

# RAEME Head of Corps Newsletter



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March 2005

(9<sup>th</sup> Edition)

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## DHOC

“we live in interesting and challenging times”

This has been my commander’s introduction to me on every posting as a RAEME officer over the last 20 odd years. From my experience, it was true in the 80’s and remains so today, particularly having assumed my present appointment as CO/CI ASEME and DHOC in January of this year.

As Army and the wider Defence community continue to grow the quantity and complexity of equipment required to support a highly capable and committed Defence Force, we too need to continue to develop and adapt. As a Corps, we need to acknowledge that this equipment procurement trend presents a significant, but more importantly, an exciting opportunity for us to collectively demonstrate our ‘smarts’.

It is not news that all our kit is not FF all of the time, and that we are playing catch up on some of our preventative maintenance regimes. However, it is also not news that we should all be comfortable that as a Corps we are well placed to make the correct calls on where to place our available maintenance effort. Our training is first class, and our experience base broad. Our maintenance procedures are well founded, and our maintenance management processes are developing. Our history is proud and our work on current operations is without question exceptional.

Collectively, we need to harness what we know and apply it to our future. I ask that each of you become involved and add to the many debates that will happen in the workshops, units and conferences rooms across Army in the coming months, and avoid the temptation to volunteer somebody else to do it on your behalf. Have an opinion, and be prepared to work to a solution to support your thoughts.

We do live in interesting times, and our Corps in particular has a number of challenges that are placed before us every day. As the RSM keeps reminding me, what doesn't kill you makes you stronger. I very much look forward to seeing you all around the traps as we collectively develop the future for our Corps.

Arte et Marte

LTCOL Andrew Adams, DHOC

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## SO2 Corps

As this is my first newsletter, I would like to welcome all members of the Corps into 2005 and acknowledge the privilege I have being the SO2 Corps for the next 2 years. I am keen to deal with issues that are affecting RAEME personnel in the newsletter. If you, or your unit, have an issue, please raise it with me by email, phone or in person on the HOC visits. Obviously I am not going to be 'Dear Abbey', but I will attempt to table problems and solutions to all.

As a Corps, we are embarking on an extremely exciting path with increased operational commitments and emerging technologies. One of the many challenges we face is to question the way we do business and is that going to see the Corps through the introduction into service of the additional capabilities HNA requires. The 2005 seminar will be very much focussed on this issue and those attending will be called upon to make decisions for the future direction of our Corps.

I also ask that commanders at all levels pass the Corps newsletter to **all** of our soldiers. A large number of promotion courses the Major Graham Anderson and I present to indicate they are not aware of the newsletter, or our Corps website. Please enlighten those that are in the dark.

### Corps Website ([Click here](#))

The Corps website is available on the intra/Internet and contains useful information for RAEME personnel. Corps instructions, Newsletters and Seminar information are all posted on the website, as well as links to other sites of interest. Links to the Manual of Army Employment and Employment Category Standing Orders site are also being constructed. These links will assist commanders with career/ trade management of there personnel.

### RAEME Corps Seminar

The 2004 Corps Seminar was held at Bandiana over the period 14-15 Oct 04. The seminar theme was 'RAEME – *Doing things better*'. The event was well supported with over 250 Corps members in attendance. The seminar featured guest speakers from MINCOM and Cummins who provided very informative presentations on Industry. 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. Activities included the all ranks barbecue function (150 pers), the annual Corps Officer Dinner (120 pers), and the annual WO/SNCO Dinner (162 pers). The dinners and all ranks function were very enjoyable and provided an excellent opportunity to renew old acquaintances and farewell some of our long serving members.

The key discussion outcomes from the seminar are presented to the ACMC. The key issues to be presented to the ACMC from the 2004 seminar include:

- The requirement to establish the clerk prod trade stream and training,
- Productivity / data management
- New Capabilities in pipeline (see Cap Dev report)
- Emerging Technology - Impact on Maintenance
- Industry practices

Further details from the seminar as well as selected presentations can be viewed on the RAEME Corps Intranet website

This year the seminar theme is '*Maintenance - 2005 and beyond*' and will focus on capability being introduced as part of the Defence Capability Plan (DCP) between now and 2014. The Key Note speaker this year will be Lt Gen Hurley, AO, DSC, Chief Capability Development Group. A supporting presentation on how these capabilities will be utilised within a Hardened and Networked Army (HNA) is also planned. The seminar this year will be conducted 20 – 21 Oct, with the Corps Committee meeting and all ranks BBQ on the 19<sup>th</sup>.

