

RAEME Head of Corps Newsletter



April 2002

Introduction

One of the Corps initiatives with the revitalisation of the Heads of Corps is to produce a RAEME Corps Newsletter. Our intention is to produce a newsletter every two to three months that will be distributed widely throughout the Corps. The aim of the newsletter is to keep members updated on current Corps issues, current actions and future intentions with regard to areas such as personnel, trade management, capability management, doctrine and Corps heritage. Feedback on issues raised in the newsletter is welcome. In the near future a Corps Website will be developed that will compliment the newsletter and assist in the flow of information.

This first edition has been structured to give an over view of the range of Corps issues the newsletter will cover. There is very little detailed analysis of the manning and trade data provided below. In subsequent newsletters we will cover in greater detail specific issues within the Corps.

Personnel

Officers

	Liability Corps only	Liability - % of Non- Corps posns added	Asset
	(a)	(b)	(c)
LT	83	103	91
CAPT	109	195	155
MAJ	68	177	140
LTCOL	11	49	34
Total	271	524	420

Officer recruiting for the period up to Feb 02 is a total of 23, RMC-16, ASWOC-4, DEO-1, and Undergrad-2. Column (b) above includes pro-rata allocation of non-corps positions (ie; CC 55 and 00 positions).

The Army Aeronautical Engineering Officer Training continuum

The Army Aeronautical Engineering Officer Training continuum has now been implemented and whilst it does not provide the previous luxuries of an overseas training opportunity, it more accurately reflects employment requirements, is ADF Airworthiness compliant and has an accredited Alignment course.

The Army Aeronautical Engineering Officer Graduate Development Program

CA approved the implementation of the professional development program for Army Aviation Engineering Officers in March 2001.

The professional development program for Army Aviation Engineering Officers is a key retention initiative and will broaden and deepen officers' engineering knowledge, technical management skills and assist them to remain abreast with the continuing changes in aerospace technologies. This continuing development is fundamental for the sustainability of the Army Aviation capability.

The professional development program is aligned with the Army Aviation Engineering Officer training continuum and compliments the training continuum to ensure the Army Aviation capability (including the technical airworthiness management system) remains effective.

The professional development program for Army Aviation Engineering Officers consists of four elements:

The Graduate Development Program (GDP). Provides a civilian professional management model process leading to recognition for eligible Aerospace Engineering Officers through the Institution of Engineers Australia (IEAust).

Continuing Professional Development. Provides funding for attendance at seminars, conferences, and courses of a professional development nature within Australia.

UNSW – ADFA Campus Residential Short Courses Masters Program. An ADF funded program of residential short courses for CAPT level Aviation Engineer Officers, facilitating the attainment of a postgraduate masters degree in Engineering Sciences or Management Studies.

Long Term Civil Schooling. Provides an opportunity at MAJ/LTCOL level to obtain a postgraduate masters level qualification.

Other Ranks

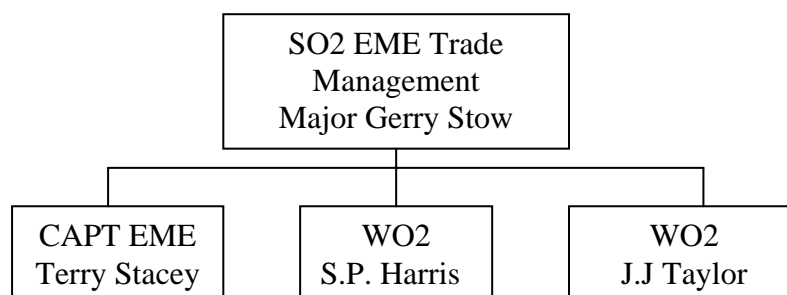
Total Liability = 2375, Total Asset = 1993, Gap = (16%)

