



HONOUR HONESTY COURAGE INTEGRITY LOYALTY



HMAS CRESWELL MAGAZINE 2004

ROYAL AUSTRALIAN NAVAL COLLEGE



NAVY

CRESWELL MAGAZINE 2004

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Large Photograph on Front Cover is the Navy Open Day.

Portrait on Back Cover is RADM Creswell, the first Senior Officer of the RAN.

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The magazine reflects a year in the life of the RAN College and the departments of HMAS CRESWELL. The publication does not reflect official policy of the Royal Australian Navy, and is intended merely to portray reasonably informally the activities of the College and the Establishment.

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The Essence of Leadership

Quiet Resolution. The hardihood to take risks.

The will to take full responsibility for decisions.

The readiness to share its rewards with subordinates.

An equal readiness to take the blame when things go adversely.

The nerve to survive the storm and disappointment and to face each day with the scoresheet wiped clean, neither dwelling on one's successes nor accepting discouragement from one's failures.

In these things lie the great part of the essence of leadership, for they are the constituents of that kind of moral courage that has enabled one man to draw many others to him in any age.

S. L A Marshall
Historian



Captain's Foreword

by Captain Tony Aldred, RAN

On 16 January 2004, I took command of HMAS CRESWELL and commenced my appointment as Training Authority-Initial Training, Leadership and Management (TA-ITLM). Implicit in the latter role are the duties of Captain, Royal Australian Naval College (RANC). Three days after I took command, my first New Entry Officer Course (NEOC 30) joined and the job started in earnest. NEOC 30 was the largest single entry in the history of the RANC and things haven't let up since, with 12 months in CRESWELL feeling more like 12 days to me.

Having just completed two years as a senior member of the Australian Fleet Sea Training Group preparing fleet units for operational deployment, I felt well prepared to take on the many challenges ahead of me in my new roles. What I wasn't really prepared for was the great variety and volume of tasks at hand, both locally in CRESWELL and nationally as TA-ITLM. Being the Special Magistrate and Coroner for the Jervis Bay Territory, Superintendent of Naval Waters and member of the Booderee National Park Board of Management has been the icing on the cake – what a learning experience for a simple mariner. After my first year in command I am pleased to report that we have achieved so much that I feel humbled by the level and quality of the efforts by all in the team. In particular, having strongly advocated 'inclusiveness' as a key tenet for my tenure in command, I have been most impressed by the seamless integration of uniformed

CRESWELL Command element/RANC/TA-ITLM staff, Defence civilians and civilian contractors. I truly have inherited a fine group of people who understand exactly what teamwork and commitment are.

Despite the impact of persistent staff shortages and a tight budget, 2004 has indeed been a momentous year on a number of fronts. On the training side, much effort was applied to forming a consistent 'values-based' approach to curriculum development, with a focus on aligning the training/assessment philosophy and documentation in all elements across the TA-ITLM organisation. Underpinning this was a review of the Leadership, Management and Personal Development training continuum and a training needs analysis of the New Entry Officer Course. These reviews have resulted in significant improvements to the content, sequencing, timing and training progress management aspects of the associated courses. On the base command side, the main 'strategic' focus has been the development of the business case for a project proposal to redevelop CRESWELL and the RAN School of Survivability and Ship Safety (RANSSSS) to meet forecast training demands well into the 21st century. It is hoped that this project will be approved by the end of 2005, so detailed planning can be undertaken for building works to commence by 2007.



As the stories later in this year book will explain, CRESWELL has hosted visits by numerous fleet units and has been graced by many thousands of trainees and visitors, including a number of very senior, high profile politicians, bureaucrats and ADF officers. All were impressed by what they saw, with the support they received and, most importantly, with the people they met. The message here was invariably clear – we are doing well and can be justly proud of our efforts in training officers and sailors, supporting the fleet and managing a 'heritage base' within a region of environmental significance.

In conclusion, I have to say that my first year in command has exceeded my expectations – CRESWELL is truly a dynamic place, the RANC is resurgent and TA-ITLM is a fine organisation that provides the bedrock upon which careers for the next generation of RAN officers and sailors is built. With this in mind, I am excited about the prospect of leading my fine team to achieving even more in 2005 ■

Year at a Glance

By Lieutenant Desmond Woods



The training tempo at HMAS CRESWELL continued to keep every member of the community, both service and civilian, fully occupied in 2004.

In January a fifth NEOC division was formed to cope with the enlarged NEOC 30. It was named after the naval surgeon George Bass. The fact that Bass was lost at sea was not lost on members of other Divisions. The largest single intake of officer-trainees in the history of the RANC began their six-month course with 124 men and women from all over Australia and beyond uniting to learn the art of leadership the Navy way.

The first significant event of the new year was the change of Commanding Officer's. Captain Andrew Cawley was succeeded by Captain Tony Aldred who came to be TA-ITLM after two years as

Commander Sea Training - Major Fleet Units. Captain Cawley departed for Canberra to take up his position leading the Navy team on the Air Warfare Destroyer Project.

The first sporting fixture of note was the Lou Smith Cup for Rugby. This trophy has been competed for between the RAN and the RNZN for over 70 years. February 8 was

a blazing hot summer afternoon more suited to a beach party than a Trans Tasman rugby joust. The match was contested as an integral component of the Exercise Ocean Protector Sports day, and attended by almost 1000 Australian and New Zealand sailors. A wide range of activities were contested, including both traditional and novelty sporting events that utilised all of CRESWELL's facilities.

Like any Aussie V Kiwi encounter the Lou Smith Cup game provided an excellent spectacle of

tough hard rugby with no quarter given or expected. Despite the oppressive summer heat, the match was played at a frantic pace and featured bruising defence – the commitment of both sides was exceptional in such difficult conditions. The result was decided by the referee's whistle in the final seconds of the game. Unfortunately for the RAN team, the referee's



arm was raised in the wrong direction and the Kiwi kicker slotted home the winning penalty goal as the full time whistle sounded. The final score was RNZN 3 defeating RAN 0.

