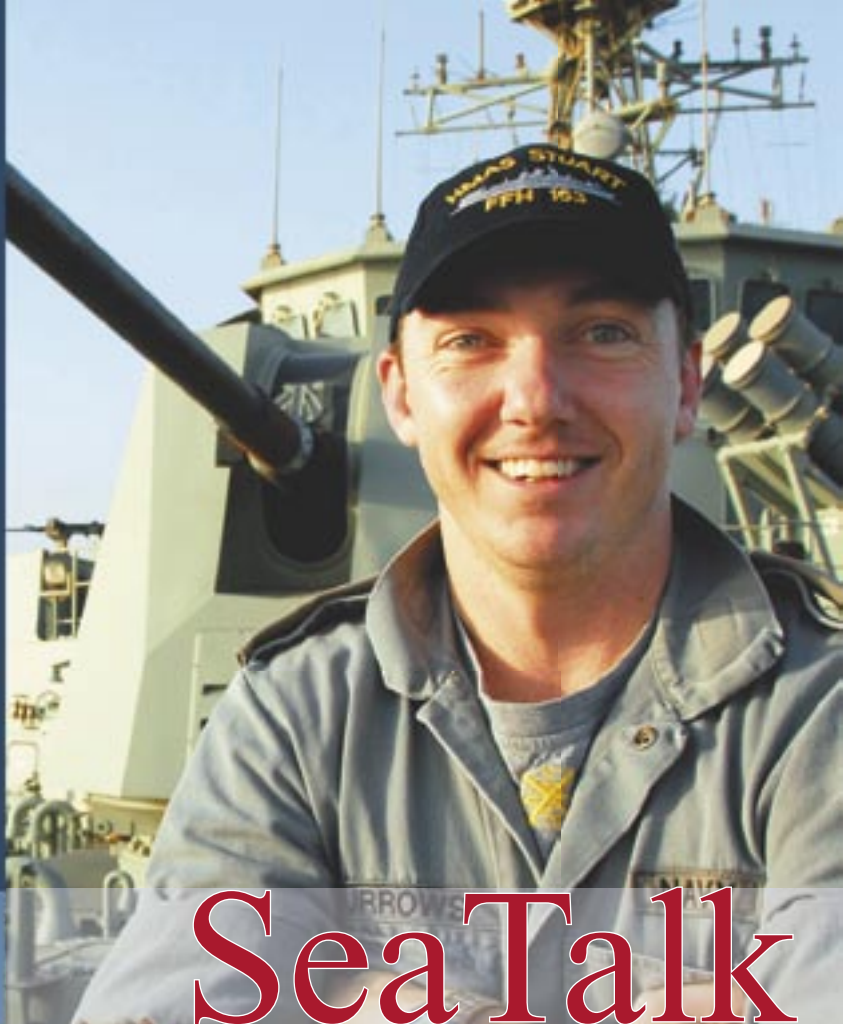


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# SeaTalk

**ISSUES THAT AFFECT NAVY PEOPLE**

Summer 2008



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*OUR COVER: ABCSO Damien Burrows on board HMAS Stuart. Damien hails from Tamworth in NSW. At the time 'The Tartan Terror' was deployed to the northern Persian Gulf as part of Operation Catalyst to help protect Iraq's offshore assets such as oil platforms, which allows the country to generate much needed funds to support reconstruction and rehabilitation. Pic by Sergeant Katrina Johnson*

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## **Disclaimer**

*SeaTalk* contains information about the conditions of service including pay and allowances, that was correct at the time of going to press. However, *SeaTalk* is not an official reference. Please contact your ship's office, administration office or your divisional officer for detailed information on these topics.

# Christmas greetings from the Chief of Navy

Well the end of the year is again upon us and, like many years recently, 2008 has been very busy.

You are all aware that I took command of the Navy mid year, and at the time of writing this article, my first 100 days in office have just ticked over.

On my assumption of command I promised the Navy community that I would look, listen, learn and lead. I am pleased to say that I have had the opportunity to visit many of our personnel in their workplaces at sea and ashore, and in so doing I have heard many view points.

I now have the next 2½ years to continue the good work that has been done in the past to take our Navy forward.

As I pointed out, during 2008 the Navy has been in top gear, with the accelerator firmly down. We have continued to provide ongoing support to the reconstruction and rehabilitation of Iraq under the banner of Op Catalyst, and protected Australian borders through Op Resolute.

We participated in numerous national and international exercises both at home and abroad, and we have also done the hard yards in the less glamorous, yet equally important tasks of maintenance and administration.

For those families that have been affected by the deployment of husbands and wives, sons and daughters I thank you for the support that you provide – a simple email from home can have an amazingly positive impact,

and make the time away just that little bit easier. Yours is not an easy task, particularly when your loved ones are required to deploy for long periods

Let me assure you that the welfare and safety of our sailors is foremost in everything we do.

However, your support, understanding and encouragement are vital factors in the morale of our men and women, both in peace and conflict. Our people are simply the most important asset we have, and we are taking steps to ensure that we can recruit and retain the required workforce.

I have commenced a program to enhance the environment for our people called *New Generation Navy*, and believe that this will take the Navy forward into the future.

This is a program which acknowledges that what we are doing needs to improve; we are placing significant pressures on our people, and we simply must find a better way – we must work smarter not harder.

Leadership is key and must start with the admirals and commodores; we must



*Chief of Navy VADM Russ Crane, AM, CSM, RAN*

engender a cultural shift and we must structurally reform the Navy to allow an acceptable work life balance.

The future is an exciting prospect with new high profile platforms on the way; the air warfare destroyers and the amphibious LHDs will provide the equipment to do our job well into the future. We can't however hope to succeed without that critical asset and enabler – our people.

It has certainly been a busy year and 2009 promises to be just as busy and even more exciting. May I take this opportunity to wish you a very Happy Christmas with the

hope that, where possible, you are all able to take a well earned break over the holiday period.



*R. H. Crane  
Vice-Admiral  
AM, CSM, RAN  
Chief of Navy*



*VADM Crane presents a Navy Systems Command (NAVSYSKOM) Commendation to LSMUSN Katherine Mulheron on ceremonial divisions he reviewed at HMAS Cerberus in August. LS Mulheron received the award for her implementation, over more than 12 months, of the Navy community engagement strategy with the surrounding communities. Her most notable success was a program she devised called Naval Gazing. In this program young people from the local and regional schools come into HMAS Cerberus for a day and gain real "hands on" experience of life in the Navy. The Naval Gazing activities are being expanded to cover communities surrounding all navy bases and establishments. Pic by ABPH Quentin Mushins.*



# The **WON** Log

Warrant Officer of the Navy James Levay

Welcome to the Summer and Christmas 2008 edition of *SeaTalk*.

The last quarter of 2008 has indeed been busy both here on the Australian station and abroad. I remain inspired by the professionalism and dedication of all our members, and by the unwavering support provided by their families, our extended Navy family, in meeting the needs of our Navy.

In October it was my privilege to host the CDF's Warrant Officers and Non-commissioned Officers forum which brought together more than 100 non-commissioned personnel from across the three Services.

It was held at the Australian Defence College in Weston Creek over the period October 9-10, and was officially opened by the CDF, ACM Houston. He addressed the forum on his leadership expectations in the ADF.

The forum focussed on 'how can our leadership culture have a more positive impact on the retention of the right people'. Mr Rod Harrod, presented to the forum on engaged leadership and the challenges that we as leaders of our Defence Force must embrace.

A key tenant of the forum was the syndicate discussions that occurred over most of the two days. Our people delivered a number of excellent and well developed presentations, which will be tabled and submitted to the ADF's senior leadership for review and, in due course, will be available online.

A highlight was the mess dinner which CDF, VCDF, CAF, RADM Robinson, and MAJGEN Slater attended. It allowed all participants to experience our Navy's mess traditions, and to interact socially as well as with members of the ADF's senior leadership.



Our Navy recently had a visit from the Warrant Officer of the Royal New Zealand Navy Neil Roberts, Chief Petty Officer of the Canadian Navy Bob Cléroux, and Fleet Master Warrant

Officer - Republic of Singapore Navy Wong Fook Lam.

Their visit included meeting the members of Fleet Headquarters, the Ship's Warrant Officer Designate course 01/08, staff of the Sailors' Leadership and Management Faculty, and the Warrant Officers' and Chief Petty Officers' mess of HMAS *Kanimbla*.

Overall their visit was a great success and executed with utmost professionalism. Thank you all concerned.



In recent times I have met many students undertaking the Junior Sailors' Leadership Management Course in the east and west, and with the staff of the DSCM FBW Career Management Cell. Discussions like these are important in my role and I thank you all for your frank discussions and viewpoints.

This Christmas, like others there will be a number of personnel who are either deployed in support of ADF operations in both Australia and overseas, or unable to take leave with their loved ones due to their commitment to sustaining an ADF capability over this period. To these people, on behalf of the sailor community, thank you - your efforts are greatly appreciated.