ECN	Trade Stream	Liability	Asset	Vacancy	% Vacancy
154	Fitter Life Support	29	18	11	37.93
418	Technician Electrical	132	89	43	32.58
153	Fitter Structural Aircraft	23	17	6	26.09
146	Fitter Armaments	349	271	78	22.35
226	Recovery Mechanic	126	98	28	22.22
419	Technician Electronic Radar	36	28	8	22.22
411	Technician Aircraft	238	187	51	21.43
412	Technician Avionics	155	122	33	21.29
229	Vehicle Mechanic	638	507	131	20.53
007	Artificer Electronic	60	49	11	18.33
235	Metalsmith	50	41	9	18.00
420	Technician Electronic Teles	122	105	17	13.93
422	Technician Electronic Systems	105	92	13	12.38
006	Artificer Mechanical	124	112	12	9.68
021	Artificer Air	22	20	2	9.09
008	Artificer Avionics	24	22	2	8.33
009	Artificer Aircraft	39	36	3	7.69
013	Artificer Ground	54	54	0	0.00

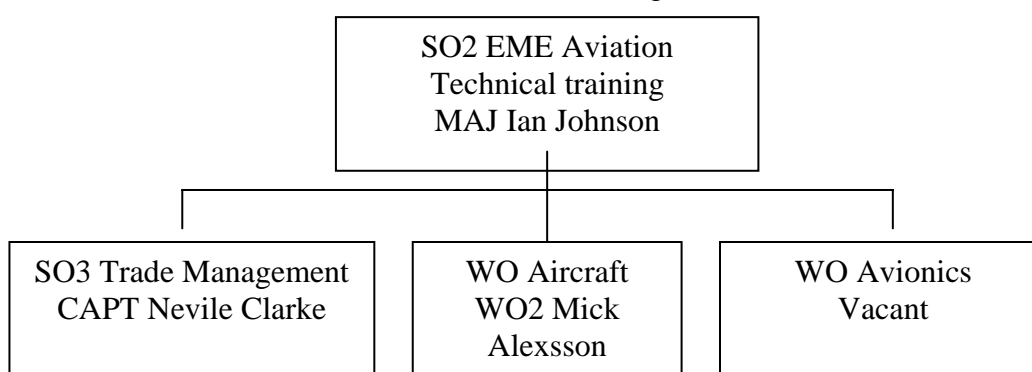
Specific details of asset and liability by trade / rank are listed in Annex A.

Trade Structures

EME Ground Trade Management Section



EME Aviation Trade Management Section



The RAEME Trade Management Sections were established in 2001 as part of the CA directive on Corps Revitalisation. The Ground trade cell is located in Development Group, ALTC and the Aviation trade cell located at HQ Army Aviation Training Centre, Oakey. The trade management cells are responsible for trade structures and trade review, pay cases and employment specifications.

RAEME Aviation Trade Modelling

RAEME Aviation Trade Management Cell are currently reviewing the individual RAEME aviation trades for sustainability. This involves modelling the trade structures against current and proposed unit/organisation establishments. It also includes proposed changes in the job specifications from the introduction of new equipment, utilises current promotion and separation trends and provides a possible remediation actions.

The primary drivers for this work is the support of new equipment being bought into service such as: The Armed Reconnaissance Helicopter (ARH); The Additional Troop Lift (ATL) Helicopter project; and The Rotary Wing Training and Flying Review (RWTFR); which encompasses a Members Required in Uniform (MRU) review of RAEME aviation trades.

Trade Pay and Retention Allowances

The RAEME aviation trade management cell is assisting in the preparation of the ADF Aviation Trades pay case, which (at this stage) is planned to go before the DFRT later this year. The two primary pay anomalies are for Technician Aircraft/Avionics CPLs and SGTs to be eligible for Pay Group 6 and for Artificers to be eligible for Pay Group 7.

The Aeronautical Engineering Officers Retention Allowance has been approved and considerable staff effort in consultation with 16 BDE (Avn) to develop an appropriate definition of an Army Aeronautical Engineering Officer is further assisting the implementation of this allowance.