In February the 40th Anniversary service for the loss of HMAS VOYAGER was held. This was a moving and memorable morning. Many former members from both VOYAGER and MELBOURNE met again and remembered the events of that tragic night in February 1964. Family members of those who lost their lives and those who have died since came from many parts of the world for this service which was addressed by Captain Aldred and Bishop Tom Frame, Anglican Bishop to the Australian Defence Force.

The two major highlights of the 2004 year for the ships company were the Open Day and the Freedom of Entry March into Nowra. Both of these events were deemed a great success and were blessed with good weather.

The Open Day had been cancelled in late November 2003 due to heavy and persistent rain and so a warm fine morning on May 30 was doubly welcomed. The general public responded in very large numbers, keen to see CRESWELL and to enjoy the warm sunshine and the range of activities and



events scheduled for the day. In recent years, due to higher security requirements, CRESWELL has not been open to the public in the way that it once was. This meant that for many younger visitors the Open Day was a chance to visit a place where they had never been to before.

The preparations were complex and demanding. Commander Henry Pearce was the OIC of just about everything. Lieutenant Tom Lewis was the commentator and MC and chose the highbrow music on the loud speaker. Lieutenant Andrew Sleeman had the unenviable task of co-ordinating parachutists, helicopter landings and take offs, and the "wet winching" which took place in the Bay.

Of particular interest to the public were the helicopters and a unique

remote-controlled aircraft. The Kalkara target aircraft, which has its home at Jervis Bay Airfield, was on display to the public. The ADFA Band was present, tours of the College Buildings and the RANSSS were taken up in large numbers and the same number of children were lost and later found. This was an excellent opportunity for CRESWELL to showcase itself to the community.

The Freedom of Entry March into Nowra, on Saturday 18 September (photographs on page 61) was undertaken at the invitation of the City of Shoalhaven. This was a major ceremonial event for CRESWELL and ALBATROSS ships' companies and for NEOC 31. The ceremony, which included a challenge and reply, exercised the two establishments' right to march

Year at a Glance Cont.



within the city boundaries with 'colours flying, bands playing and swords drawn.' The parade was under the command of the senior of the two establishment's Captains, Captain Aldred. The Mayor of the City of Shoalhaven and the Minister for Defence, Senator Hill reviewed the parade and they both made mention of the significance and importance to the region of the presence of ALBATROSS and CRESWELL.

The 2004 social programme at CRESWELL was greatly enhanced by the inaugural CRESWELL Winter ball which was held at the Huskisson RSL Club on 26th June. It was a cold night to start off with but soon things heated up once the Ricky Lynch Duo belted out a few tunes known to both young and old and the dance floor

became full. Ball goers feasted on marinated chicken salad and crepes for entree's, and mango chicken and lamb racks for the main. A great night was had by all. All ranks scrubbed up well once they put a tuxedo or a frock on. This was the first occasion when all the

people, both service and civilian, who make up the CRESWELL Community came together for a formal social event. Great credit for its organisation goes to LS Derrick and her committee.

So much happens during any 12 month period at CRESWELL that it is impossible to capture it all in this magazine. In 2004 CRESWELL hosted hundreds of visitors with an amazing range of different requirements. These included: the Commandant of the Indian Defence College, the Minister for Justice, the NSW Police Southern Regional Command, the ACT Brumbies, the University of Technology Sydney, the Rooty Hill RSL, The Australian Historical Garden Society, the Silver Society of Australia, the Australian Institute of Engineers, the ANU Environmental Program, the Australian Maritime Museum, a Life without Barriers Fishing Clinic for the disabled, the Jaguar Drivers Club, a Police Youth Camp and an AFP team building exercise, an ABC Compass film making team, Sea Scouts, Legacy, Vincencia High



School work experience students, the HMS GANGES Association and a major NSW Emergency service exercise. Ten weddings were celebrated (one of which was LCDR Rebecca Virgona's and one was the Captain's eldest daughter). This list is far from exhaustive and does not include the support that CRESWELL provides for the Australian Naval Cadets, through TS Jervis Bay and the ANC Cadet Officers' Course.

For some years CRESWELL has also been the venue for Camp Quality's annual pre Christmas fun and festivities for children who have been diagnosed with cancer and leukaemia. They come with their carers and their siblings. Perhaps they are the most important visitors of all.

In May the sail training ship WINDEWARD BOUND was damaged by high winds. Her engine and generator flooded and she lost power south of St George's Head. She was towed by Marine Rescue Services to CRESWELL where she stayed until she was fitted out with a replacement engine.

2004 was only the second time that CRESWELL had a Royal Navy Long Look Exchange Officer on the staff. LEUT Sarah Hunwickes, RN came from Britannia Royal Naval College, Dartmouth for the four months of Exercise Long Look and LEUT Antony Pisani, DO of Cook, went to BRNC. It is anticipated that Long Look will continue to provide opportunities for short, but valuable exchanges between CRESWELL and the Royal Navy's training establishments.



Significant departures, namely those who had been at CRESWELL for more than just 2004, included: the Executive Officer CMDR Henry Pearce who left the RAN to take up a career with Raytheon in WA, the Training Commander Chris Baldwin, who was married during the year and then moved on the Fleet Base East, CMDR Richard Rowan departed for Canberra from whence he had come two years earlier, WO Darren Jeffs went to the demanding task of Command Warrant Officer SYSCOM, LCDR Mick Haines, LCDR Steve Heppenstall, LEUT Tom Lewis, LEUT Andrew Garven, LEUT Luke Marthick, LEUT Greg Davis, LEUT Mark Skinner, LEUT Antony Pisani, LEUT Larry Cook, SBLT Nikki Wong, CPO Norm Sweeny, CPOB Tim Badger, PO Bungy Williamson, POMED Horsborough, POWTR Graham Bailey, POPT Roger Roy and LSNPC Mick Poole. Ms Denise O'Shea left the Pay Office for retirement.

At the end of every year CRESWELL also loses large numbers of staff who have given great service during

the year they were posted here. 2004 was no exception. Those who left at the end of 2004 after one year are too numerous to mention. Those who return in January each year wonder how CRESWELL will manage to put all the pieces of her complex jig saw together and get on with the training task without the sorely missed expertise of those who have departed.

