

RAEME Head of Corps Newsletter



December 2002

(4th Edition)

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HOC Report

My tenure as Deputy Head of Corps is drawing to a close after two very quick years which have seen the process of revitalising the Corps begin to bear

fruit. It is with regret that I hand over unfinished business to LTCOL Dave Creagh as there is much work to be done. That being said, I feel confident that we have a clearly defined way ahead and, with the assistance of the SO2 Corps, SO2 Corps Heritage and Corps RSM; the new Head of Corps and Deputy Head of Corps are in good hands and will receive good support.

The Corps seminar was held at Bandiana in October with the theme "Looking to the Future". It was attended by approximately 170 SNCOs, Warrant Officers and Officers of the Corps and saw strong debate on a number of issues. At the close, the outgoing Representative Colonel Commandant, Colonel Larry Foley, remarked that as a young officer he had attended Corps Seminars which were staid, formal affairs. SNCOs and WO2s were not invited, WO1s were invited but not to contribute, junior officers were to be seen and not heard and the senior officers conducted the business. He said that he was delighted by the change over the years and welcomed the healthy, and at times passionate, debate.

The aim of the Seminar was two fold: to present the current state of the Corps to the members of the Corps, and to provide the

Head of Corps with the key issues impacting on Corps capability which he will present to the Army Capability Management Committee. This committee is chaired by the Deputy Chief of Army and provides the Corps with the opportunity to raise issues at the highest levels. The seminar achieved these objectives. A range of speakers delivered presentations on command, personnel, training, major equipment systems, operational sustainability, technical mastery and RAEME aviation. A full synopsis of the seminar and outcomes will be provided elsewhere in this newsletter.

Distribution of this newsletter is gradually increasing as we add to our mailing list so keep your eyes open. Ensure you pass the newsletter around so that as many members get to see it as possible. We intend to change the format to make the newsletter more relevant and easier to read and will attempt to focus on the key issues, especially those raised by units that we are trying to address. One of the outcomes of the Seminar was a call for feedback from units on key and current issues.

Included in this and future newsletters will be a simple proforma designed to provide you with the opportunity to raise issues to the HOC through myself or the SO2 Corps. Simply fax or mail this back, or send an e-mail.

.. "If the Craftsman of the Corps are our lifeblood, the SNCOs, WOs and junior officers are the veins and arteries that make the body work"

At the seminar, the HOC thanked members of the Corps for hanging in there during what he termed 'the dark years', the past five or six years following the disbandment of the Corps Directorates, during which time the Corps was under threat, and many of our issues were not being addressed. We are now through this bad patch and very much looking to the future. I am pleased to have been a part of the rebirth of the Head of Corps team and to have been able to participate in the revitalisation of the Corps. From here we can only ever get stronger. Remember that the spirit of the Corps belongs to the people of the Corps, and the future of the Corps rests in our hands.

Arte et Marte

Corps RSM's Report



After having been in the chair for twelve months and visiting almost all of the RAEME units in the Army, it is good to see the crafty is still very forth coming with their views on where they see things are going wrong in the Corps and the Army. The Head Of Corps has taken

many issues to the people higher up the food chain and we have had some wins and some loses. Of course several of the issues are at present undecided but we will keep pressing for a result. The other encouraging thing to hear is the very high achievement rate of the workshops and how highly regarded the tradesman are by your commanders, be they at brigade, battalion or company level. So nothing has changed!

Well the above is not entirely true. The Army has continued to develop its capability by procuring state of the art, technically advanced and often maintenance intensive pieces of equipment. However, there appears to have been little thought given to the continual maintenance liability of this equipment. Many soldiers are now starting to ask, "Why is it that in the tradesman's positions in Arms Corps units, are being given up as compensators for Gun Numbers, Drivers, etc." Well, we all know the CO's want the kit on the ground and need the operators to fully utilise the equipment, and they are also told that the equipment is under warrantee and the manufacturer will satisfy the CO's maintenance needs. ("Smoke and Mirrors") The result is that the tradesman are again left with a frustration they could do with out. CO's

will then have to wait for the next unit SED review to push the maintenance case and address what will become a substantial issue. The corps hopes that this will not be too little too late.