### Clerk Production

The following is an excerpt from a previous newsletter:

'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.'

The **good** news is that RAAOC is delivering Clk prod competencies to the Basic OPSUP cse commencing Mar/Apr 05 and CPL/SGT cses from June/Jul 05. The training will be validated in 12 months. All commanders are requested to be cognisant that the OPSUP trade will take some time before it reaches the levels of competency previously enjoyed with production clerks. More to follow from SO2 Corps on this matter in near future.

### **Trade Analysis Survey**

By the time you get to read this newsletter, most WO/SNCO in the Corps should have received the TAS released by the RAEME cell from Training Development Group. It is imperative that all available personnel complete this survey, as it forms our Work Value argument for tabling at the Employment Category Review Committee. A favourable result at the ECRC will see the Corps represented at the DFRT in 06.

### **Arte et Marte**

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## **SO2 Heritage**

After recently switching to the dark side and joining the GRes fraternity I am very pleased to take up the appointment of SO2 Corps Heritage within the Head of Corps Cell and I look forward to representing members of the Corps on all heritage issues.

### **Corps Banner Miniatures**

The Limited Release Numbered Series Prince Philip Banner Miniature is to be released in three issues, each of 200. The foundation issue of 200 released in 2003 sold out prior to production. The next release is scheduled for late 2005 early 2006. The banner miniature is a high quality item made by Spirit of Fame who have made numerous banners for the defence force, including the Army Banner. There is a steady level of enquires after the next release. To avoid missing out and you are interested in acquiring a banner miniature, you are encouraged to contact the SO2 Heritage and register your expression of interest to purchase.



### **Coffee Table Book In Peace and War-A Pictorial Memoir of RAEME (Working title)**

At the 2003 Corps Committee meetings BRIG R.L.G Grant, Representative Colonel Commandant, put forward a proposal to produce a new Corps history in a "coffee table" style format featuring images and short stories of individuals undertaking their daily activities in the Corps. The committee supported the proposal and felt that the timing was right for a new Corps publication, particularly in light of

recent operations and activities. The emphasis of this history would be preserving the Corps heritage in photographs and art works supported by short stories. At the recent 2004 Corps Committee meeting, BRIG Grant presented an outline proposal for the publication of a Corps pictorial history. This article describes the key elements of that proposal.

*This project is not a history of the Corps. The rationale rather is to produce a book that is attractive and visual and that captures through images and linked text, the spirit and achievements of the Corps since its inception in 1942.*

*The selection of images is the key to the project and every attempt will be made to select images on the following criteria:*

- *They depict the many activities individuals or groups (teams or FRTs) of Corps members undertake on a daily basis in the Corps in support of our customers.*
- *They have generally not appeared in other RAEME publications*
- *They would be of interest to RAEME personnel and the general reader*
- *They lend themselves to detailed captions and or to a linking narrative*

It is now over 12 years since the last Corps commissioned publication of Craftsmen of the Australian Army the story of RAEME. Copies are no longer available for purchase. There has been a range of significant events in the past 10 – 15 years with many RAEME stories to be told and it is believed a Corps “coffee book” style publication is a great way for those stories to be told. Stay tune for more information and start collecting your photos and stories.

The following quote captures the spirit of BRIG Grant’s vision for the Corps history:

*'We are in the twilight of a society based on data. As information and intelligence become the domain of computers, society will place more value on the one human ability that cannot be automated: emotion. Imagination, myth, ritual - the language of emotion - will affect everything from our purchasing decisions to how we work with others. Companies will thrive on the basis of their stories and myths. Companies will need to understand that their products are less important than their stories.'*

*Rolf Jensen. Copenhagen Institute for Future Studies. Quoted from Tom Peters' book 'A Hundred Ways to Help You Succeed/ Make Money.'*

### **Corps Funds – Resurrection of Corps Subscriptions**

The RAEME Corps committee manages a RAEME Corps Fund. The Corps fund is maintained for the benefit of the members of the Corps. Each year the Corps fund provides prizes up to the value \$4200 to recipients of Corps awards. The Corps fund has assisted in Corps projects such as the RAEME Craftsman Memorial, seed money for the Craftsman Port, and other projects as presented by members of the Corps. Unfortunately the traditional income streams, the main ones being the Corps Shop and Corps Subscriptions, have been eroded with the demise of the Corps directorates. The Corps shop has moved to the Army Museum Bandiana (this is something we will be revisiting in the near future) and Corps subscriptions ceased when the Corps directorates were disestablished. The main income stream currently is interest on our investments plus smaller contributions from sale of the Craftsman Port, and an honorarium from the publishers of the Craftsman Magazine.