However within a very few weeks the old members and the new members of the CRESWELL team are learning from each other. Those who have come in from the fleet and from other establishments have much to offer and help to ensure that training remains current and relevant to the operational requirement. The old hands and the new hands pool their experience and get on with meeting the needs of all those, sailors and officers, who come here to learn, in this historic place.

CRESWELL offers them all the knowledge, training and skills they need to start, or to continue, their careers in the modern Navy ■

CO's Commendations



Three Senior Sailors - WO Gary Bromley, Chief Petty Officer Norm Sweeney and WO Darren Jeffs - with their Commanding Officer's Commendations.

WO Darren Jeffs and WO Gary Bromley have spent a long period of service overhauling a Senior Sailors course to reflect new priorities. And Chief Petty Officer Norm Sweeney also received a Commendation for his sterling efforts over the past two years at Creswell.

Later in the year LEUT Richard Adams was also awarded a Commanding Officer's Commendation for his significant contributions to leadership and management training at Creswell over the last three years ■

White Ensign



Captain Andrew Cawley was given the Australian White Ensign used at his last morning colours ceremony as Captain on 19 January by CMDR Henry Pearce the XO.

HMAS Voyager Memorial Service



Address to the HMAS VOYAGER Memorial Service
1000 Sunday 15 February 2004

- prepared for Captain Tony Aldred by Lieutenant Tom Lewis

40 years ago our Navy and our nation lost a magnificent body of men and a fine ship in the collision between the destroyer VOYAGER and the aircraft carrier MELBOURNE. Today, as survivors and friends gather together, both the Navy and the Nation can benefit from the lessons learnt from that terrible night.

We acknowledge the leadership and teamwork which the survivors showed as they rescued their comrades. We admire Chief Petty Officer Jonathan Rogers, who earned a posthumous George Cross for his actions.

Rogers was the most senior sailor on board the destroyer. Trapped in the forward café of the ship, he organised the escape of others, saying to a Leading Seaman "I can't get out. You get all the young fellows out the hatch".

He kept up the morale of the junior ratings, organised the escape of as many as possible, and stayed with those who could not and encouraged them to meet their death with dignity and honour. He upheld the highest tradition of the Service at sea and of his rating as a Chief Petty Officer.

We salute the actions of Midshipman Kerry Marien, who rescued others and who died in helping his fellow man.

We salute the 10 sailors commended for their actions, and those who were not so honoured but nevertheless tried their best in daunting circumstances.

And today we salute you too, the survivors, who are gathered here to remember and to reminisce, to grieve and mourn our loss, but also to commemorate bravery and honour in the sinking of HMAS VOYAGER ■

Senator Robert Hill Visits

The Minister of Defence, Senator Robert Hill flew into JB Airfield on 17 September to familiarise himself with the various functions of the establishment and to announce the Government's plans for the expansion and refurbishment of facilities.

He announced that replacement of the current fire fighting equipment at the RANSSSS would go ahead and that the funding for the refurbishment of Cerberus house and the building of Geelong House was in the pipeline.

He was also briefed on the role that Creswell plays in providing a base from which maritime special operation capabilities can be exercised.

His visit, which came a few weeks before the general election, attracted considerable media attention ■



Senator Hill Answers Questions from the Press about plans for expansion of facilities at HMAS Creswell.



Senator Hill took a keen interest in the capabilities of the divers who were training at CRESWELL during his visit.

Observations on RANC

By CMDR Christopher Baldwin
Training Commander
RANC 2002-2004

This report takes the form more of a personal reflection on my time as Training Commander of RANC in the period 2002-2004, but it is also a commentary on the changes and events of 2004.

In 2002, on my arrival at HMAS CRESWELL, I was appointed to the role of 'Training Commander' of RANC, in addition to my duties as Deputy Training Authority TA-ITLM. This role of 'training commander' was a return to an earlier associated duty of the Executive Officer of CRESWELL, but it also, importantly, represented a deliberate initiative by Command to push the Royal Australian Naval College (embracing all new entry officer and advanced officer and sailor LMPD) to a more prominent position in terms of management level and policy focus. That focus on LMPD and the central role of TA-ITLM has not wavered and has been very much at the forefront of all activities in 2004.

Prior to 2004 the emphasis had been very much on developing the strategic policy to overarch initiatives such as the tertiary delivery of leadership and management subjects in the LMPD, the extension of LMPD philosophy to other areas of training such as Principal Warfare Officer development and Command training, and the consolidation of flexible delivery as an integral part of LMPD training. However, with any strategic focus, there must be an allied development of the operational mechanisms by which to achieve the strategic aims and consolidate what has been

achieved. In 2004 the emphasis has been on consolidating the training processes that underpin both officer and sailor LMPD training. In particular, the officer LMPD rests on the foundation of New Entry Officer Course (NEOC). This course curriculum has been further developed and documented to clearly identify the key competencies and relationships between curriculum elements. In addition, a Training Needs Analysis was carried out to identify just what the Navy expects and needs of its new entry officers. The findings of this analysis would then inform decisions on such matters as length of course, balance of practical and theory components, and the importance of leadership and teamwork skills. Leadership development has become the backbone of the NEOC curriculum, and for good reason. It is primarily the development of leadership potential and core skills that will inform the officers ability to lead in their later career and provide the role modelling of core values so important in today's Navy. In addition, the trainee progress management system has also been revised to accord with Navy training policy but also to provide for the assessment of leadership and other core skills in both a theoretical and practical environment. The complete overhaul of NEOC curricula and documentation has been due to the enormous effort of all staff in the officer initial training faculty and the training development staff of CRESWELL.