SSGT to WO2 Hangar Artificers

There is no denying that the Hangar Art has a critical role in the maintenance operation of a Technical Support Troop or Technical Support Squadron. The SSGT Hangar Art is seen as a most challenging appointment and has been used as a goal to achieve amongst peers. However, current asset / liability imbalances, the significant manpower cost of the 12 months Artificers course and the less than ideal, rank liability distribution of the WO2 / WO1 trade structure has created an environment that is disadvantaging soldiers by possibly delaying career progression opportunities/ salary improvements and limiting posting options. The Trade Management section of HQ AAvtC will be developing a submission to upgrade the SSGT positions to WO2 in consultation with Land Comd during 2002.

Critical Ground Trade Issues

ECN 420 Although the asset / liability gap for Tech Electronic is not excessive the projected separation / induction ratio is of significant concern (see annex A). ECN 420 has been identified as a Critical Trade and has been allocated a high priority for recruitment. A review of the ECNs 420 / 419 / 422 trades is to be conducted to identify if there are any advantages in amalgamating or modifying the trades.

ECN 229 The Vehicle Mechanic trade has previously been identified as a critical trade due to the high number of vacancies. Based on the projected draw down of 229 positions over the next three years and the current and projected induction rate it is expected that the asset liability gap will move to within manageable limits. This trade is assessed as manageable and is taken off the critical trade list. Job analysis questionnaires were sent to all ECN 229 tradesmen in last year. The trade structures cell and HOC are reviewing the issues raised and feedback will be provided.

ECN 226 The Recovery Mechanic trade has previously been identified as a critical trade due to the asset / liability gap. As a result of a deliberate recruiting drive, focusing on in-service personnel a full basic recovery course is in progress with sufficient numbers in holding platoon for a subsequent course. The projected induction rate for this trade is assessed as manageable and as such 226 has been removed from the critical trade list.

The Recovery Mechanic pay case is in progress. The pay case has been allocated an inspection and hearing date. All going well we expect to have a determination by September 02.

Army Reserve Technical and Trade Scheme (ARTTS)

The pilot program for the Army Reserve Technical and Trade Scheme (ARTTS) is well underway. On 21 Mar 02 the first Reserve Apprentices (RA) completed their recruit course and marched out of ARTC. These 10 RA's are all members of 8 CSSB and after completing a week of unit induction training have commenced their TAFE training to qualify as vehicle mechanics. 8 CSSB is working in co-operation with HGT Australia in Newcastle. The other pilot unit, 22 Const Regt, is currently recruiting 12 carpenters and joiners in co-operation with Gippsland Group Training in Victoria.

Training

Subject 2 Cpl (RAEME). This course is currently conducted regionally within the land army. The conduct of the Subj 2 Cpl course is to be transferred to TC-A. Integrated Logistic Division, ALTC, will conduct the course. Conduct of the course will not commence until the instructor positions have been created and filled. The first course at ALTC is expected to be conducted in 2004.

Subject 4 Mech. A review is currently being conducted into the Subject 4 Mech training at the Sergeant and Artificer levels. An expert panel was convened last year. Preliminary observations indicate there is potential to combine the ART Mech and Art Elec courses with some specific to trade modules. The synchronisation of training through the full subject 4 continuum is also to be reviewed. Trade management cell is currently working on a job analysis to be conducted mid/late 02.

Introduction of Subj 4 CPL Acft/Avionics course

The RAEME Subject 4 Sergeant and Warrant Officer courses for the Aviation trades have been the subject of a number of reviews and surveys since 1988. The most recent review being conducted in 1994 with training needs analysis in 1999 in support of Project Air 87. The reviews identified that the current suite of subject 4 courses were not adequately supporting the Army aviation maintenance capability and were unlikely to support advanced technologies most likely to be introduced with the Project Air 87 aircraft.

The recommendations from those reviews included revising the existing Subject 4 Sergeant and Warrant Officer courses to more accurately reflect work place requirements and introducing an Advanced Technician suite of courses. The Subject 4 Sergeant and Warrant Officer courses have undergone progressive changes in response to those recommendations and the Advanced Technician courses are now to be introduced.