I wish each and every member of the extended Navy family a very merry and safe Christmas and New Year, and I thank you for your contribution over the past 12 months.

Seasons greetings!

James Levay  
Warrant Officer of the Navy  
E-mail: [navy.won@defence.gov.au](mailto:navy.won@defence.gov.au)  
Tel: 02 626 54905

# Who's the next Warrant Officer of the Navy?

By LCDR Antony Underwood

As this edition of SeaTalk went to press, WOCIS Mark Tandy was preparing to take over as the 6th Warrant Officer of the Navy, the most senior sailor in the RAN.

He was due to take over from WO James Levay, on December 19.

“The feeling of being Warrant Officer of the Navy-design is fantastic,” he said. “It’s a great honour and privilege and I am really looking forward to working with the Chief of Navy on any issue he wants me to address.”

*WO Mark Tandy*

WO Tandy was born in WA and educated in Tennant Creek and Darwin.

He joined the Navy as a radio operator in 1982 and has served as a communications operator/supervisor in a wide range of establishments and ships.

Shore postings have included HMA Ships *Albatross*, *Coonawarra*, *Harman* and *Cerberus* and Recruiting in Townsville.

Sea postings have included HMA Ships *Jervis Bay*, *Canberra*, *Cessnock*, *Warrnambool*, *Dubbo*, *Success* and a short time in *Vampire*.

As a CPO, WO Tandy instructed in radio frequency management at the Communications School.

In his current rank, WO Tandy has:

- Been OPSO at the Naval Communications Area Master Station Australia (NAVCOMSUS) during the second Gulf War;



- Instructed at the Naval College on the Chiefs’ Leadership and Development Program;
- Had a four-month exchange in Exercise LongLook as lead instructor in a command and training course at HMS Collingwood;
- Completed the single-service component of the Command and Staff course at Weston Creek and completed his research paper for a Masters in Maritime Studies; and

- Been OIC of the submarine and seaman categories cell in the Directorate of Sailors’ Career Management.

WO Tandy says his appointment as Warrant Officer of the Navy – normally for two years with the option of a third - will be his third posting to Canberra in his 26 years with the RAN.

“I’m really looking forward to getting out and selling CN’s vision and future direction to the workforce,” he said. “It’s likely to mean quite a lot of travel,”

WO Tandy said the job is really twofold “As well as being an advocate for senior command to sailors, I’m also looking to provide feedback to CN and senior management in the form of solicited and unsolicited views of sailors,” he said.



*INDIGENOUS PRIDE: John Tye from the Boon Wurrung people, traditional land owners from the Port Phillip Bay area and CPONPC Ray Rosendale from GuGu Lalangi people from North Queensland, posted to HMAS Darwin, pose for a photo in front of the ship after she pulled alongside Station Pier in Melbourne for the Great White Fleet celebrations earlier this year. Pic by ABPH Jo Dilonenzo.*



**'Navy must be a place where people want to serve Australia...'**

# CN launches New Generation Navy

By LCDR Antony Underwood

The Chief of Navy has launched a far-reaching program, to be known as *New Generation Navy*, "to turn the Navy into an organisation that can produce forces in an enduring manner".

VADM Russ Crane, AM, CSM, RAN, outlined the proposal during his *State of the Navy* address delivered Navy-wide by video on October 31.

He said the Navy is about to undergo an extraordinary transformation.

"It is clear to me we need a new way forward, a *New Generation Navy*," he said, "but, I can't make the Navy a better organisation or a better place to serve without your support."

VADM Crane said he had had asked for a series of "due diligence reports" on Navy's operating domains - aviation, submarines and major and minor surface units - as well as finances, since he assumed command of the RAN on July 4.

"The results reinforced my own observations from my previous time as Deputy Chief," he said. "Whilst it was clear in all these reports that our greatest asset was indeed our people, they did reveal some organisational

shortfalls that must be addressed.

"We have been driving our organisation and our people too hard and burning your goodwill, unnecessarily in many cases. Although there are many positives we can take from what is happening in Navy, it is

fair to say we have some significant work to do to get us back on an even keel.

"This is particularly evident in our workforce, where we have too large a gap between the people we need and the people available to do the work we need to do."

VADM Crane said simulators and onboard technology were already having a positive effect.

"But our training pipeline remains clogged in many areas across the Navy and in some cases it is still

growing," he said. "Simply put, we have too many people under training and not enough trained people to do the work we need to do."

There was "no easy fix", VADM Crane said.

"But the definition of insanity is to do the same thing over and over and expect a different outcome!" he said. "We must bring about major change."



***We have been driving our organisation and our people too hard and burning your goodwill, unnecessarily in many cases***  
— VADM Crane.





*HMAS Sydney departs Fleet Base East. Pic by ABPH Justin Brown*

As well as the gap between people needed, people under training and people needed to do the job, there were challenges from a changing external environment.

One lay in the change of role from Navy commanding operations directed by government to Navy “raising, training and sustaining” units and people to meet operations directed by through the new Joint Operations Command at Bungendore, on the outskirts of Canberra.

Others included force structure changes such as the commissioning of new air warfare destroyers, helicopter landing ships, upgrades in the Anzac and Adelaide class frigates and Collins class submarines and new helicopters being acquired for the Fleet Air Arm.

Admiral Crane said dealings with the team researching the Government’s next White Paper on Defence had led him to believe that the next Defence budget will be a tight one.

“At the same time there is also a major Defence audit underway,” he said. “Both will impact us significantly as Defence strives to maximize the effectiveness of every dollar it spends.

“We will have to become more efficient and effective within the parameters of the funding and people we have available. That is the harsh reality.”

VADM Crane said the *New Generation Navy* – NGN – strategy rests on three pillars:

- A leadership and values program;
- Reputation management; and
- Structural reform.

He said NGN will focus on improving the quality of leadership across the Navy.

“We must reinforce the value of the Australian sailor,” he said. “We will do this through improved mentoring and coaching for our people and recognising, in meaningful ways, the sacrifices our people make. We must make working to improve welfare something we want to do because we have respect and concern for each other.

“It is about making us One Navy, part of a team that is based on tolerance and respect for each other, regardless of rank. We must embrace our diverse backgrounds.

“We need to better understand and articulate the contribution we make to Australia’s national security, and why we have a Navy. “

VADM Crane said NGN means that the Service must change the way it operates ships to “better match the resources we have available with the demand for them”.

“This goes to dollars and people,” he said.

He said also that the Navy needs to meet its mission by “working smarter, not harder”.

“And that may mean less sea time while we regenerate our workforce,” he said. “I am confident we can continue to meet our operational requirements whilst providing for a greater training focus and giving our people more time with their families. Work life balance is important and we need to change our culture to nurture our people.”

This could mean a shift in culture to one which “might accept that it is OK to have ships alongside specifically for training purposes”.

“We need to shift the culture so that we take a risk managed approach to gapped billets,” he said. “I do not wish to create unnecessary angst, stress and work for those remaining onboard who must pick up the workload of those gapped billets. It is unfair and leads to burnout which has a devastating long term effect on retention. Our people should not be sacrificed for the sake of a self-generated Fleet Activity Schedule.”

On reputation management, VADM Crane urged cooperation when the Services public affairs people “come knocking on your door for assistance in conducting media activities”.

The Navy had enjoyed widespread public exposure through activities such as submarine features on 60 Minutes and A Current Affair, the patrol boat series Sea Patrol and the ABC series on Navy divers.

“It is my view that if we allow the media



*HMAS Rankin arrives at Fleet Base West. Pic by CPL Andrew Eddie.*

to spend time with you in your work place then I am convinced that they will come away believing in you the way I do,” VADM Crane said.

Conversely, members of the Navy needed to understand that poor behaviour and unsafe work practices could have adverse impacts on the Service’s reputation and ability to recruit people needed to meet the Navy mission.

“Further, such negative publicity is a barrier to the public recognition you so

richly deserve. So apply common sense. Do the right thing. Make the right choices. Think about how your choices affect our reputation and the rest of the team.”

VADM Crane said many structural reforms may be “unpalatable at first glance”.

“They are necessary to ensure a sustainable future,” he said. “I hasten to add that the “people factor” involved in any structural reform will be a high priority.”

Admiral Crane said that he will be personally leading the NGN program.

“With your support, my job is to deliver - and you have my personal commitment to this endeavor,” he said.

“I look forward to having you onboard for NGN. It represents an exciting, and challenging opportunity and a path we must take for those serving and those that will follow.”