From the few problems within the corps have come many positives. And the intellect, motivation and dedication of our tradesman is always producing improved ways of doing business. This is most evident during the technical presentations on the Artificer Mechanical Courses and the Brigade/Division "Bright Ideas Competitions". The technical expertise and lateral thinking by our tradesman have produced several projects that have been picked up by DMO and other agencies. Lets keep the grey matter active and look into solving some of the problems we encounter in the work place.

On the regimental front we have made significant ground in an attempt to get RAEME hat badges out in the CSM/SSM positions currently being filled by other corps. Currently at ARTC Kapooka we have filled our six Sergeants' and many of the twelve Corporal's positions, but, we still have a long haul ahead of us and it will take some time to fill our full commitment of WO2 positions. Many tradesman in our corps have gone to a regimental posting with reservations only to find they have been missing out on a whole new world that revitalises their careers and teaches them about the Army outside of their units and RAEME.

Finally, keep the RAEME flag flying, we are stronger than anything that gets thrown at us and we pride ourselves on our flexibility and leading the way with the changes happening in the Army. Good soldiering to you all, Arte et Marte.

Air Conditioning Allowance – Darwin

Reference: Minutes Personnel Steering Group
1 Oct 02

During a visit to Darwin in October the SO2 Corps received a number of questions in relation to air conditioning allowance for members in Darwin. Detailed below is the latest SITREP from Canberra.

... 'The allowance should be extended to Darwin personnel or personnel told why they have no entitlement'

DGPPEC introduced and spoke on the topic. Current position denying allowance to Darwin based personnel was considered inequitable and a frequent source of complaint from members posted there. The allowance should be extended to Darwin personnel or personnel told why they have no entitlement. All members supported the

extension of the allowance to Darwin based personnel. There is ample evidence that this issue is of major irritation to personnel. DGPPEC advised that a longer-term project is to develop specific locality / attraction type allowances that may subsume some existing allowances such as air conditioning allowance. However this still some time away. Funding was the major concern. Money needs to be found to fund the allowance for FY 02/03 and FY 03/04. The chairman indicated that, in his view DPC might be willing to pick up cost for FY 02/03 providing the single services provide funding thereafter. Agreement on funding was

not reached. The allowance's retention value needs to be expressed in any submission to the DPC. It was noted that in this case the retention factor was more a family factor rather than a member factor.

Decision

A paper was to be prepared for the next DPC for consideration recommending Air Conditioning Allowance be paid to Darwin based personnel and be funded from DPC funds for 02/

Key Action Outcomes from the RAEME Corps Seminar 17 – 18 October 2002

Drivers Licence for Tradesmen

A Driver Licence for tradesmen was identified as a key area of concern across all RAEME trades during the recent Job Analysis Survey conducted by ALTC Development Group. This has been an ongoing concern and seriously limits the tradesman's work value particularly the VM.

The first step in addressing the driver licence issue is about to be put into place with a new driver training program being established at ALTC with a throughput of up to 1500 – 1700 drivers annually. Commencing Mar 03 (planning date) all tradesmen graduating from ALTC will hold a C2 GS licence. It was pointed out that the majority of tradesmen need as a minimum Landrover 6 x 6 and Unimog licence codes as well as codes for specific to unit equipment. This was noted for further action.

Creation of ECN 421

The proposal to amalgamate ECN 419, 420 and 422 to create ECN 421 was floated for HOC endorsement and general comment. Several issues of detail were raised concerning the tracking of specialist qualifications within the ECN, but nothing that hadn't been addressed at the SMEWG. Apart from reservations from AN/TPQ-36 qualified ECN 419, the proposal received broad approval and HOC endorsement. Interestingly, Rapier trained ECN 419 gave strong support. The proposal has 'in principle' LC and AHQ endorsement.

Training Development Group, ALTC will progress the development of a case for formal TA approval. The intent is to develop a revised

course for implementation to ATTETE trainees currently undergoing the basic trade phase of their course at EESW. EESW in conjunction with Dev Gp will in the meantime develop transition courses for cross training ECN 422 as 420, and 420 as 422.

It is not intended to conduct SED reviews across LC and TC until the new trade is bedded down. This can be part of the second stage of the process, which may include a submission to the DFRT for a pay increase.

Return of Apprenticeship scheme – should the Corps support the initiative?