The pivot of the officer LMPD is the Phase 2 Junior Officer Leadership

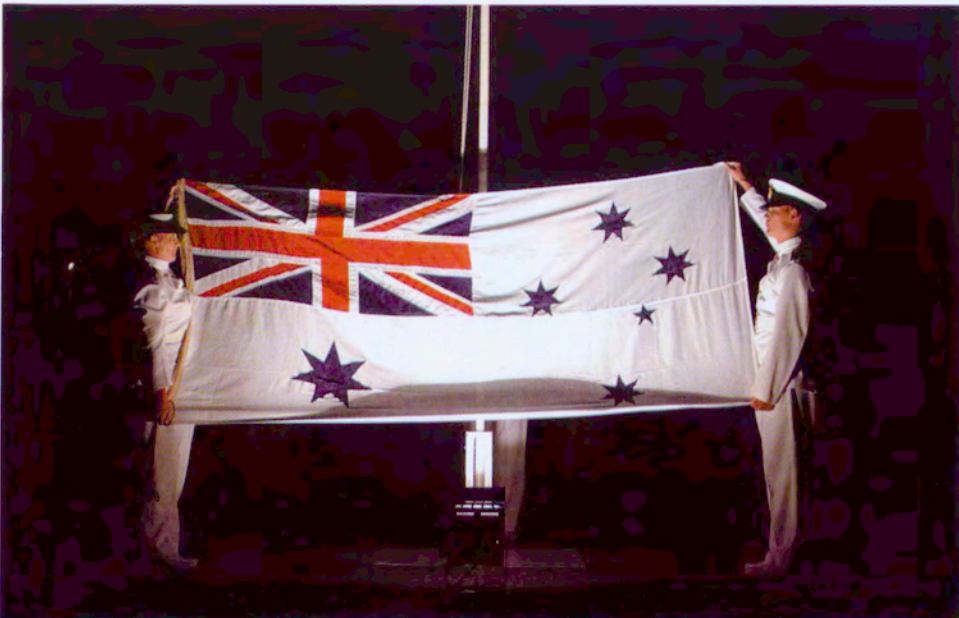
Course. This course has also been revised and amended to provide more rigour and robustness as both a leadership and divisional officer development course. The work of LCDR Burton and his staff has been exceptional in this regard and the Phase 3 Junior Officer Management and Strategic Studies Course has likewise been a success story.

As in any training institution there must be a process of benchmarking and of internal revue of organisational structure. The structure of RANC, put in place in late 2002 to achieve certain specific goals that were appropriate at that time, has been revisited and amendments to that structure and key positions in the organisation will be effected for 2005. These changes have been endorsed by Command and best place the RANC and TA-ITLM for the new challenges facing it in 2005 and beyond. I was especially pleased to be able to have one of our divisional officers in the officer initial training faculty undertake a short term exchange with a divisional staff member at the Royal Naval College at Dartmouth, under the Long Look program. This provided for an invaluable exchange of information of officer training to take place and for one of our young divisional officers to benefit from the immeasurable experience of spending time as part of the staff of one of the worlds most prestigious naval officer training institutions. I was also able to organise for the Head of the Officer Initial Training Faculty to attend the Leadership Conference at the US Naval Academy -

Annapolis in early 2004, in order to obtain valuable information on the current development of ideas and methodologies in officer leadership development and to network with key military and university staff involved in officer development at military institutions in both the United States and in Canada.

In all, the Royal Australian Naval College has continued to evolve steadily as an important officer and sailor professional development institution in the RAN. The LMPD programs have developed further in their documentation and the

rigour of the intellectual input expected of the students as well as the standard of lecturer that participates in these programs. This progress has been due to the remarkable effort and dedication of all staff at RANC and the support provided by CRESWELL. The Naval College and TA-ITLM will continue to develop both officers and sailors who will take key leadership positions in our Navy and provide the leadership and role-modelling so important for the achievement of our Mission ■



Visitors - of the International kind



Commandant of the Indian National Defence Academy visit

The Commandant of the Indian National Defence Academy, Vice Admiral Bangara, accompanied by the Indian Defence Attache to Australia, Captain Parameswaren, and the Defence Academy Adjutant, Major Ranade, spent a day at the College studying leadership the Australian way. Vice Admiral Bangara and his team met with Captain Tony Aldred and the Training Commander, Commander Chris Baldwin, then toured the College to discuss a range of training issues with College staff ■



JOMSSC & the Royal Malaysian Navy

On Wed 13 Oct 04 Creswell hosted Officers from the Royal Malaysian Navy who were here to learn more about how the RANC looks after the the training of New Entry Reserve Officers ■

Cdr Khalid bin Jaafar, RMN - Staff Officer Naval Reserve with CAPT Aldred

Chaplain's Chatter

Boy, time goes quickly when you are having fun !

Here I was having fun in October, when I received a phone call saying "your fun is about to stop", and I was told I was on a Posting.

This year has been fantastic, not only because of the environment in which we work, but because of the people I have been working with. Everyone has welcomed and been a tremendous help to me, and I thank God for each and every one of you.

Yes, there have been some difficult times, but they have been out weighed and pale into insignificance when put against the great times. The NEOC's have challenged me and taken me out of my 'comfort zone' and I also thank God for that, for that is the way we learn. And the day I stop learning is the day I want to go and meet my 'Boss'. I know that the same welcoming spirit will be offered to my replacement , CHAP Paddy Sykes.

You know I could go on about leadership and Navy Values, and turn this into a D&M article, as most of you know that is not me. I want to say each and every one of you is loved, is needed and is important, not because of the size of your bank account, or for anything that you have done, but because you are created in the

image of God, and God does not make junk or sponsor flops. As I leave I am going to miss you and it will be my fervent prayer that you each reach your full potential as human beings who are loved. I am not going to say that I will remember you daily in prayers but be assured it will be weekly.

Thanks for the great memories.

Graeme Watkinson.



CHAP Graeme Watkinson leaning on his 'Pastoral Staff' (walking stick) during Exercise Matapan, about to walk on water.

Farewell to LEUT. Tom Lewis, OAM



Lieutenant Tom Lewis left CRESWELL in mid 2004 after five years on the staff of the RANC. He had made a mighty contribution to the upgrading of the Historical Collection and the preservation of the College's photographic archives.

Tom initiated the historical trips to Spectacle Island for NEOC's. He was the Course Officer for the Junior Officers' Strategic Studies Course, NEOC Naval History Instructor, Ship's Public Relations Officer, Editor of the College Magazine and Wardroom Properties Officer.