*The full text of CN’s State of the Navy symposium speech is available at <http://intranet.defence.gov.au/navyweb/sites/CN/default.asp?page=85922&Title=Virtual%20Navy%20Symposium> and in the password-protected Reserves internet address <https://www.navy.gov.au/reserves/cn-state-navy-video-0>.*

# New pay structure agreed

## GORPS gets 'go ahead' from DFRT

Existing 16 Grade Structure



10 Grade Structure



By CMDR Wendy Bullen

Sailors with experience, supervisory responsibilities and ability to develop technical expertise will be the big winners in the new Graded Other Ranks Pay Structure (GORPS) signed off by the Defence Force Remuneration Tribunal last month.

The DFRT decision on November 8 is a major shakeup, reducing the old 16 pay grade system to 10 (see transition graph above) and increasing the difference between pay grades and some ranks.

It represents several years work and has been hailed by the Chief of Navy as “a significant milestone for pay reform and, most importantly, for our sailors”.

“It is the first time Navy has considered all categories together since 1995, and this has ensured that the relationships between categories and other Services have been closely examined,” VADM Crane said.

The Acting Director General of Navy Personnel and Training, CAPT Mark Hill, said GORPS will give the Navy a sailor’s pay system more in line with conditions outside the ADF.

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‘... more pay for individuals with experience...’

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“It will also improve the dollar amounts between pay grades,” he said. “It means



*A/DGNPT – CAPT Mark Hill*

more pay for individuals with experience, or who have supervisory responsibilities, or who push on to develop their own technical expertise.”

GORPS includes agreement to a number of revised category and skill grade placement for ET, MT, AT, CIS, CT, CSO, CSO MW, BM, Reserve DVR, NPC, PTI and some SM categories.

It also, for the first time, recognises important qualifications achieved by some Navy sailors, including navigation competencies (BM, NPC, CSO MW, HSO categories), AIC (CSO), FSMS (AT), FCO (ET) and STO (MT).

“Some categories had not been reviewed for decades,” CAPT Hill said, “so the GORPS process has been a great opportunity to take account of issues like contribution to capability, increasing sophistication of technology and work processes, increased governance and accountability — along with wage pressures from the wider national and global labour markets.”

The pay details of all individual sailors are being transferred to the new 10-grade structure. It will be a phased implementation over some seven months, but no one will lose out because all pay changes will be backdated to last September 4.

## More grades for WOs

GORPS has also moved the warrant officer structure from eight grades to 10, and this will better facilitate logical progression from CPO to WO.

Trainee pay for officers and sailors has also been updated as part of GORPS. It now takes account of progression from initial

entry training (Recruit School, ADFA or HMAS Creswell) to category and PQ courses, particularly for category courses longer than six months and 12 months duration. A new trainee allowance of \$8,000 pa is also to be introduced. The new trainee pay rates take effect from payday January 8.

The GORPS determination will also include airmen aircrew after their case was approved at a hearing by the tribunal on November 18 and 19. The DFRT agreed to backdate these placements to September 4 to align with the rest of GORPS.

## GORPS for Reserves too

GORPS pay grades will also read across to Reserves.

The GORPS transition is quite separate from the ADF WRA pay rise of 2.8 per cent due in February 2009.

*Further information can be found at <http://intranet.defence.gov.au/navyweb/sites/NavyGORPS/>. The point of contact for all Navy GORPS inquiries is the Navy pay case team on (02) 6265 3149.*

GRADED OTHER RANKS PAY STRUCTURE (GORPS)

Pay Grade		1	2	3	4	5	6	7	8	9	10						
Differential	\$	2,884	Raw Point	\$	2,576	\$	2,276	\$	1,977	\$	1,678	\$	1,379				
Increment																	
WO Tier C	0									\$	84,580	\$	88,579	\$	92,983		
WO Tier B	0				\$	78,993	\$	73,996	\$	68,728	\$	63,724	\$	58,580	\$	53,579	
WO Tier A	1	\$	42,487	\$	43,891	\$	46,243	\$	48,836	\$	51,634	\$	54,719	\$	58,104	\$	61,817
WO Tier A	0	\$	48,455	\$	62,417	\$	64,935	\$	67,656	\$	70,590	\$	73,766	\$	77,192	\$	80,890
CPO	1	\$	36,818	\$	38,823	\$	41,392	\$	44,168	\$	47,165	\$	50,407	\$	53,919	\$	57,618
CPO	0	\$	35,644	\$	37,649	\$	40,218	\$	42,994	\$	45,991	\$	49,229	\$	52,725	\$	56,500
PO	2	\$	38,549	\$	41,153	\$	44,229	\$	47,699	\$	51,496	\$	55,734	\$	60,330	\$	65,295
PO	1	\$	45,386	\$	51,319	\$	53,680	\$	56,854	\$	60,853	\$	64,187	\$	67,963	\$	72,142
PO	0	\$	48,884	\$	58,883	\$	61,658	\$	65,133	\$	69,410	\$	74,608	\$	80,740	\$	87,814
LS	2	\$	43,347	\$	45,351	\$	47,920	\$	50,996	\$	54,694	\$	58,932	\$	63,720	\$	69,167
LS	1	\$	42,440	\$	44,444	\$	47,014	\$	49,789	\$	52,787	\$	56,024	\$	59,521	\$	63,297
LS	0	\$	41,591	\$	43,595	\$	46,125	\$	48,988	\$	52,096	\$	55,435	\$	59,012	\$	62,846
AB	0	\$	37,431	\$	39,435	\$	41,665	\$	44,781	\$	47,778	\$	51,016	\$	54,512	\$	58,289
SA/N	0	\$	36,658	\$	38,662	\$	41,232	\$	44,088	\$	47,085	\$	50,243	\$	53,719	\$	57,513

Notes:

1. With effect 4 Sep 08

2. Implementation mid 2009

3. Rates will increase by 2.8% with effect 5 Feb 09 due to 06-09 Workplace Remuneration Arrangement

# \$1.5 million in loans to RAN families for Christmas

The RAN Relief Trust Fund (RANRTF) has enabled the families of more than 1500 Navy personnel to have a more festive season with more than \$1.5 million in short-term \$1,000 loans being made.

Many members indicated they were simply buying Christmas presents, while several others said they would be using the money for a family holiday or as another opportunity to fund reunion travel at this special family time.

The Christmas loan was introduced as a new service in 2006 with 1302 loans made. It was offered again last year with 1564 personnel taking advantage of the loans. The success of the Christmas loan and feedback from members saw the board decide to offer it again this year.

The availability of the \$1000 Christmas loan was canvassed in the last edition of Sea Talk and a signal was released announcing the loan, including the loan conditions for eligible personnel.

Through the loan, the RANRTF is providing a \$1000 loan paid into a nominated financial account on either December 4 or 5. The only fee is a nominal \$10 administration charge and the loan has a delayed repayment schedule - starting on February 5 next.

Loan recipients may use the loan for any reasonable purchase over the Christmas period and receipts are not required. If they were already repaying an existing RANRTF loan and had sufficient pay funds, they could also apply for the Christmas loan.

The RANRTF is provided with excellent financial support from the RAN Central Canteens Board. This enables the RANRTF to continue to assist in the retention of our people, through contributing to the welfare and wellbeing of Navy members and their families in having a great Christmas season.

More information is at <http://intranet.defence.gov.au/navyweb/sites/RANRTF> or your local RTF officer or writer onboard your ship/establishment.



**Not everyone will be home for Christmas:** Pic shows Australian and US sailors of Task Force 158 responsible for the security of Iraq's oil export infrastructure and sea lines of communication in the northern Persian Gulf patrolling in USS Nitze's seaboat with Khawr al Amaya Oil Terminal (KAAOT) in the background. CDRE Bruce Kafer, who took over as Commander TF158 in October, is at the helm.



# One for the parents-to-be – Navy maternity leave pays off

By Annie Casey

Talk of the Federal Government introducing a paid parental leave scheme has drawn into sharp focus the topic of paid and unpaid maternity/parental leave in Defence.

And a brief survey of what's on offer outside the armed forces suggests those in Navy and other Services enjoy conditions equal to or better than most in outside employment.

Navy has been one of the leaders in this area – pregnant members are entitled to 52 weeks off work. For those who have completed a continuous period of 12 months full-time service in the ADF, the first 14 weeks of this maternity leave can be taken at full pay with the remainder of the 52 week period taken as unpaid leave.

A member may convert all or part of the paid 14 weeks to a maximum of 28 weeks at half pay and may also be allowed to substitute recreation leave or long service leave for unpaid maternity leave.

Two weeks parental leave is granted to Navy fathers with a newborn or adopted dependent child.

## **Continuous full-time service**

A member rendering continuous full-time service who becomes the parent of a dependent child and who is not entitled to paid maternity leave may be granted two weeks paid parental leave.

They may also be granted, subject to Navy requirements, a further period of 64 weeks of unpaid leave.

A member who has taken maternity leave may also be granted a further 14 weeks unpaid parental leave bringing the total

period of absence from work to 66 weeks. But Members should remember that unpaid maternity leave or unpaid parental leave does not count as effective service.