The merit of the apprenticeship scheme was discussed. The issue being - Is Army getting its share of the school leaver demographic? It was suggested that the general attitude of school leavers pursuing a tertiary qualification after school is losing its emphasis. Many schools are now incorporating in their curriculum a greater emphasis on vocational and technical training.

It was recommended that a study be commissioned into the merit of reinstating an apprenticeship scheme. BRIG Grant agreed to produce some dot point comments in relation to an apprenticeship scheme.

Capturing and Planning for the Maintenance and Technical Trg Liability at the Capability Development Level – New Equipment Projects, Particularly in Regard to Minor Capital Projects

It is often the case where the maintenance liability and technical training liability for minor projects is only a percentage of a person and as such a manpower resource impact is not being identified. However the aggregated maintenance and trg liability of all the minor

projects is significant and is not being identified or resourced

Tradesmen Panelled and Released for Equipment Maintenance Courses Prior to Posting

The issue of tradesman being posted to units without specialist qualifications was discussed. Currently tradesmen are being posted into units without the required unit needs equipment courses. These tradesmen are not fully employable until the appropriate qualifications have been gained.

It was strongly supported that tradesmen be panelled and released by the losing unit prior to posting. This course of action needs the full support of the unit COs.

SCMA must have the authority to panel on courses without CO's approval (otherwise it won't work)

Need to sell COs' on principle that the average hurt on unit's for course absences is unchanged – just borne for other units – but everyone benefits due to the reduction in unqualified personnel

An option to reduce the impact of tradesmen absent on course is to provide for (FAPE for ARTS / SED amendment) activation of GRES tradesmen to fill the vacancy.

Communication – Flow of Information

To ensure the HOC organisation is aware of key issues confronting the Corps and similarly

members of the Corps are aware of Corps Issues that are being processed through HOC the following processes and measures are to be put in place:

- Corps Newsletter – to be produced and distributed by SO2 Corps bimonthly,
- Corps Website – to be established on the Defence Intranet,
- Develop a Corps website for the WWW, linking each of the Regional Association websites
- Distribute Aug 2002 edition of Corps Instructions
- Corps Regional Representatives to submit monthly to DHOC the regions three priority issues impacting on the Corps.

Technical Mastery

Issues relating to Trade Mastery were raised and discussed during the seminar. The following themes were raised and supported by the majority of seminar participants:

- RAEME tradesmen are not able to maintain the full range of skills and knowledge associated with their trade due to lack of opportunity,
- There is a lack of job satisfaction within the RAEME trades due to the tradesmen not being given the opportunity to perform deeper level maintenance tasks.
- Low job satisfaction is a major contributor to tradesmen electing discharge,
- Tradesmen are being required to spend more and more time inputting data into IMS resulting in less time on the tools.

The Pay Case for Mechanic Recovery

Or as Oliver said, 'Please sir, may I have more'

On the 21st of October this year, a small team deployed from the RAEME Trade and Training Management Cell, Dev Gp, ALTC to Darwin to conduct the DFRT inspection for ECN 226, Mechanic Recovery pay case. On the 22nd after a good night's sleep the team managed to locate Robinson Barracks and visited all the units that were providing support to the pay case and touch base. Once the pleasantries were over things began in earnest, statements for the presenters were checked for content, rehearsed and timed then edited and rehearsed again. At the same time the five recovery demonstration tasks were being planned and rehearsed out in the CTA. Again

timing was important so as not to get to the ho hum stage of proceedings. As with all things Tri-Service, yes Air Force and Navy personnel were responsible for the development of the court book (this contains all the sworn affidavits and proofs of the case) and the RAEME team had to cross a lot of tee's and dot a lot of i's to comply with the necessary protocols. To cut a long story short, the 30th of Oct the DFRT inspection day arrived and it was all up to the presenters and the demonstration team (they were carrying more weight than just their tackle!). To quote an old retired reccy mech, 'at the end of the day' the DFRT inspection team were quite impressed

with what they were told and saw and in full agreement that the trade had proved the increase in work value to justify PG4. STOP PRESS – as this was being written advice was received that the pay case went to trial on 12 November 02 and approved for pay increase from payday 21 Nov 02. Now for the rest of you reccy mechs out there, the reccy mechs of 1 Bde have proven the case for PG 4 which you all so richly deserve, what do the rest of the members of the trade have to do. It goes something like this, as of 12 Nov 02 at the completion of basic training a basic recov mech will be PG3 and required to complete 18 months OJE and be streamed in one of the following four streams, ARVL, ASLAV, ARVM or Tadano/Rough Terrain Forklift. On completion of 18 months OJE and one stream course the Basic Recov Mech will upgrade to Advanced Recov Mech (PG4). To become a CPL you will have to complete another stream and so on to WO2. The Recov Mech will also attend Subj 4 CPL to WO2 and then attend the WO Arts course for promotion to WO1. The