It is proposed that we reinstitute Corps Subscriptions. This would be a voluntary contribution to Corps funds by members of the Corps. Either a lump payment or more simply via a fortnightly allotment through your pay system. Allotment is the preferred option. The proposed subscription is CFN–CPL = \$1 per fn (\$26 lump pmt), SGT–CAPT = \$1.50 per fn (\$39 lump pmt), MAJ+ = \$2 per fn (\$52 lump payment).

With a good level of interest and participation from members of the Corps the Corps funds would again become a viable financial resource for the Corps. Funds would be made available to regions on an annual basis for the conduct of RAEME activities such as RAEME birthdays, workshop activities etc. Funds could also be made available for RAEME elements deployed on operations. Other Corps projects could be funded and the RAEME display at the Army Museum at Bandiana developed. Again if Corps subscriptions were well supported we would be able to provide financial assistance to some of the Corps activities that have gone by the wayside such as the RAEME Rugby team, Tug-of-war teams

and RAEME Cricket teams to name just a few. Over the past three years in my previous appointment of SO2 Corps I regularly received requests for financial assistance for very worthwhile RAEME initiatives and activities which unfortunately we were unable to support.

It is proposed that a membership badge be cast and presented to those who participate in Corps subscriptions. An additional incentive being considered is for all subscribers to go into a draw for a cash prize (eg: X number of draws of \$500 each).



One suggestion is to use the St Eligius Coin. (patron Saint of the Artificer, and our Corps patron Saint) as the basis of our membership badge. Example shown

We are the second largest Corps within the Army. We have a proud tradition and we continue to contribute significantly to the Army's Capability. We work hard and we play hard. By leveraging off our large Corps membership and strong esprit-de-corps we can establish a viable Corps fund that can in turn give something back to the members, and contribute to and build on the heritage of RAEME.

The concept of Corps Subscriptions is only viable if the majority of Corps members support it. I will be following up shortly through the RAEME command net to get feedback on the level of support to the concept. Hopefully you will soon be asked if you would like to contribute to Corps Subscription to the value described above. In addition to currently serving members of the Corps there are also many members of regional RAEME Associations who will have the opportunity to contribute to and benefit from Corps funds. Please note that participation in Corps subscriptions is on a voluntary basis.

#### **Craftsman Magazine**

Articles for the next RAEME Craftsman Magazine are due to be submitted by late March. We had a strong level of support for the summer 2004 edition, which was great to see. Please keep the submissions coming!

#### **Corps Shop Items**

Additional Corps merchandise items are becoming available through the various regional RAEME Associations. The Queensland RAEME Association have recently released a new Corps Tie and are in the process of having a range of quality baseball caps made. The caps will have the RAEME tri-colour on the back, a tri-colour sandwich in the peek and the choice of either the RAEME badge or the Artificer badge on the front. For details on purchasing the caps and ties refer to the RAEME Association (Queensland) web site.

#### **Arte Et Marte**

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## **CORPS RSM REPORT**

Welcome to 2005, I hope most of you had a well-deserved break. For those of you in new jobs, or on promotion this year, congratulations. For those members of the Corps that assisted with the Tsunami relief operations, a job well done and you have made our Corps and Army proud. I would like to take the opportunity to report on the issues below in this report.

## **The Craftsman of the Year Award**

The “Craftsman of the Year Award” is awarded on a national and a regional level in two categories, ARA and GRes. Units are to nominate soldiers LCPL and CFN through their regional RAEME Representatives to the Regional Committees. The Regional Committees are to select an ARA and GRes Regional Craftsman of the Year. These nominations are not to be announced and are to be forwarded to the Corps Committee who will select a national Craftsman of the Year for the ARA and GRes from all regional nominations. A soldier selected as the National Craftsman of the Year can not be awarded a regional award. To that end, regions are to have a fall back nomination should one of their regional nominations go through to the national level.

Corps Instruction No 17 outlines the nomination for Craftsman of the Year for both ARA and GRes Craftsman. This award is sponsored by the Representative Colonel Commandant. The award is judged for the period 1 July of the previous Year to 30 June of the current Year. Nominations are to reach Regional Corps Committees by the end of July. If you are a supervisor of Craftsman then please ensure you read this important Corps Instruction. I find it disappointing when I hear there are no nominations for the award from a region. Last year’s Corps Awards were well supported with nominations from units. In 2005, lets see if we can better last year’s effort.