Navy's maternity and parental provisions are a reminder employment conditions and benefits in the Navy are significant and sometimes it's easy to forget that we are actually ahead of many civilian workplaces when it comes to conditions of service.

And there are other favorable family friendly conditions of Naval Service.

## **Part time leave without pay**

Part-time work has been introduced for permanent members of the (ADF) as a means of assisting people to meet changing personal circumstances throughout their careers. Through a reduced number of working days in any fortnightly pay period, PTLWOP enables permanent ADF members to:

- Meet carer responsibilities;
- Seek respite from arduous periods of ADF service; and
- Fulfill education, training or other aspirations without terminating their ADF careers.

## **Education assistance scheme (EAS)**

Help available to relocating families through EAS, includes: tutoring: If a member moves to a new location and has school aged children, they may be entitled to 14 weeks of tutoring in any subject that has been identified by the school as a gap in the child's learning.

## **Boarding School Allowances**

Assistance may be available under the EAS

to enable ADF families to access boarding school for a dependant in the critical years of schooling (Years 9, 10, 11 and 12) to avoid disruption to the child's education if the member is relocated. Contact your Regional Education Liaison Officer for more info and POCs see <http://intranet.defence.gov.au/dco/education.htm#5> or <http://www.defence.gov.au/dco/education.htm#5>

### Medical and dental

Navy members are entitled to free medical and dental treatment. Our doctors, dentists and nurses are trained to the highest standards of medical care and work in state-of-the-art facilities. It's not only urgent medical care you will receive, you will also qualify for any special treatment deemed necessary for your ongoing health.

<http://www.defencejobs.gov.au/navy/payAndBenefits/benefits.aspx>



### Housing

Service residences are provided for all personnel with dependants at rental significantly lower than for privately rented accommodation of a similar standard. If there is no suitable service residence available you will be eligible for rental allowance. Rental allowance is also available to certain members without dependants and members separated from their families for posting reasons. Service residences therefore provide good quality, convenient and affordable accommodation at considerably subsidised prices.

### Postings for special circumstances

DSCM is allowed to take into account individual or family special needs if a particular posting would help.

Navy continues to work on improving the policies that affect our members and their families. We strive to look after the whole Navy family, to meet your needs and retain our capability.

*PICTURED ABOVE: ABCSO Sally Phillips, originally of Birregurra, Vic, is due to give birth early in 2009. Her husband's currently deployed in HMAS Parramatta and she doesn't know if he'll be home for the main event. Pic by LSPH Yuri Ramsey.*

### MATERNITY LEAVE ELSEWHERE

**MYER** — Permanent staff who have worked for the company for at least 18 months are offered six weeks paid parental leave, which can be paid in a variety of ways, including a lump sum or gradual payments.

**COMMONWEALTH BANK** — Currently offer 12 weeks paid maternity leave, one week paid paternity leave and 52 weeks unpaid parental leave for the primary carer.

**WOOLWORTHS** — Up to eight weeks paid maternity leave applies if an employee has served two years or more, the first six weeks at full pay and a two-week paid bonus on return to work.

**AUSTRALIAN CATHOLIC UNIVERSITY** — Mothers are entitled to up to 12 weeks paid leave and (after two years service) a further 40 weeks leave at 60 per cent of their salary, fathers are offered 15 consecutive working days paid leave in the first 12 weeks after the birth of the child.

# A musical Long Look

Twenty-one young Australians ranging in rank from able seaman to lieutenant flew out of Australia on April 17 en route to three-month exchange postings in the UK.

They'd been matched with counterparts in RN ships and establishments and were part of the popular and continuing Exchange Program Long Look that gives suitable sailors and junior officers an opportunity to sample how another service works and plays.

Two of the 'players' this year were musicians – the Officer-in-Charge of the Sydney Detachment of the RAN Band, LEUT Andrew Stokes, and bassoonist and percussionist POMUSN Cassie Mohapp.

PO Mohapp, a veteran of 11 years in the RAN, did a good deal of research on what to expect with the bands with which she'd be working.

A former teacher with a degree in music and diplomas in music and teaching, PO Mohapp also took time to brush up a bit on her German because she planned to visit relatives in Austria on her own time before returning to Sydney. In her post-Long Look report she said:

*It was important to know the respective band leaders and also a little of their history, and also how I was going to fit in. I left Sydney airport with high expectations of myself, and also the organisation where I was to spend the next three months.*

*After arriving safely in Portsmouth on Thursday 24 April 2008 we literally got back in the car the next day to drive five hours up to Manchester to do a concert with the cast from Coronation Street with Her Majesty's Royal Marine Band - Scotland. The concert was a charity event and was held at the Bridgewater Hall, Manchester.*

*The band was great and certainly knew how to make us Aussies feel very welcome – although it was impossible to enjoy their abundance of hospitality with pint after*



*(L to R): PO Cassie Mohapp with her bassoon, OIC of the Sydney Detachment of the RAN Band LEUT Andrew Stokes and Director of Music of HM Royal Marines Band MAJ Nick Grace.*

*pint after pint! We traveled back down to Portsmouth the day after the concert, Saturday April 26th. We sadly missed out on ANZAC Day in London but the concert in Manchester was certainly a lot of fun.*

*Three weeks working with Her Majesty's Royal Marine Band – Portsmouth gave us some wonderful performance opportunities. Lieutenant Andrew Stokes conducted, and I performed with the band in Dorking and Sonning on Thames and we enjoyed many other performances in Eastbourne, and Fareham.*

*We then travelled to Plymouth and worked with Her Majesty's Royal Marine Band at HMS Raleigh. We performed in Coldrose for a wings parade and Lieutenant Andrew Stokes conducted the band for the welcome home parade for HMS Campbelltown in HMS Drake.*

*We managed to see some of the beautiful countryside in Cornwall before heading off to Lymington to work with Her Majesty's Royal Marine Band in Exmouth. We had the*

*pleasure of performing in the Saint Mary Magdalene Church in Taunton, a church built in the 13th century. We also performed in a graduation parade for the newest commando recruits.*

*I was able to spend some time with the Royal Marine Band School of Music giving tutorials and workshops which was extremely rewarding. It was interesting to see the similarities of how our Australian Defence Force School of Music runs musicianship courses and how the Royal Marines School of Music manages and conducts their business. Our time with the staff and students from the Royal Marines School of Music finished with a performance for an open day at Whale Island, Portsmouth.*

*We joined the Royal Marine Band - Scotland on Monday July 14 and worked with them in the Edinburgh Military Tattoo. We observed the band doing beat retreats in Liverpool and Sunderland, and began rehearsals with them two weeks later for the EMT.*

*LEUT Stokes conducted the band in the opening fanfare sequence and I played military side drum for the opening fanfare sequence. We are in the process of determining whether Australian Defence Force musicians have ever performed in the EMT and the historic significance associated with this is truly magnificent.*

*This was a truly amazing experience and it highlighted a few things to me.*

*Firstly, it confirmed in my mind that the work we do in the Royal Australian Navy Band rates us significantly as one of the best military bands in the world.*

*Secondly, that given the opportunity to perform on an international stage like the Edinburgh Military Tattoo would concrete our amazing reputation on an international level.*

*And thirdly, it's okay to shed a few tears of excitement when you are performing in a venue where you have only ever dreamed of performing! It was an extraordinary experience and one I will never forget.*

*On both a professional and personal*



*The Edinburgh Military Tattoo - Can you spot LEUT Stokes and PO Mohapp?*

*level, I think the most valuable experience during Long Look Exchange 2008 was the realization that what we do, how we do it, and what we achieve in the Royal Australian Navy Band is massively significant and of an incredibly high standard.*

*The level of musicianship we employ and the resources we have, make us an enviable employment option for any musician both domestically and internationally. And I guess it's not until you see how other bands operate from around the world you realize just how amazing your own band is*

*Having the exposure to military bands from other countries really did confirm my belief that the Royal Australian Navy Band not only enjoys a highly respected reputation domestically, but also internationally. Numerous enquiries made by other musicians into the process of joining the RAN Band have confirmed my belief that I have the best job in the world.*

*PO Mohapp thanked the RAN Director of Music, LCDR Philip Anderson, and the Long Look team, in particular CPO Margaret Nason and WO Jeff Argoon, for allowing her to participate in the exchange program.*

*"It was a wonderful opportunity and I do feel privileged to have been part of it," she said.*

# A snapshot of 2008

## Photographers' pics of progress

The Fleet Commander, RADM Nigel Coates, provided a snapshot of RAN Fleet activities in the Chief of Navy's *State of the Navy* presentation transmitted electronically to all in the Service on October 31.