courses that were once known as unit needs courses ARVL, ASLAV and ARVM are now career courses, in future when a WO2 Recov Mech arrives on posting to a CSSB as the SME on all matters Recovery he will be. In conclusion the following must receive honourable mentions, Team Leader, MAJ Gerry Stow, his able assistant WO2 Scott Harris, WO2 Michael Jack, 1 CSSB, for his ground work in preparation for the DFRT inspection and for leading the presentations, SGT Dave Hurrey for the operational scenario scene setting, CPL John McCrone and CFN Steve Loweke whose presentations laid the frame work for the practical demonstrations. To all the rest of you in 1 Bde that provided assistance, hope you enjoyed the beer o'clock. Finally to quote the leader of the DFRT team, Mr Ian Hueston, 'I do not see the increase in pay group for the recovery mechanic as being simply more money, it is recognition of the value that the recovery mechanic adds to the continued operational capability and effectiveness of the ADF'.

RAEME AWARDS 2002

The RAEME Corps Committee reviewed the nominations for the RAEME awards in October. Congratulations to all those nominated. The award recipients for 2002 are

AWARD	NAME	UNIT	CASH PRIZE
Artificer Award	SGT P.C. SILLS-OHLSSEN	JLU (W)	\$250
National Craftsman (ARA)	CFN B.D. CARTHEW	1 FD REGT	\$300
Northern Region (ARA)	LCPL C.A. KIBBLE	1 CER	\$200
Sth Qld Region (ARA)	LCPL D. MC BEAN	7 CSSB	\$200
National Craftsman (GRES)	CFN J. BURKE	3 RECOV COY	\$300
Sth Qld Region (GRES)	CFN D. PARKER	7 CSSB	\$200
Southern Region (GRES)	LCPL T. STEVE	4/19 PWLH	\$200
LT Peter Jennings Award	LT B.P. EATON	7 CSSB	Statuette
BRIG Martin,OBE Memorial Encouragement Award	CPL P.J.C. FLETCHER	5 AVN REGT	\$300

RAEME Corps Strgtegic Plan

A Copy of the Corps Stragetig Plan is attached. The Corps Strategic plan has been included as Instruction 35 in the Corps Instruction series. The updated version of Corps Instructions will be distributed in January 03 The Corps Instrucitons will also be available on the Corps Website which will be available in January 03.

Feedback Proforma

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Issue 1:

Discussion:

Recommendation:

Issue 2:

Discussion:

Recommendation:

General Comments:

ROYAL AUSTRALIAN ELECTRICAL AND MECHANICAL ENGINEERS

STRATEGIC PLAN 1st July 2002 to 30th June 2004



INTRODUCTION

The Corps of the Royal Australian Electrical and Mechanical Engineers (RAEME) enjoys a reputation for excellence in the face of adversity. It has been hard earned by all Corps members committed to giving loyal service to the Army, Defence Force and the Nation. Those who have worked so hard to build the honoured traditions of the Corps have set an enduring standard on which the future Corps can develop and flourish.

The traditions and reputation of the Corps need to be fostered in such a way that they guide and inspire the work of our present and future soldiers and officers. They must be supportive and in concert with the contemporary values of the modern Army and yet impart a sense of pride in all our members, that they are part of an extended family that understands their trials and values their service.

The role of the Head of Corps with the assistance of the Corps Committee is to preserve and foster the heritage of RAEME. Committee members represent the Corps at key Corps' activities and provide advice and guidance through the Head of Corps on the future development of the Corps.

Resources to achieve these important tasks are limited and so a plan is needed for the effective application of effort to ensure that the Corps prospers in accordance with the Chief of Army's vision. The Corps Strategic Plan provides the necessary guidance for the coordination of activities to achieve the Corps' aims.

Arte et Marte

VISION

Members are proud to be associated with RAEME and Army takes pride in RAEME's achievements.