Tom made a significant contribution over five years and was awarded the OAM for his stirring efforts at CRESWELL ■

DMS Defence Maritime Services

For Able Seaman Jodi Derrick, it was to be a normal duty that she assumed on 5 February at the waterfront of HMAS Creswell. But together with some of the local staff of Defence Maritime Services, Jodi was instrumental in helping save a ship from possible serious damage.

Strong wind and sea conditions combined against a ship anchored in Jervis Bay. In the stormy conditions, the vessel began dragging her anchor. Normally this is something that is serious

and needs immediate attention, but there was more trouble in store for the duty watch on board. Problems with engines and the anchor capstan meant a potentially dangerous situation was developing. On shore, Jodi and some DMS staff readied the local training vessel Seahorse Horizon for duty. Captained by Ross Davey, she was soon deployed as a tug, helping the troubled vessel avoid being driven onto shore. Jodi's cool demeanour and organisational abilities were a major part of saving the day.

As a result of the action, Jodi was recently awarded a Commanding Officer's Commendation at a brief ceremony at HMAS Creswell ■



Able Seaman Jodi Derrick is congratulated by Creswell's Commanding Officer, Captain Tony Aldred; the DMS Regional manager Andrew Dunlop (left) and the Assistant Regional Manager Chris Valvo.

Armoury Staff at work

Several weeks before ANZAC day, plans have to be made for the myriad of people, vehicles and equipment which will ensure that the Dawn Service is carried out across the Shoalhaven region. Creswell provides Guards for many locations including Culburra, Hilltop, Ulladulla and of course the Establishment itself. All of these groups have to be provided with weapons issued by the Armoury staff, and their day begins in the middle of the night, to ensure that enough time is given for the necessary travel. The first Service of the day is then followed by even

bigger marches in hundreds of cities, towns and villages across the country.

Of course, all of the plans and equipment must be readied well beforehand, and this means many hours of cleaning, skilled preparation, and careful adherence to regulations, with the whole operation carefully supervised by the experts in ceremonial such as Creswell's Chief Petty Officer Tim Badger. For the staff of all the ADF's Armouries, this is one of their busiest times of the year ■



CPO Tim Badger, Petty Officer Glen Luland, and Able Seamen Lindsay Ackland, Peter Denney, and Matthew Andrews hard at work preparing for ANZAC Day.

RAN School of Survivability and Ship Safety

The Royal Australian Navy School of Survivability and Ship Safety (RANSSSS) has the mammoth task of training all members of the Navy in the subtle arts of Combat Survivability (CS). We aim to ensure that if a ship suffers battle damage or a peacetime accident, the sailors will have the skills and capability required to stop the leaks, fight the fires and continue with the mission.

As CS is such a vital part of naval training, we operate three training facilities around the country. The Lead School (Training Facility East) is situated a few minutes drive outside HMAS CRESWELL. The RANSSSS Management Cell, which co-ordinates operations for the three training facilities, is located on base behind the Historical Collection.

Training Facility (TF) East had an extremely busy year in 2004. They trained over 2000 students – in 69 scheduled courses, 17 individual ship Pre-Workup Training sessions and 13 ad hoc training sessions (including training of civilian and emergency services personnel), as well as conducting operational training and assessment in Chemical, Biological, Radiological and Nuclear Defence for ships proceeding to the Gulf. As always in Navy, skilled personnel are at a premium and TF East staff achieved their remarkable training output against the background of a 70 percent staff hangout. In addition to training RAN personnel, TF East conducted CS training for a class from the Vietnamese Navy.

Training Facility West is located at HMAS STIRLING, in Rockingham, WA. They too have had a busy year, training over 2300 students over the 03/04 period. In addition to this important work they have done a large amount of inter-agency training. Over 100 WA police members, as well as firefighting services, emergency services and Naval Reserve Cadets, have taken advantage of TF West's facilities. In 2004 TF West personnel also trained Singaporean Navy personnel in firefighting and leakstopping/repair.

TF South is located in HMAS CERBERUS – the cradle of the Navy. They have the unenviable task of training the thousands of recruits entering the Navy each year. Up to 60 recruits will enter the facility each Monday. They will emerge again on Friday afternoon with the skills and knowledge to fight to save their ship from damage. Last year nearly 60 recruit classes passed through the doors of TF South. In addition, TF South trains the Damage Control Yeomen, who maintain damage control equipment on seagoing units.

Combat Survivability has always been important, and the increased operational tempo of the past few years has only underlined that importance. We are all aware that Naval service can change from benign to perilous in the blink of an eye. We hope that the "worst case scenario" never happens at sea, but our aim is to ensure that RAN people have the skills to cope if it does ■



Personnel at TF West's firefighting training unit



Participants from the Vietnamese Navy



Recruits at TF South get their first taste of the firefighting experience

Training Support

By LCDR Rebecca Virgona

The Training Support Cell had a productive 2004, which resulted in the redevelopment of almost the entire suite of TA-ITLM syllabus. With a transitional staff of three, the TS Cell worked together with the Training Admin. Cell to ensure the instructional and divisional staff at CRESWELL were well supported. The occasional morning tea, produced by Trish, Ray, Fiona or Rodney, bolstered morale and helped keep the ball rolling. There should be more of this!

The new Head – Training Support (H-TS), LCDR Rebecca Virgona arrived in Jan 04. Her major task for the year was to clearly define the 22-week New Entry Officers' Course (NEOC) in Competency Based format. The arrival in July 04 of some dedicated Training Development assistance in the form of LEUT Terry Bird, was a huge factor in the success of this mission. By observing the training successes, tapping the experience of the instructors and applying many of the lessons taught in the course itself, the true nature of NEOC emerged in the syllabus documents. Simultaneously, LCDR Cowan and his team were defining new Rights of Passage to be built into the course resulting in a series of challenges for the NEOC's and a solid leadership, management and professional development (LMPD) basis for the officer continuum.

NEOC is just one of over 50 TA-ITLM courses and the TS Cell is working to redevelop all of these by the end of 2005 in the updated format.

In between inducting NEOC's, ensuring ceremonial protocols were of the highest standards and the occasional instructional stint, our Quality Control Officer (QCO), POCIS Scott Revell, evaluated every course conducted at CRESWELL over the year. This task proved to be increasingly rewarding as QC feedback moved from constructive but frustrated at the start of the year to positive and appreciative towards the end.