He highlighted:

- Operation Catalyst in the North Arabian Gulf spearheaded by HMA Ships *Arunta*, *Stuart* and *Parramatta*;
- Deployment of Task Force 158 under CDRE Bruce Kafer, the fourth Australian command team to the Gulf to assume command of Coalition maritime security operations in the Gulf;



*Fleet Commander — RADM Coates*

- The short notice assignment of HMAS *Perth* to Operation Astute after the attempted assassinations of Timor-Leste's President Jose Ramos-Horta and Prime Minister Xanana Gusmao in February;
- Commissioning of the last Armidale class patrol boat, HMAS *Glenelg*, and resolution of the initial ACPB teething issues and deployment beyond Operation Resolute patrols to neighbouring nations;
- Deployment of major fleet units in a variety of exercises such as Exercises Bersama Shield and Lima, and RIMPAC, the world's



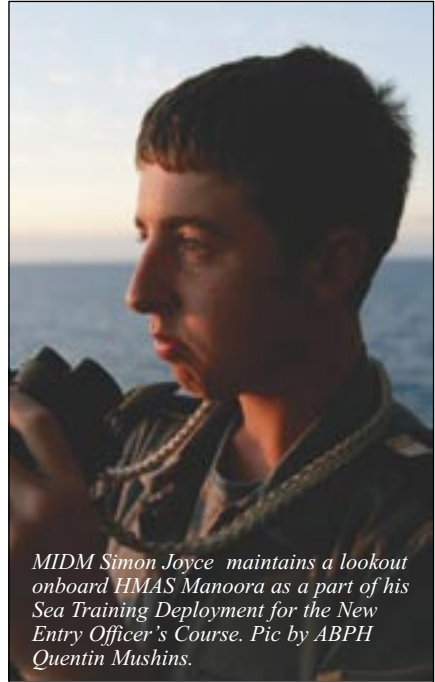
*HMAS Farncomb returns to Fleet Base West berthing alongside Diamantina Pier. Farncomb proved the effectiveness of her new replacement combat system at Exercise Rimpac 08. Pic by POPH Damian Pawlenko.*



*Photographers, mainly from the Navy, have captured action in many of the activities. These pages provide a few examples of their work and establish conclusively that it's possible to have fun as well.*

largest maritime exercise, that the US hosts biennially off Hawaii, and our own major maritime exercise, Exercise Kakadu;

- Progress in the submarine community in a variety of endeavours including confirmation by HMAS *Farncomb* of her impressive combat system by sinking of a former US warship during RIMPAC 08;



*MIDM Simon Joyce maintains a lookout onboard HMAS *Manoora* as a part of his Sea Training Deployment for the New Entry Officer's Course. Pic by ABPH Quentin Mushins.*

*Dawn rendezvous: Heavy landing craft HMAS *Tarakan* approaches HMAS *Manoora* off Magnetic Island, Qld. Pic by ABPH Quentin Mushins.*





*ABB Craig Everett fires the saluting gun on board HMAS Toowoomba as she enters the Pusan Harbour, in the Republic of Korea. Pic by ABPH Justin Brown.*

- Participation with amphibious units, HMAS *Tobruk* and heavy landing craft (LCHs) in Operation Outreach, the ADF's support to Australia's indigenous community, through insertion of personnel, stores and equipment into remote coastal communities;
- Work by clearance divers in explosive ordnance demolition tasks, participation in adventure training and major exercises

such as Exercise RIMPAC;

- Deployment of coastal minehunters to participate in Exercises Kakadu and Bersama Lima;
- Survey work by hydrographic ships and survey motor launches in Torres Strait, Joseph Bonaparte Gulf, the Bonaparte Archipelago and the Sahul Banks in the Arafura Sea;
- Introduction of the RAN's third Augusta 109 aircraft and development of plans to bring the Navy's MRH-90 helicopters into service as well as achievement of availability rates which were "the highest we have seen in many years";
- Discovery of HMAS *Sydney II* off the West Australian coast.

RADM Coates said that, while more work was required on training throughput and retention, 2008 had been "another busy and successful year".

*BELOW: In the wardroom pantry of HMAS Darwin: ABSTDs Kelly Ruutz and Sophia Bougoure, Gap Year SMN Laura Johnson and SMNSTD Cassandra Tyrrell. Pic by ABPH Jo Dilenzo.*



“But let’s not forget all that we have achieved together and take pride in the fact that we operate a good fleet that has a bright future,” he said.



*ABOVE: Sea Hawk Tiger 70 from 816 Sqn flies into ANZ Stadium to deliver the NRL premiership trophy. Pic by ABPH Brenton Freind.*

*BELOW: Ship’s company of HMAS Arunta compete in various events in the the maxi yacht race during the Henley-on-Todd Regatta in Alice Springs. Pic by ABPH Morgana Salabert.*



*HMAS Warramunga approaches HMAS Sirius for a replenishment at sea during a Five Power Defence Arrangements exercise, Bersama Lima, involving maritime, air and land forces from Australia, Singapore, Malaysia, New Zealand and the United Kingdom. Pic by ABPH Nadia Monteith.*







*THE GRANDEUR AND MAJESTY OF HIGH-RISE NATURE: HMAS Ballarat providing support role at the coronation of the new King of Tonga, King George*



*at in New Zealand's Milford Sound, after a SW Pacific deployment including  
Tupou V, on July 31. Pic by ABPH Andrew Blacks*



# Have a little respect

By Gai Brodtmann

Did you know that personal information about you at work, including your work contact phone numbers, should only be given out to non-Defence personnel with your consent or prior informed knowledge?

Or that health records should only be transferred over the Defence Restricted Network once they've been encrypted?

And that images of individuals – no matter what their age – should only be published if the person has agreed?

These are general tips on good privacy, but there are other considerations and exceptions that may apply. For example, consent is

only one of five situations in which you may lawfully disclose personal information.

Everyone in Navy is legally obliged to manage personal information appropriately. Doing this demonstrates your respect and courtesy to your colleagues and team mates.

So the Fairness and Resolution Branch (FR) has launched a new set of tools to help you quickly and easily get across your privacy obligations.

## Training

To celebrate Privacy Awareness Week, FR introduced two new privacy awareness training courses on CAMPUS.

## Did you know?

- Learning and development activities in performance assessments should be marked staff-in-confidence and filed appropriately.
- You should stick to comments on work performance when giving a referee report – it's inappropriate to discuss political or religious views or health information.
- Calls to the 1800 Defence Service Centre lines are recorded – but only after you've been informed.
- You are obliged to make sure the personal information you hold is accurate, up-to-date and complete before you use or disclose it.
- Home addresses and after hours and emergency contact numbers should be stored in a secure place and marked as staff-in-confidence.
- To avoid privacy issues when you're preparing a farewell speech or testimonial, ask the individual to give you a summary of their career highlights. If this isn't possible, make sure you gain their consent before you use information from their personal file.
- A list of telephone numbers is not personal information unless it's linked to the names and/or addresses or positions of individuals.
- Personal information should not be used in case studies or scenarios when you're taking part in or conducting workshops or training modules. It's best to de-identify the information.
- Check the website for more information or contact details.

The courses give a broad overview of your legal obligations, particularly the appropriate way to collect, secure, use and disclose personal information.

Working with privacy is a two-module training course that targets people who work on personnel issues every day in policy and support roles. The course includes case studies and details the information privacy principles covered in the Privacy Act 1988 that apply to government agencies.

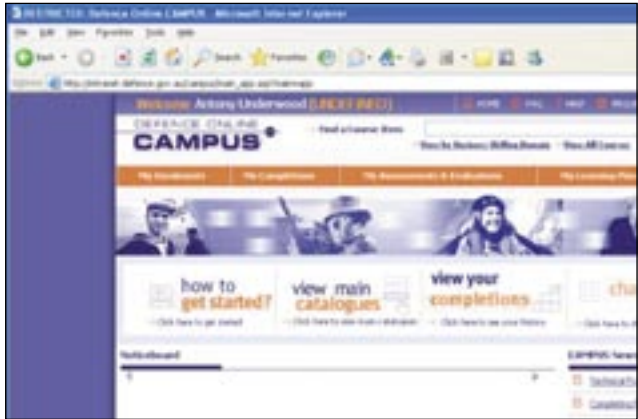
Introduction to privacy is a one-module course that targets managers and supervisors and provides a general outline of the principles. If you want to get a quick overview of your privacy obligations, this is also a good course for you.

“Sometimes the judgement of our people on privacy issues is compromised by a lack of knowledge or not knowing the questions to ask,” said Director General, Fairness and Resolution Branch, Di Harris. “These courses are designed to put an end to that, particularly for our people who are dealing with privacy issues frequently or on a daily basis.

“Personnel professionals need a thorough knowledge of privacy matters because they regularly manage personal information or sponsor policies and procedures that involve it. Managers and supervisors also need to know their rights and responsibilities. The courses ensure our personnel professionals and managers and supervisors appropriately handle privacy issues.”

### **A-Z guide**

FR has also developed an A-Z guide to good privacy practice to make managing personal information easier for everyone. The guide has lots of general workplace tips to help



you meet your legal obligations.