The Design and Development of the Advanced Technician courses support the training of senior CFN Technician Aircraft (ECN 411) and Technician Avionics (ECN 412) to utilise advanced diagnostic techniques on aircraft/engine or avionics systems' respectively. Additionally, common core modules of these courses will support the legislative Airworthiness responsibilities of a Trade Supervisor in all RAEME aviation maintenance trades, including Aircraft Life Support Fitters (ECN 154) and Aircraft Structural Fitters (ECN 153).

The inaugural Subject 4 (CPL) Technician Aircraft has been completed and by all accounts is a resounding success. The first Subject 4 (CPL) Technician Avionics course is scheduled to commence on 9 June 2002.

Doctrine

LWD 4-2 Maintenance Support. Completed and distributed for comment. Proposed publish date is Jun/Jul 02 however it will not be published until the release of LWD 4-0 CSS is approved.

LWP-CSS 4-2-1 Recovery Handbook. Published as developing doctrine in Jul 01. To be published as endorsed doctrine in Jul 02.

LWP-CSS 4-2-2 (Pt 1) RAEME Commander's Handbook. First draft is planned for Jun 02 with target of Jul/Oct for release as developing doctrine.

LWP-CSS 4-2-2(Pt 2) RAEME Commander's Pocket-Book. Authors brief is planned for Oct 02 and release as developing doctrine in mid 03.

LWP-CSS 4-2-3 Support to Aviation Operations. First draft is planned for Dec 02 with a proposed publish date in Mar 03. Doctrine draft is being written by ASG and is ahead of schedule.

LWP-CDSS 4-2-4 Watercraft Engineers Handbook. This publication is still to be scoped and the need verified.

Capability / Projects

HOC and the EME Trade Management Cell provide advice on Corps and trade aspects affecting the Management of Capability. HOC influences the development of Future Capability by developing an understanding of the process, using tools available (such as Training Needs Analysis), and through extensive liaison. Liaison is necessary across the full Capability Spectrum.

Capability Management						
<u>Stage 1</u>	<u>Stage 2</u>	<u>Stage 3</u>	<u>Stage 4</u>	<u>Stage 5</u>	<u>Stage 6</u>	<u>Stage 7</u>
Concept Initiation and Development	Capability Options Development and Analysis	Capability Proposal	Capability Approval	Realisation	Capability Maintenance	Termination
Changing the Current Capability					Maintaining the Current Capability	

Specific areas of interest HOC and Trade Management Cell will be maintaining a perspective on are areas such as procurement of CSS platforms, CSS manpower support implications, Critical Trade implications, training lead timing, and spare parts and module procurement program just to name a few. Further information will be included on specific projects in subsequent newsletters.

Corps Seminar

A RAEME Corps seminar is to be held at Bandiana over the period 16 – 18 October 02. In recognition of the Corps 60th anniversary this years seminar will be a major event and attendance is recommended and strongly encouraged at all levels. The seminar will involve a keynote speaker, central forum presentations as well as sub working groups on specific interest items. It is planned for an all ranks function, WO/SNCO function and Officers function on separate nights. The Corps Committee Meeting will be held in conjunction with the seminar.

Conclusion

RAEME is currently experiencing deficiencies in a number of trades with some critical or bordering on critical. There are deficiencies in officer ranks, particularly CAPT and MAJ with the Corps commitment to non-corps positions taken into account. Concerns within the OR trade include the attractiveness of critical trades, remuneration, and the relevance of training and depth of training received. There is a considerable amount of activity occurring within RAEME doctrine. A number of publications are nearing final stages of development and will soon be on the streets. HOC staff and EME Trade Management have been created recently and are developing liaison linkages into the army decision making process; particularly in the areas of trade management, capability and training, as well as liaison with formations and unit.

Annexes:

- A. Trade Summary