The CPOs Leadership and Development Program (CLDP) and Junior Officer Management and Strategic Studies Course (JOMSSC) reported most favourably thanks to the high calibre of instructional staff. The Junior Officer Leadership Course (JOLC) proved to be most improved as it evolved from a vague collection of useful lessons to a valuable Divisional Officers' Course reported by more than one student towards the years end as 'the best Pussers course I have ever done' ■



A Year in the Life of Training Support Cell

By Trish Staunton

“Life is like a box of chocolates: you never know what you’re going to get”

- so eloquently delivered by Tom Hanks in the movie “Forest Gump” is a fine analogy for Training Support’s role in 2004.

Training Support Cell continued to go at full speed with a huge team effort of Rodney Webb (the unflappable programmer), Raymond Burt (administrative brains trust) and the very shy! but capable new staff member, Fiona Goodman. The cell continued to be the pulse of the College and this in no way had any bearing on the provisions of morning or afternoon tea delights!

As trainee throughput continued to climb at a rapid rate, so did the scope and volume of tasks over the year. A number of new procedures were put in place by the Course Administration Officers’, Ray and Fiona which resulted in improved efficiency and better management of courses. Great rapport was established with all of the Course Officers and Course Implementation Officers as course templates were discussed, changed and changed just one more time!!! Much laughter and jocularly could be heard coming from these get together’s along with the odd bit of hair pulling, with support staff steadfastly refusing to succumb to the offers of bribes or chocolates!

Course Programmer Rodney continued to pull endless rabbits out of hats with remarkable results. LCDR Michael Haines wore the carpet through to the floorboards

coming into Rodney with changes for NEOC and Rodney returned the favour by pointing out the next impending crisis! In between the mammoth programming load, Syllabus Plus (optimisation scheduling application) training courses were conducted by Rodney and Ray, and between them they successfully trained 12 people from 3 establishments.

Much of my time was taken up challenging the ever-changing Training Aid Requests (TARS) System. Dogged persistence does reap reward and the college ended up with decent acquisitions to provide both staff and students with the most up to date training equipment available.

A highlight of the year was our inaugural participation in the NEOC 30 Exercise MATAPAN where we role played as Unauthorised Arrivals (UAs). We took our roles very seriously, adopting new identities, a formidable foreign accent and utilised an interesting array of stage props. The NEOCs responded admirably, treated us with respect, decency and sensitivity and demonstrated great potential. For us it was a very rewarding experience as we gained a better understanding of the importance of leadership training for our future leaders.



Training Support continues to be an integral link in the chain and prides itself on its corporate knowledge, enthusiasm and capacity to lend a hand. We look forward to being part of the RANC for many more years, with a few laughs along the way as we get on with the job ■

Maritime and Strategic Studies Faculty

By LCDR Mark Burton

2004 has proven to be another busy year for the Maritime and Strategic Studies Faculty (MSSF). With a number of new staff joining in January there was the usual familiarisation and settling in process to go through while everyone began their Christmas recovery period.

The Junior Officers' Leadership Course was our first 'cab off the rank' with a double course of Seaman Officer trainees joining the Faculty on 19 January. They all soon realised that if you have to be at CRESWELL on a course this was the time of year to be here! While the course kept both instructors and students busy, they had many opportunities to enjoy the best beaches in the country and to make the most of the hot summer weather. Since that first course in January the JOLC staff have seen another six courses, some double classes, go through the Faculty. It's been a year to consolidate the course and confirm that previous training development was appropriate and relevant. We were extremely well served with course officers including LEUT's Mark Skinner, Chito Irlandez, Greg Davis, Tess Cunningham and Duane Unwin. During the year LEUT's Skinner, Irlandez and Davis all departed CRESWELL to take up postings to sea.

The Junior Officer Management Course has gone from strength to strength this year largely due to the outstanding efforts of the course officer, LEUT Desmond Woods. The reputation of JOMSSC has been enhanced through the attendance

of well credentialed guest lecturers from both tertiary institutions and government departments. The course is now attracting good numbers for each session and is quickly becoming the flag ship program for TA-ITLM. Unfortunately during the year we lost the services of LEUT Andrew Sleeman who decided three years on exchange with the USN was a better proposition than being assistant JOMSSC officer!

Our Senior Sailor Courses have undergone major developments over the past 12 months with a few upheavals this year in terms of staff changes. WOB Darren Jeffs left us in July to take up his new position as Systems Command Warrant Officer. WOCIS Mark Tandy joined us as CLDP instructor and has quickly settled into the role. WOET SM Gary Bromley remains the stalwart of Senior Sailor training at TA-ITLM. Both the CLDP and SSMC instructors now form an integral part of the TA-ITLM term as they use their vast experience to teach across all LMPD courses including NEOC, JOLC and JOMSSC.

2004 has been a very successful and busy year for the MSS-F and its staff and we're sure 2005 will prove no different. The faculty has benefited greatly this year by committed, professional and enthusiastic staff, their efforts have ensured all LMPD courses are now relevant for the navy's requirements. I have thoroughly enjoyed working in an environment where people continue to strive to do their best and have fun at the same time ■

Kalkara Flight - Unmanned Aerial Target System

By LTDR Bob Ferry

Kalkara Flight commenced the year with a program of test flights to enhance the systems capabilities. This was closely followed by a series of exercises with the RAAF in which two aircraft were deliberately shot down as part of a missile trials test program. In early May Kalkara Flight provided the airborne targets for the RAAF Fighter Controller Interceptor Course.

On 03 June during a test flight a Kalkara was lost at sea due to an accident. From July 2004 all further flights of Kalkara for the year were conducted from the Western Australia launch site at HMAS Stirling. The Kalkara Flight personnel are now honorary "Sand Gropers" have spent so much time in WA.

One of the year's highlights was Kalkara Flights participation in the HMAS CRESWELL and HMAS STIRLING Open Days. The Aerial Target System proving to be a very popular attraction with many visitors to the establishment posing a variety of interesting questions to the crews.