“The guide covers some of the practical privacy issues that may arise during the course of working in Navy. It doesn’t provide exhaustive advice on every topic. Rather, it clarifies, in plain English, how privacy issues relate to and support good privacy security practices in the workplace,” said Ms Harris.

### **Website**

In addition to the courses, FR has a Defence privacy website that’s a one stop shop for all privacy matters. The website includes guides, complaint notes, case studies, checklists, and advice on how to handle a personal information security breach, the use of images and privacy issues when briefing a minister.

### **Respect and courtesy**

“Privacy is all about respect and courtesy,” said Ms Harris.

“Everyone in Navy, and anyone dealing with us, should have confidence that their personal information is properly protected and only used where it’s necessary, appropriate and reasonable to do so.

“Understanding our legal obligations through the training courses, guide and website are the first steps towards establishing a culture of good privacy practice in Navy,” she said.

# Sailors' navigation training and quals

By CMDR Vern Dutschke – Head of Command and Tactics (HCT), HMAS *Watson*

The requirement for bridge watchkeepers on minor war vessels has created many opportunities for both junior and senior sailors to act in the very satisfying role of officer of the watch (OOW) at sea.

Fourteen sailors recently began their journey towards being qualified OOWs after successfully completing Small Ships Navigation Course (SSNC) 75.

POB Shane McGrath, now serving in Cairns as part of HS Blue crew, was dux of this course.

Before sailors can legally act in the role

of OOW, they need to hold a Limited Navigation Watchkeeping Certificate (LNWC).

A LNWC may be issued by a CO to sailors who:

- Complete the Small Ships Navigation Course (SSNC);
- Gain a platform endorsement for their class of ship;
- Are assessed as competent having completed the Mariner Skills Competency Log (MSCL); and





*(Bottom left and above: CPOMW Paul Gruber and CPOB Rod Waites on the bridge simulator at the Navigation Faculty, HMAS Watson. Pic by ABPH David McMahon.*

■ Complete a minimum of six months sea service after successful completion of the SSNC.

This qualification allows them to take charge of a limited navigation watch whilst single ship steaming by day or night.

The SSNC is a 10-week course, conducted at HMAS *Watson*, which provides theoretical training in OOWmanship, general navigation, chartwork, tides, collision avoidance (rules of the road), relative velocity and navigation display system.

It also includes one week of practical training at sea in the Defence Maritime Services owned navigation training vessel - *MV Seahorse Mercator*. This training is the same as that given to junior seaman officers as part of the Junior Warfare Application Course (JWAC).

Holders of an LNWC who wish to progress their training further, will need to complete additional JWAC modules including communications, astronomical navigation

and pilotage (totalling six weeks). They also need to obtain a Harbour Watchkeeping Certificate.

After recommendation by their CO, and successful completion of written and oral examinations at a Fleet board at *Watson*, they can be issued with a Navigation Watchkeeping Certificate (NWC). The NWC states that the individual has demonstrated the necessary competence to take charge of a navigational watch by day and by night whilst single ship steaming.

The highest OOW qualification is the Bridge Warfare Certificate (BWC). This allows watchkeeping 'in company' in a warfare environment. The BWC involves additional shore warfare training, and is generally only offered as part of Seaman Officer career progression.

Further information on navigation qualifications can be found in DI(N) OPS 67-2, AF MEMO 23/06 and ABR 6289 Chapter 8 Annex N.

# Navy floats new approach to management training

By Annie Casey

Proficiency-based and assessable training for the vital functions of personnel management is being delivered for the first time for a wide range of key positions.

The aim is to professionalise performance in a critical area and to seek national accreditation for proficiencies gained. Flowing from this recognition, personnel management training should eventually be equally important as other major areas of Navy training.

A new format has been developed to achieve these needs. The significance of this is reflected in Army's adoption of Navy's method.

"This progressive and pioneering training module is long overdue," said the Director of Navy Training, CAPT Steve Elms. "Many of us sensed a complex governance framework existed, yet it had never been fully explained.

"The information had not been gathered into a cohesive piece of work. Critical information had been scattered across hundreds of sources both internal and external to Navy and Defence."

Knowledge needed by personnel managers now exists in publications and training packages for unit personnel management, career management and remuneration management. These publications will become the "bible" for further reference after someone completes the training.

It is important for all of us to recognise that under this governance framework, there is an unbroken chain of accountability extending

from the Minister, to the Secretary and Chief of the Defence Force, to CN and to all decisionmakers and their advisers within Navy, to get things right in a balanced way.

While the publications referred to will be issued in hard copy to people undertaking training they also have access to soft copy publications at DGNPT's website to allow for hyperlink access to key documents – legislation, regulations delegations, authorisations, directives etc.

Previously, it was taken for granted personnel had some of the knowledge needed and would learn the rest "on the job."

Some of this learning was less than comprehensive and did not equip people to make sound decisions or offer faultless advice.

The Chief of Navy and Director-General Navy Personnel and Training recognised this situation could lead to poor personnel management .

The new training package and reference tools will equip people with the appropriate skills and foster their ability to apply knowledge from tailored training, to each key function.

The emphasis includes: knowledge of legal powers, rules of governance, standards of compliance and systems of accountability.

This desire meant that requisite knowledge had to be codified and cleared and training packages then had to be developed and delivered.

It was decided that the training would be proficiency-based and assessable in terms of PMKeyS training records, and be delivered via the CAMPUS facility.





The training is now linked to position prerequisite proficiencies for 730 positions within Navy for mandatory training and is to be undertaken between notice of a posting to a specified position while in the old posting and completion of a handover in the new posting.

The aim is to ensure key personnel have enough knowledge before they start in the new posting where they will be expected to deal immediately with personnel issues.

The focus of mandatory training is:

- **Unit Personnel Management** for certain command HQ and FEG staff; ship/establishment COs, XO's, heads of department/section, personnel officers and CO secretaries; and OICs of schools;
- **Career Management** for DNOP and DSCM staff; and,
- **Remuneration Management** for DNEC staff, some DNPISM staff, and certain positions within category/primary qualification sponsor organisations and within FEG HQs.

The training is also available to personnel on a voluntary basis, for self-development..

The CAMPUS courses are arranged so students can progress at their own pace in one or many sittings.

There should be little to no impact on current courses that touch on personnel issues, but the organisers intend to drill elements of the Unit Personnel Management course down to the classroom setting for some of the initial training in leadership and management (ITLM) entry and developmental courses.

Training coordination and the currency of the publications and CAMPUS courseware will be undertaken by the personnel management training coordination cell within TA ITLM. While the courses can be accessed via the Navy domain within CAMPUS anyone attempting one must be provided with relevant publication by the cell as training reference material.

The cell can be contacted via [NPMTraining@drn.mil.au](mailto:NPMTraining@drn.mil.au).

# A program for those stepping out of the Navy

By LEUT David Graham

The Stepping Out program, aimed at improving the transition from ADF to civilian life, will be conducted at a number of Defence main centres between now and late April.

Stepping Out is one of the group programs offered by Veterans and Veterans Families Counselling Service (VVCS) whose staff are professionally qualified psychologists and social workers with experience in working with veterans and peacekeepers and their families.

The program focuses particularly on lifestyle and personal issues facing ADF members and their families, both in the short and long term.

Areas covered include:

- \* Cultural differences between military and civilian life;
- \* Time management and goal setting; and
- \* Relationships.

Stepping Out helps participants to use skills

they already have, as well as teaching new skills.

The program lasts two full days and is free of charge. It is being held at VVCS centres across Australia. A copy of the brochure can be found at [http://www.dva.gov.au/health/vvcs/stepping\\_out/stepping-out.pdf](http://www.dva.gov.au/health/vvcs/stepping_out/stepping-out.pdf)

The Stepping Out program is voluntary. All members who are in the process of separating from the ADF, or have separated within the last 12 months, and their partners are eligible to attend.

Members can either refer themselves or be referred through the ADF Transition Centres, Defence rehabilitation coordinators or the Department of Veterans' Affairs Transition Management Service.

When you register for the Stepping Out program, VVCS will provide serving members with a joining instruction for use within their chain of command. Members are considered to be 'on duty at another location' while participating in the program.

## **Stepping Out programs between now and end April**

<b>Dates</b>	<b>Locations</b>
2/3 December 2008	Sydney
8/9 December 2008	Darwin
19/20 February 2009	Melbourne
6/7 April 2009	Adelaide
30 April/1 May 2009	Wodonga

# Overseas applicants knocking on Navy's door

By Annie Casey

The RAN has limited vacancies for qualified and experienced current serving or ex-serving officers and sailors of foreign naval and military forces.

These opportunities are regulated by a labour agreement with the Departments of Employment Workplace Relations (DEWR) and Immigration and Citizenship (DIAC). This agreement enables the RAN to provide sponsorship of permanent residency visas for recommended individuals within agreed employment groups.