## **Regimental Postings**

I as your Corps RSM have been pushing the regimental barrow around the Corps touting its importance to the Corps and the Army. It is your Corps and the regimental postings are your postings. Our Corps is a Corps of tradesmen and officers and it is important that tradesmen take on the job as CSMs and SSMs in our Maintenance Companies.

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

Arte et Marte

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## **CAPABILITY DEVELOPMENT CELL - ALTC**

The Capability and Development Cell within Development Group at ALTC was raised in Jan 03 and is staffed by two Majors. The cell’s focus is quite simple – provide input to and consideration of Army continuous modernisation initiatives (IAW the Army Continuous Modernisation Process [ACMP] and the Army Capability Development Plan [ACDP]). Further, influence major and minor capital equipment projects during 'need' and 'definition' phases such that individual training, doctrine and trade management are adequately scoped and resourced. The cell is also responsible to provide advice and guidance to commandant ALTC on the integration of major and minor capital equipment projects into the training regime.

In laymen’s terms the cell - Analyses, develops and directs change to training regimes arising from Army Force Structure change, warfighting concepts and other non 'capital equipment' projects.

The Cell is responsible for coordination of the units training and doctrine contribution to Army's capability development and specific capital acquisition projects. Specifically this includes:

- scoping and endorsing the Training Needs Analysis (TNA), Training Implementation Plan (TIP), Doctrine Development Plan (DDP) and the individual training elements in Integrated Logistics Support documentation.
- planning, coordination and integration of new capabilities into the Training Establishments (TEs) and training regimes.

The primary tasks of the Capability Development Cell are:

- Coordinate ALTC input to shape individual training concepts and issues during the definition stage of major and minor capital equipment projects affecting Army.
- Coordinate the development of and endorse the design of individual training regimes supporting introduction into Service and sustainment of new capabilities arising out of major and minor capital equipment projects affecting Army.
- Coordinate the integration of new capabilities into the unit arising out of major and minor capital equipment projects affecting Army.

Capability to be introduced in to service over the next decade is at the ALTC website under Training Development Group ([Click here](#)). The impact on the Corps is significant because as we know everything needs maintenance and the cumulative effect of these projects will flow on to all RAEME Workshops in a number of ways including:

- Releasing pers to be trained on new equipment
- Additional tools and test needed to be carted around the AO in support of the capability
- Additional RPS
- Possibly going away from the traditional ‘stove pipe’ type tradesman to a system orientated tradesman.

**POC Capability Development Cell – MAJ Gerry Stow. (02) 6055 4448**

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## **2005 TTMO CONTACT DETAILS**

### **Townsville**

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### **Brisbane**

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### **Darwin**

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### **RAEME CORPS REGIONAL REPRESENTATIVES 2005**

	Formation	Appointment	Rank	Name		Corps Appointment	Region	Phone
1	LHQ	SO1 MAINT ENGR	LTCOL	<b>Atkins</b>	Craig	Land HQ, Victoria Barracks, Paddington, NSW	NSW	02 93393387
2	DOCM-A	CA - RAEME	MAJ	<b>Griffiths</b>	Martin	Russell Offices, Russell, ACT 2600	ACT	02 62655777
3	1 CSSB	OC FD WKSP	MAJ	<b>Turner</b>	Craig	Robertson Bks, Palmerston, NT	Northern Region	08 89859301
4	3 CSSB	OC FD WKSP	MAJ	<b>Hill</b>	Scott	Lavarack Bks, Townsville, Qld	North Queensland	07 47717678
5	7 CSSB	OC FD WKSP	MAJ	<b>Gloster</b>	Warrick	Gallipoli Bks, Enoggera, Qld, 4051	South East Qld	07 33327645
6	16 AD REGT	BC SPT BTY	MAJ	<b>Dubsky</b>	Karel	HQ BTY, Woodside Army Barracks, Woodside, SA	Central Region (SA)	08 83890290
7	LSD	CHIEF ENGR-MOB	LTCOL	<b>Warne</b>	Simon	DMO, Victoria Barracks, St Kilda Rd, Southbank, Vic 3006	Southern Region	03 92826425
8	AAVNTC	OC/CI RAMS	MAJ	<b>Tsamis</b>	Arthur	Oakey Army Airfield, Oakey, Qld,	Darling Downs	07 46917400
9	SASR	OPS RESEARCH	CAPT	<b>Whelan</b>	Dale	Swanbourne Barracks, Swanbourne, WA	Western Region	09 92856681