The year ended with a reduction in complement and the posting of some of the long term Kalkara Staff including the OIC CMDR "Wakka" Payne who scored a desk job in Canberra. His replacement was LCDR Bob Ferry for a second tour as OIC ■



"The Old and the New" LCDR M Haines posing as a Captain in period Costume with the Kalkara Aerial Target System.



Senior Sailors' Mess Report

The Senior Sailors' Mess had a socially active and well supported 2004.

A Cocktail Party was held in January, to welcome all new mess members, which also gave us an opportunity to welcome the new CO and his wife, Rosemary. January also saw us soundly beaten in the Annual Cricket Match with the JB community.

In February, the Partners Dine In Night was very well attended, with the Mess President adding 'Karaoke Star' to his list of talents (or not!) If there was an award for who spent the most time at the microphone, then he would have got it, although there were a group of girls who would have given him a good run for his money!

During the Canberra Day Long Weekend, the Senior Sailors' Golf Challenge took place in Bowral/ Mittagong, with the Vice President, Don Waples, walking away with the 'Green Jacket'. Someone must have nobbled Tom Power, who was leading at the half way mark, but fell apart on Day 2 (it must have been something he drank!)

The Mess hosted an ANZAC Day breakfast, when approximately 300 meals were served. A Mothers Day function was held in May, where the women were treated to a sit down meal, whilst the spouses took care of the kids in the BBQ area. The Mess President's wife, Wendy, was given late notice to preside over proceedings and by all accounts did a fantastic job. The State

of Origin series was again well supported.

The Mess Dinner and LS Dine In Night went very well, with the CO and LEUT Desmond Woods, providing words of wisdom at each of the events respectively.

The inaugural Fathers Day Soccer Match was held against the JB community in September. The 'Bherwerre Trophy' was donated by the JB community, to 'promote community spirit', and the trophy will be competed for quarterly. Events will include Soccer (September), a cricket match (January), golf and indoor activities (on dates to be determined). The JB community won the trophy, after a comfortable win in the soccer.

October was extremely busy. Besides the LS Dine In Night, the mess also hosted a successful trivia night fundraiser for the JB Pre-school. A huge number turned up for the event, (Prez note: the winning team included the Mess President!) During October, we also had another great Halloween party, thanks to Christine Dyball. The Almost Melbourne Cup Night, with the 'dogs', was another great night, and was followed by the Melbourne Cup a few days later.

Christmas Raffles was the final event for the year, with over \$2000 worth of prizes. There were some big winners, and most people went home happy, even if it was only because they'd had a good feed.

I would like to acknowledge those that left the committee in 2004, Jock Campbell (posting), Bungy Williamson (posting), Walter Baumhammer (posting) and Tom Power (discharge). I would also like to say thanks to the current Mess Committee (Don Waples [Vice President], Scott Revell [Secretary], Mick Grischeff [Social Secretary], Jeff Bament, Bill Middleton, Anthony Blowfield and Graeme O'Beirne [Mess Manager]), who have all contributed in an active social calendar. I look forward to working with them in 2005 ■

NEOC 30 group shot



VADM Chris Ritchie, CN with CAPT Tony Aldred after NEOC 30's Passing Out Parade.

BASS Division NEOC 30

by MIDN J.K. Southern

A Time for Growth

When 125 people started course on the 19 January 2004, we had people who had just come out of school, those who had previously served in the Defence Force, those who already had degrees or experience in the workforce, to NEOC's eldest member Chapers'. From the moment we arrived we were told to work as a team and get to know our new homes and divisions. Of course with having so many people, one new division had to be made. This most historic Division would be known as 'Bass' (the first Bass in the history of the college), and over the period of course would be seen to be one of the hardest working, studious and tenacious Division this course. Of course this was when we weren't being found in the Gunroom or in one of our two houses finding out what the newest uniform change was.

Of course during our five months of training we would be challenged and pushed to our limits, mentally and physically. This started from ITP when we had to learn how to properly iron our rigs, make our racks, square away our cabins, learn what getting up at 0530 meant when put together and especially what team work meant. This gradually progressed to finding our strengths and weaknesses and continually improving ourselves, whether it meant taking the Division more often for drill or going down to the beach in our spare time to improve our underwater swimming. More importantly, many of us learnt that although we come here



to be taught the basic theory of leadership and the role of an officer, we have to learn first that "you must be an Indian before you are a Chief". This means that we must trust those around us to lead us when the time comes, and in turn trust that those around you will follow you when you must lead them.

Throughout these five months of training, I have the privilege to say that we have not only grown as individuals, but also as a team. We have pushed each other through to our final goals. We have done this with the help of our Divisional staff, college staff, but most importantly our 'oppos.' So each member can say that not only have I passed NEOC, but that we have passed NEOC ■

COOK Division NEOC 30

By MIDN Richard Brickacek

“Not by Strength but by Guile.”

Ahhhh NEOC. Well what can be said, about the division that was made up of coffee brewing, sport orientated but not minded, laid back engineers, potential seaman officers, wanna be pilots (Birdies), loud mouthed teenagers and people with an overall positive outlook on life until experiencing 0530 wake ups to sink the Bismarck you say? Living legends, that's what. And these fine young gentlemen and women were to be known as the infamous Cook Division.

It was all about heart. Coming together on 18 Jan 04, 23 fine people came together to experience something that was only talked about or seen on television. The unique personalities and ages, which varied from 17 to 43 years old, added that extra challenge as the different life styles came together but, at the same time, brought ideas, thoughts and different educations too, which later on proved beneficial. Hence our motto was created, “Not by Strength but by Guile.”

ITP was our first hurdle as most people were hauled out of their comfort zones of mindless TV and afternoon naps. This part of our course really helped with team building and we all learnt for ourselves that Chiefs and Indians are equally as important in any environment or situation. It was also about living in surroundings where 90-second showers were in



force and where many body odours had to be endured by the ladies.

NEOC then slowed down to a better pace and allowed more freedom to be enjoyed by all. Leave on weekends and use of our Gunroom. It was also the time we did our NBCD training or being burnt (fire fighting), drowned (flood control), and gassed (chemical warfare training).