The overseas appointment cell (OAC) in the Directorate of Naval Officers' Postings (DNOP) administers the complex details involved with



## ***FROM RN TO RAN:***

*CPOCSM Terry Trathen, originally of Penzance, Cornwall, has naval experience extending back 28 years - the first 26 of them with the Royal Navy and the last two with the RAN.*

*A veteran with six years in the Gulf and service in the Falklands and Caribbean, Terry migrated with his wife, Dawn, and two sons in 2006 to join the RAN as a PO.*

*He's currently is Combat Systems Interoperability Manager at the Directorate of Navy Warfare Systems at Fyshwick.*

*Dawn works as a teaching assistant at the ACT's Campbell Park Primary School.*

*— Pic by LSPH Yuri Ramsay.*

potential candidates and it is the only authorized cell that assesses an applicants eligibility and suitability of applicants, often in consultation with desk officers and category sponsors. It is a busy “one-stop shop” which fields around 60 enquiries a month from foreign services applicants.

The program assists in addressing capability shortfalls within the Navy that cannot be solved using Australian personnel. It is aimed at serving or immediately ex-serving (not more than three years since separation from military service) foreign naval military personnel, with specific qualifications and/or experience that are directly transferable to the RAN with very limited extra training.

LCDR Terry George is the officer-in-charge of the small cell and responsible for the overall administration and processing of lateral recruits into the Navy (officers and sailors).

Prospective lateral recruits often seek advice from serving Navy members, including category sponsors. But people outside DNOP should not speculate on recruitment opportunities or appointment conditions, particularly rank and seniority.

Appropriately qualified individuals interested in joining the RAN should in the first instance be directed to the defence jobs website and then contact the OAC for further details.

Navy is modifying the lateral entry program to deliver the most organisationally efficient and equitable outcome for all.

At this stage, there will be three entry periods - January, June and September. Increasingly, the lateral entry opportunities for Navy presented in the labour agreement have a focus on critical and perilous occupations and people who satisfy immigration age entry requirements.

In accordance with immigration regulations,

45 is the maximum age for appointment.

Officers and sailors are assessed on a number of requirements including security, medical and fitness status, family/social considerations and military background.

The OAC is the authority on an overseas applicants' suitability and eligibility because they are the only people with the correct information on lateral entry into the RAN.

Applications are considered on a case-by-case basis depending on capability needs at the time of application, as well as experience, qualifications and ease of integration into the RAN.

Applicants approved for sponsorship must obtain a permanent resident visa - and ensure their dependents hold a permanent resident visa - before they may be appointed.

Previously, an applicant may have been considered with a commitment to three years service however, this is about to change to a more realistic six years as a minimum term of service, to be eligible for ADF service.

This program is not for personnel wishing to transfer to the Royal Australian Naval Reserves (RANR) however those interested may apply for enlistment through Defence Force Recruiting, once they have satisfied normal Australian permanent residency requirements

All lateral appointments to the Royal Australian Navy are merit based and governed by the Defence Act 1903, the Defence (Personnel) Regulations (2002), Labour Agreement and DI(G) PERS 33-1, Australian Defence Force Policy on Citizenship requirements for entry to and service in the Australian Defence Force.

More info is at <http://www.defencejobs.gov.au/recruitmentcentre/overseasapplicants/> or available from Lcdr George on + 61 (0)2 6265 2237.

# Navy's optimal learning culture

By CMDR Drew Hardy – S01 Learning Culture Inquiry Team

Navy training is changing as part of a Defence-wide plan that is creating an 'optimal learning culture'.

Based on recommendations in the 2006 Learning Culture Inquiry (LCI) report, the change centres around cultivating positive learning relationships in our schools and establishments and reducing the risks of unacceptable behaviour.

The aim is to improve the effectiveness of Navy training, whilst helping Defence attract and retain the people it needs by establishing a more supportive environment for learners and the staff who instruct and mentor them.

Navy performs well against all the registration standards of the Australian Quality Training Framework. It also has a long established reputation for providing the Fleet with highly skilled, motivated officers and sailors.

The move towards an optimal learning culture builds on these achievements by focussing on:

- Navy's values of honour, honesty, courage, integrity and loyalty;
- The needs and preferences of individual learners and helping them to achieve the required standard;
- Cultivating positive learning relationships



*Computer-based instruction at the Submarine Training and Systems Centre at HMAS Stirling*

through effective instructional, coaching and interpersonal skills under-pinned by appropriate personal behaviour;

- Building team effectiveness through cooperation, mutual respect and acceptance of diversity;
- The continuous development of trainers' leadership and technical skills, including an understanding of the strengths and weaknesses of learners and how to apply this knowledge;
- Developing the cultural and community awareness needed to remain relevant to the broader Australian society and the international community; and
- Reinforcing the values of compassion and empathy for others.

Navy training has worked hard over the last 18 months to build its optimal learning culture.



Orders and instructions are being developed or amended. Codes of conduct for both learners and trainers, for example, are being rewritten to increase the focus on upholding and promoting Navy values. Detailed guidance has also been developed on the conduct of 'tough training' and instructions drafted covering personal behaviour between learners.

These and other policy amendments are being supported by changes to courses. Increased emphasis is being placed on strengthening the personal development of trainers and learners, partly by shifting the emphasis from compliance to attitudinal change and partly by improving people management skills in key areas. These changes have been complemented by

strengthening measures of attitudinal change.

Embedding an optimal learning culture across Navy training will encourage life-long learning and support the Smart Navy initiatives foreshadowed by the Chief of Navy in his New Generation Navy address.

Many of the themes in the optimal learning culture are familiar and in many respects the move towards an optimal learning culture is just another step down a road Navy training has been travelling for several years. It is nonetheless an important step for our future.

For further information on the LCI and its implementation in Defence, go to <http://intranet.defence.gov.au/pspg/sites/lci/comweb.asp?page=34227>.

## 'Be on your best behaviour at Christmas functions' – Director of Responsibilities warns

The Director of Rights and Responsibilities, Mr Quentin Evans, has reminded commanders and managers that relaxation and alcohol do not provide an excuse for unacceptable behaviour at end of year functions.

"End of year celebrations provide a great opportunity for social get togethers with workmates and colleagues," Mr Evans warned, "but, the end-of-year party season also holds the potential for unacceptable behaviour hazards for members of the Australian Defence Force and the Australian Public Service."

He said, regardless of where functions are held and whether they are outside working hours or not, service members and public servants should remember that breaches of Defence's unacceptable behaviour policy at such celebrations attract the usual workplace sanctions.

"All ADF members and APS employees remain responsible for their actions at Christmas/end-of-year parties," Mr Evans said, "alcohol consumption, a relaxed social setting or general high spirits

are never an excuse for unacceptable behaviour."

He added that commanders and managers are expected to provide clear guidelines on the starting and ending times of functions and to ensure non-alcoholic drinks are available.

"Commanders and managers should also be aware of the need to model behaviour that is consistent with Defence workplace policies," he said.

"Clear definitions of what constitutes unacceptable behaviour can be found in DI (G) PERS 35-3 Management and Reporting of Unacceptable Behaviour, available on the Fairness and Resolution Website ([http://www.defence.gov.au/fr/policy/GP35\\_03.pdf](http://www.defence.gov.au/fr/policy/GP35_03.pdf)).

We should also be familiar with the Defence, Service and APS values and the Code of Conduct (as applicable).

"Please enjoy your celebrations but, at the same time, ensure your Christmas party or function is a safe and pleasant experience for everyone involved."



# Defence Families of Australia News

Defence Families of Australia (DFA) represents the views of Defence families in a recognised forum, makes recommendations and influences policy that directly affects them.

## **National Convenor**

*On behalf of DFA National Delegates and Senior Representatives, I would like to wish you all a very Merry Christmas and Happy New Year. For families with loved ones at sea or 'absent from home' during this period we send you a very special holiday blessing.*

*For those of you on the move during this peak posting period, may the 'moving gods' be kind to you and you get to spend some of the holiday session with extended family and friends!*

*Please note many of our volunteers, our Delegates and Senior Representatives, relocate over the Christmas/New Year period. If you experience difficulties getting through to your local representative please do not hesitate to contact our national office on 1800 100 509 or log onto our website [www.dfa.org.au](http://www.dfa.org.au).*

*We wish you the very best for Christmas and a happy and safe 2009.*

## **DFA Profile -**

***Brie McNab, National Delegate for the Central NSW region and Navy spouse***



*Pictured: Reunion for Brie's family.*

Brie McNab is a Navy spouse and our National Delegate for the Sydney Central NSW region. She, her husband Scott and their two boys, Ben and William, have just 'survived' a six month deployment. She shares some of her tips for getting through a long deployment:

## **Make a plan**

We sat down together and discussed what our communication would be like during the deployment so we understood each other's expectations. Our five-year-old loved his man-to-man chat with dad, full of suggestions of what he would like to do whilst dad was away. In turn he was pleased to have a list of things he knew dad wanted from him - eg homework sheets, drawings, letters.

