for the academic phase of the Subject 4 WO Aircraft/Avionics course has now been developed and is being staffed through HQ Trg Comd – Army with the intention to seek expressions of interest from Australia wide TAFE like organisations that are able to deliver specific Certificate Level V and VI (Diploma and Advanced Diploma) subjects. If successful, contract negotiations could be completed in the later half of this year and a new academic phase of the Subject 4 WO Aircraft/Avionics course in place for early 2004.

For future CH 47D CPLs, a Development Brief to include the Advanced Diagnostic component of the CH 47D Chinook Aircrewman Technician course into the Aircraft Advanced Technician / Subject 4 CPL course is currently being drafted.

Employment Analysis of Aircrewman Technician. Following on from the recent CH 47D Chinook Weapon System Review Meeting, AAvnTC has been requested to conduct a Employment Review Analysis of the Aircrewman Technician trade. Whilst initial staff action was commenced in 1999 to conduct a Cost Benefits Analysis of Aircrewman Technician training, the COMDT AAvnTC allocated higher priorities to other trade management activities and this task has not yet been completed. The requirement to undertake an Employment Review Analysis of the Aircrewman Technician trade is noted and this requirement is now being staffed to HQ TC-A and Army HQ.

The Career progression of Aircrewman Technician is also being

further developed in consultation with HQ 16 BDE (Avn) and C Sqn personnel. A revised career progression chart will be included in the RAEME Aviation Trades Employment Sponsor Standing Orders.

Black Hawk Equipment Maintenance Course Review. HQ AAvnTC and RAMS are undertaking a review of the Black Hawk equipment maintenance courses. The purpose of the review has four primary outcomes. The first being to ensure that there is no duplication of training between RAAFSTT and RAMS. The second, to maximise the use the Black Hawk Maintenance Training Aid to support the application of skills and knowledge acquired at RAAFSTT. The third, to ensure the RAMS course only provides those aircraft specific skills and knowledge to successfully achieve a trade qualification in accordance with AAP 7001.059 Chap 6 (Entry level Technician) and any Army specific competencies. The forth, to harmonise the aircraft type course with the Aircraft Advanced Technician course (Subject 4 CPL Avionics/Aircraft) by transferring any accumulated advanced diagnostic training to the more appropriate Aircraft Advanced Technician courses.

T700 Fault Finding and Re-Currency Training Program. AASPO has recently identified an increasing number of ‘no faults found’ against engine related unserviceabilities which results in unnecessary and costly component and engine changes with corresponding increased aircraft downtime. AASPO, in conjunction with AAvnTC, are proposing to introduce a T700 Fault Finding and Re-Currency Training Program that will provide Units and contractors with basic and semi-advanced diagnostic skills to correctly assess and correct common engine

faults. Training will be coordinated by the RAMS Technical Mastery Wing.

Trade Review - Structural and Life Support Fitters. Trade Management section attended a Subject Matter Expert Working Group (SMEWG) at AHQ on the 19 Jun 03 to examine the RAEME Aviation trades for Aircraft Structural Fitters and Aircraft Life

Support Fitters. The SMEWG examined the trades sustainability, issues such as recruiting, training and retention, and future SED changes including the introduction of a WO2 rank for both trade groups. The outcomes and courses of action are tabled below and a progress report will follow next newsletter:

ISSUES	ACTION
Potential numbers for the ARH and ATH Introduction into Service	Model potential numbers as a result of ARH and ATH developments
Trade number shortfall feeding JNCO ranks	Modelling to determine if an IET NTL increase from 5 to 9 for the years 03/04 to 05/06 will fill correct current deficiencies
Establishment of WO2 positions	Identify SED/Capability owner DFRT implications SED review implications HOC (RAEME and AAAn) support for the change
Changes to ROSO	Check for changes to current ROSO
DIA 116-2 Changes	Notify Army HQ of proposed changes in relation to the ASFITT and ALSFITT trades

Initial Employment Training. The Technical Competency Administration System (TCAS) rollout is currently being undertaken in support of the Initial Employment Training. The TCAS provides the management infrastructure to maintain visibility of personnel under training, providing capability managers accurate information on the developing workforce. The rollout has been undertaken as a joint venture between RAMS OJT Management Cell and the AAvnTC Trade Management section with responsibility being completely delegated to OJT management by Sep 03.

Army Aviation Engineering Officers. Management of the Army Aviation Engineering Officer Professional Development Program (PDP), DI (A) PERS 217-2, has come fully under the control of HQ AAvnTC for course nominations and funding wef 03/04. To maintain visibility to all personnel involved, HQ AAvnTC is developing a spreadsheet showing courses, nominations and funding which will be updated and sent out quarterly. The primary points of contact are:

SO2 Tech Trg, MAJ Ian Johnson, Tel (07) 4691 9032; and

SO3 RAEME Aviation Trade Mngt, CAPT Robert Smith, Tel (07) 4691 7584.

Please note that funding assurance for the PDP for financial year 2003/04 has not yet been confirmed. The implications of this funding uncertainty should be reasonably obvious. However, nominations for the various aspects of the PDP should still be staffed to HQ AAvnTC as noted above and the availability, or otherwise, of funds will be confirmed to the applicant.

RAEME Aviation Trade Management section, in consultation with DOCM and AHQ, is conducting a modelling activity for Army Aviation Engineering Officers to model potential manning issues by rank which may impact on capability and trade sustainability. The outcomes of this modelling activity are planned to be available last quarter of 2003.

Confined Space Entry Training. A Training Needs Analysis is being undertaken by the Trade Management section of the AAvnTC to determine the critical requirements for Confined Space Entry training and training delivery solutions. The Training Needs Analysis is scheduled to be completed by Nov 2003 and a training solution implemented during 2004. Until that training solution is implemented, HQ 16 BDE (Avn) and other units under command will be required to fund this requirement.

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RAEME CORPS PORT



The latest RAEME Corps Port is a fine Rutherglen selection which features BRIG Field (our first Corps Director) and lists all Corps Directors / Heads of Corps to follow. The main distribution of port has occurred however a quantity is still available from the HOC cell, POC is MAJ Graham Anderson, (02) 6055 4308, or graham.anderson@defence.gov.au.

Corps Port 2004. RAEME Units / sub units are invited to nominate for the opportunity to produce the 2004 Corps Port. Corps Instruction 33 (available in the Corps website or from HOC cell) details the procedure for the production of the Corps Port. The nominated unit gets to profile their unit on the port label and share in the profit generated (25%). This is a unique

opportunity to profile a unit and raise funds for unit amenities.

**RAEME PRINCE PHILIP
BANNER MINIATURE**



Hopefully by now everyone would be aware of the limited release Prince Philip Banner Miniature. The 2003 'Foundation' issue is limited to 200 and is currently available for order. Of the 200 there are only about 25 remaining for purchase so if you are interested you will need to act fast. Delivery is programmed for late December however that is yet to be confirmed and may carry over until after Xmas.