The Head of Corps is seen by the Chief of Army and Corps members as a trusted adviser and effective advocate for the preservation of Corps capability, heritage and values.

The Corps Committee, as the principal forum for the provision of advice to the Head of Corps and coordination of key Corps activities, is recognised as the authoritative promoter of Corps traditions.

The Honorary Colonels are accepted and supported within regions as the authorised representatives of the Head of Corps and mentors for the fostering of Corps traditions and values.

STRATEGY

The Head of Corps, acting on the advice of the Corps Committee and with the support of designated staff, will seize the opportunity presented by the Chief of Army's intent to revitalise the Head of Corps function and thereby:

Properly conduct the affairs of the Corps,

Preserve, record and promulgate Corps traditions and values,

Address and influence Corps capability development,

Promote the Corps to its members and stakeholders,

Involve senior serving and ex-serving RAEME personnel in the development of the Corps, and

Coordinate Corps activities.

GOALS

Goal 1 - Coherent Advice to the Army on the Capability Development of the Corps.

Purpose: *To ensure that RAEME develops the most cost-effective capabilities to enable it to undertake its responsibilities to the Army.*

Method: <i>Establish IPT on Corps Capability</i>	<i>Head of Corps</i>
<i>Conduct bi-annual reviews of capability</i>	<i>Head of Corps</i>
<i>Review capability at Corps Conference</i>	<i>Corps Committee</i>
<i>Present Capability Report to DCA annually</i>	<i>Head of Corps</i>

Goal 2 - Well Documented and Accessible Corps Traditions, Values and Heritage.

Purpose: *To enhance the morale of members of the Corps, preserve and promote the history and traditions of the Corps and to set standards of excellence.*

Method: <i>Review and publish Corps instructions</i>	<i>Deputy Head of Corps</i>
<i>Reinforce links with Honorary Colonel</i>	<i>Rep Colonel Comdt</i>
<i>Foster the Logistic Museum</i>	<i>Corps Committee</i>
<i>Revitalise RAEME awards</i>	<i>RSM of the Corps</i>
<i>Examine updating Corps history</i>	<i>Corps Committee</i>

Goal 3 – Good Governance

Purpose: *To ensure that resources are won, assigned in accordance with Army directives, used as intended, properly accounted for and reported.*

Method: <i>Develop draft Business Plan</i>	<i>Deputy Head of Corps</i>
<i>Win resources from DCA</i>	<i>Head of Corps</i>
<i>Approve Business Plan</i>	<i>Corps Committee</i>
<i>Monitor and report achievement</i>	<i>Deputy Head of Corps</i>
<i>Present Annual Report to Corps Committee</i>	<i>Head of Corps</i>
<i>Review the Performance of the Corps Committee</i>	<i>Corps Committee</i>
<i>Review the Composition of the Corps Committee</i>	<i>Head of Corps</i>

Goal 4 – Past and present members and the Army are proud to be associated with RAEME.

Purpose: *To develop a sense of belonging within the Corps and the Army.*

Method: <i>Develop a Marketing Plan</i>	<i>Deputy Head of Corps</i>
<i>Establish an official Internet presence</i>	<i>SO2 Corps</i>
<i>Revitalise Craftsman Magazine</i>	<i>SO2 Corps</i>
<i>Re-establish links with external associations</i>	<i>Head of Corps</i>
<i>Promote association activities</i>	<i>Honorary Colonels</i>
<i>Promote Corps Birthday and parade</i>	<i>Head of Corps</i>
<i>Provide lecturing support to training units</i>	<i>Deputy Head of Corps</i>
<i>Maintain list of RAEME officers</i>	<i>SO2 Corps</i>

Goal 5 – All Corps activities are mutually supporting.

Purpose: *To ensure that all recognised bodies associated with RAEME are aware of the activities of the Corps and can contribute in a way that fosters the interests of the Corps.*

Method: <i>Maintain a dynamic Corps Committee</i>	<i>Honorary Colonels</i>
<i>Reinforce support for Honorary Colonels</i>	<i>Deputy Head of Corps</i>
<i>Protect the use of Corps icons and emblems</i>	<i>Head of Corps</i>
<i>Publish Corps activities widely</i>	<i>SO2 Corps</i>
<i>Promote coordination of associations</i>	<i>Honorary Colonels</i>