## **Face the issues before the deployment**

There were certain aspects of the deployment I was uncomfortable in facing, however, after I had addressed them I felt more prepared to cope should any situation arise.

## **It's OK to feel bad**

Allow your mood to occasionally wildly swing, in a matter of minutes, between overwhelming pride of your partner and utter

resentment of him (or her) being away and back again.

Surround yourself with positive supporters  
Utilise Defence provided support resources like NWCC whenever you need to and use your allowances to make life easier at home, be it getting a cleaner or having your lawns mowed by a professional  
Don't put the deployed partner on a pedestal forgoing your own needs. Whether you are a partner without children, or have a brood, if you need something from your partner while he or she's away, ask for it- directly.

We often make sacrifices as Defence spouses and I wanted to take this opportunity to recognise those sacrifices. Disregarding the constant worry about my husband, the overwhelming fatigue of caring for the kids alone, and the never-ending nature of the trip, I rate the deployment as a positive experience for us!

*Brie*

### **Christmas posting cycle**

If you are relocating during the busiest moving time of the year, DFA would like to remind you to get your paperwork in as early as possible. This can affect, amongst other things, your temporary accommodation bookings and the timely arrival of your car in the gaining location. Also please read the Easy Move Guide provided by Toll – the information provided in this is booklet is really important in ensuring a smooth a move as possible.

We have been working very hard on our website to fill each posting location with information to help your move to a new location a little easier. We have pulled together local information including useful contact numbers for Defence and Defence-related organisations, local maps, directories, websites, local schools and schooling, childcare, health services, entertainment and much more. We also have links to various kinds of support which you may be entitled

to and policies relevant to families.

DFA also recently sent a special e-bulletin to our registered families about living in the tropics. This e-bulletin focused on cyclone season tips and we would love to hear from you and add to our tips of living in the north.

As always, DFA is seeking suggestions and comments from families about their relocation. You can do this on our website or by calling your National Delegate in the region. Please let us know how you go.

### **Family survey – a partner's point of view**

DFA is very pleased to see Defence conducting a very important survey for families. The families survey is an important step towards formally representing your views within Defence.

Like the Defence Census and Attitude Survey this is an excellent opportunity to inform Defence leadership and policy makers of the real impact of the ADF lifestyle on families.

We appreciate we get asked to do surveys all the time but this is significant as it is the first one on this scale and it asks spouses and partners directly for their views. If successful, it will form the basis of representing families' views over the coming years. DFA ask that you take the time to complete the survey to ensure it can be used to be represent all of us in the future. A link to the family survey can be found on our website.

How can you be involved in DFA? Our yearly posting cycle always results in national delegates being posted so please check our website for up and coming national delegate and senior representative vacancies. Check [www.dfa.org.au](http://www.dfa.org.au).

As always, I look forward to hearing from you.

Best wishes,

*Nicole Quinn*  
Nicole Quinn  
National Convenor

# Reserves Column

By the Director of Naval Reserve Capability, CAPT Joseph Lukaitis

## NR LCH trial underway

The recent Reserve survey asked for expressions of interest in support of the Reserve contribution to the amphibious capability transition plan. More than 300 Reservists have responded which is a great level of early support.

This will now be progressed with a start up trial for the eventual partial manning of the LCHs by Reservists.

The trial aims to test processes (and people!) by achieving sea ride familiarisation for up to 20 Reservists by March 2009.

The trial and its evaluation will enable further planning for the majority of LCH crews to be replaced from a pool of trained Reservists in order to relieve PN personnel for LHD transition training.

OIC for the LCH trial is CMDR Jim Huggett who is based in Brisbane.

## New head of PREL branch

LCDR Helen Blunden has recently been appointed as Deputy Director Corporate Communications which position heads up the RAN Public Relations Branch. LCDR Blunden is a learning and development consultant in her civvy job.

The PREL Branch is entirely manned by Naval Reserve officers as the PQ is not available to PN members.

PREL officers regularly deploy on operations and exercises and there is heavy demand for their services both within Navy and the wider ADF.

The branch is presently undertaking a recruiting drive for new members who are required to have civilian qualifications in



*After qualified people for the Naval Reserve's PREL branch: New Deputy Director Corporate Communications - LCDR Helen Blunden*

journalism, media and/or communications.

The PREL Branch is administered nationally from Melbourne whilst the PQ sponsor, LCDR Fenn Kemp, is resident in Navy Headquarters in Canberra.

## Increase in NR contribution

There has been a substantial increase in NR service during 07-08.

The number of Reservists serving on CFTS expanded from 341 in 06-07 to 480 in 07-08. Part-time service days by Reservists increased by 17.25 per cent in 07-08 to a total of 107,717 man-days.

These figures disclose the most substantial increase in the NR contribution to the Navy since the Naval Reserve was restructured in 1991.

Present indications are that these figures will further increase during 08-09.

# Tas. under the tower



Four Tasmanians attended the Reserve Entry Officer's Course (REOC) held at HMAS Creswell September 19 until October 3.

Pictured (above) with the Royal Naval College's landmark clocktower are (l. to r.): SBLTs Chris Sykes and Carolyn Docking and LEUTs Carol Baines and Kim Hambly.

SBLT Sykes works for Customs and spends six weeks at work and six weeks off which gives him time to spend with his partner Jade Garland, a LEUT in the Naval Reserve, and his two-year-old daughter Isobel.

He was able to put his previous navy skills – gained through 10 years PN experience to good use and provided great help to other students with no military background.

He joined reserves as the Maritime Trade Operations (MTO) role works closely with my current employer, Customs, and wanted to keep in touch with the navy community but at the same time learn new skills for his civilian employment.

SBLT Docking works as a public relations officer for Forest Industries Association of Tasmania and as a casual photojournalist at The Mercury newspaper and regularly

contributes articles and images to Navy News.

She says it's a big step up in responsibility and career direction for her but she's looking forward to all the new challenges and opportunities that life as an officer in the reserves will bring.

She says the support and encouragement from all the team at Navy Headquarters Tasmania has been 'amazing'.

LEUT Carol Baines works as a hyperbaric chamber nurse at the Royal Hobart Hospital and was previously a lieutenant in the Army Reserves.

LEUT Baines said she works with two Naval Reserve divers who both influenced her to join them in the reserves.

All three reservists are Hobart- based whereas LEUT Kim Hambly lives in Launceston.

LEUT Hambly spent nine years in the RN as an air engineer artificer before discharge in 1988. In 2004, she came to Tasmania to live.

She is the only federally appointed disability discrimination lawyer and joined the NR to broaden her legal experience.



# Staff Acquaint Course 26/07

By CMDR Stephen Rowley

RAN Staff Acquaint Course (RANSAC) 26/07 finished on October 17, after its second two-week residential period at the Australian Command and Staff College (ACSC) in Weston Creek.

The course began in October 2007 with a two-week residential period. This was followed by 11 months of distance learning before the course panel reassembled on October 4 for the final residential.

Six RAN and RANR officers completed the course along with one officer of the USNR who attended the final residential period only.

They were presented their certificates at a ceremony in the Synnot Theatre at the ACSC by the Deputy Chief of Navy, RADM Davyd Thomas.

Completing course members, to formally graduate in December at ACSC, are:

CHAP Murray Lund, LCDR Robert Banyari, LCDR Dominic Katter, LCDR Linda Walker; LCDR Simon Winder, and LEUT Tony Gilmour.

Attending the course from the USA was Cdr Patrick Hazelwood, USNR who may be remembered by some from his time as an instructor at HMAS WATSON in the 1990s.

RADM Thomas also presented Reservist LCDR Robert Banyari, the Lonsdale Medallion as the outstanding course member of Course 26/07, in both academic results and personal attributes demonstrated throughout the course.

LCDR Banyari graduated as a midshipman from ADFA 1992 then completed seaman officer's training and gained sea experience in HMA Ships Jervis Bay, Derwent, Darwin, Cessnock and Bendigo. Promoted to

lieutenant in 1996, he explored the aviation branch before returning to general service in 1998.



*Deputy Chief of Navy RADM Davyd Thomas presents the Lonsdale Medal to Dux of RANSAC 26/07 LCDR Robert Banyari.*

LCDR Banyari was awarded his under water mine warfare qualification in 2001 before returning to Cairns as the Deputy Port Services Manager. He transferred to the RANR in 2002. Until 2005, he filled the maritime plans role at the Deployable Joint Force Headquarters in Brisbane, and he is now the Land Warfare Centre formation's strategic and facilities planning officer at HQ LWC in Canungra.

LCDR Banyari's interests include Australian Rules football, rugby league/union, skiing/snow boarding, tennis, golf and playing the piano. His main passion is travelling, having extensively explored 52 countries, 76 ski resorts and 129 cities to date.

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