Our first taste of the sea was on board Seahorse Horizon. It was here that people found out what gaining your sea legs meant, to the discomfort of many. It was here that we put our classroom and practical training to use, from fire fighting to man overboard and navigation of a ship.

HMAS TOBRUK was Cook Division's first true taste of life at sea as the ship for our Sea Training

Deployment. Flinders and Cook Divisions, circumnavigated Australia, stopping at Cairns, Darwin and Fremantle and saw two French Navy ships, (a destroyer and a frigate) off the West Coast of Western Australia. From chipping and painting, to participating in a Jackstay over to the destroyer, it was a great experience. What was good was the interaction with the ships' company and to see that the ship ran more like a family full of respect for each other, each knowing their place in the working environment; just how one would want a ship or an organisation to be run.

We had fun and games too. Cook Division are experts at the “work hard, play hard” idea. Our Sporting side was one with the attitude of “Its not about winning but about having fun.” This attitude always made life easy due to our losses,

COOK Division Cont.

especially when we did have a win based on our brains and strategic manoeuvres, like that of the tug-o-war, which Cook Division dominated.

Our final test was Exercise Matapan. It brought people from other division together and put all that was learnt throughout NEOC in terms of leadership and team management into use. On completion of this we all saw how we had changed in different ways, some people more than others but when push came to shove no one was afraid of getting down and dirty.

Next was the finale, our Graduation. A moment in time that makes you feel proud of what you have done, and for Cook that was a lot. We had come from all types of backgrounds, education and traditions, but by the end of it all the friends we had made, the people we had become and the bonds that had been created, are things you can't create over night. So one might ask "how could have all this been accomplished?" I'll tell you, "in only one way, the Cook way" ■



FLINDERS Division NEOC 30

by Anonymous

“Always Happy in the Pus”

If anything, that can definitely be used to describe NEOC 30's Flinders Division.

On the 19th of January 2004, 125 dazed and confused people from all corners of our continent stepped off buses and gathered at the foot of the buildings that we would call home for the next 22 weeks. Only 24 of those people would be fortunate enough to claim the privilege of being a member of Flinders Division.

With all of us new to the game of officer training including our DO, we embarked on a 22-week journey to get to know others, ourselves and to test our limits.

We huddled down for a “get to know each other” session and soon enough realised that the one thing over riding the myriad of personalities in our group was that we were there to have fun and were forever buoyant in the face of adversity.

The four-week initial training period consisted of adjusting to many things including communal living, the military way of life and Browne's bad music wafting down the hallway. Without the help of our killick changeover Hobbsy competently taking charge as Divisional Regulator and patiently assisting us with our never-ending questions, ITP might not have gone as smoothly.

Our first test as a team was the Pixley Cup with all Div members putting in their all and generating



what would end up being a standard Flinders characteristic; giving each other 100% support.

ITP ended with Sunda Strait, a crash course on leadership, hootchie erection, pack marching and rather largish session at the Husky pub afterwards. With the pressure off a little we were able to start getting to know each other a bit more and were feeling more at home by the day. With people like “Giggles” Garnock and our forever-happy “Princess” ensuring that we always had a smile on our face, life never seemed to be that bad, hurdles would always be overcome and lessons would always have to be taken on board.

In the weeks to follow we were subject to all sorts of training including ships survivability and safety, small arms training, sailing and in amongst all that our 5 week sea deployment on HMAS Tobruk.

As we experienced places we had never seen before and magnificent sunsets from the shade deck there was definitely one mutual thought... this is what the Navy is all about.

On our return as salty sea dogs we were thrown into the arduous task of dealing with classroom instruction and the weeks just flew by until it finished up with exercise Matapan. For the first time our Div was split up during training and although enjoying the interaction with other NEOC members we were all glad to get home wiser but a hell of a lot wearier.

And so it is the end. Friendships have changed and shifted, some people we will see again and some we will not, but one thing is guaranteed, NEOC 30 Flinders division will never be forgotten, forever heralded by the ringing of that damn bell up on O2 deck ■

JERVIS Division NEOC 30

By MIDN Christopher Keast

Jervis division for NEOC 30 was an all star team, made up of ex-models, sailors, cops, medical staff, soldiers, high school and university students; we've all combined to make an unstoppable force through out NEOC. The divisions fought through early morning fire alarms, swamp runs, bush exercises, sailing, shooting, first aid training, military and leadership studies, countless hours of physical training, and what ever else our staff could throw at us.

The Division's sporting achievements have been stunning, taking out the all important Pixley Cup in the first week, and keeping the other divisions worried over the inter divisional score through out the course. In the final weeks of the course Jervis again emerged overall winners in the Cross Country .

Whilst on Sea Training Deployment with HMAS TOBRUK the Division sailed from Sydney, the deployment took us to Brisbane, Bamaga, Cairns and ultimately Townsville. Whilst on board Jervis was fortunate enough to assist the ship conducting combined amphibious operations with the army in Bamaga, and then a sea readiness check between Cairns and Townsville with the RAN's "Green Team". The experience was unparalleled for the division, and was capped off by flying back to Creswell in an RAAF Hercules.

Before we could graduate we completed Exercise Matapan, being woken up at 0300h to be briefed on a "situation" in our region requiring our attention. We were



then broken up and mixed together with other divisions and boarded buses and boats for our objectives. Four days followed of hard work, hiking, mental challenges, naval gunfire demonstrations, tackling PT staff, and some more hiking. On the fourth day as the words "Fin-ex" was said by our staff, we all walked away a stronger, invigorated, exhausted team.

On reflection we all thank our divisional staff, LEUT Garven, CPOB Badger, and POCIS Revell. They spent the first four weeks baby sitting us 24 hours a day, then stepping back providing advice and assistance, or a laugh, when ever required. Through their experience and advice we had an excellent grounding as naval officers. SBLT Rowan Walker also has the division's thanks for his tireless hours as divisional regulator, not only did he manage our divisions duty watch bill, he enlightened

us with his experience as a sailor, while at times acting half his age.

As we now leave NEOC we are being spread through out the fleet to continue our training, no matter where we go in our careers we can rest assured Jervis Division, and NEOC 30, will always be part of us ■

PHILLIP Division NEOC 30

By SBLT Michael Paes

NEOC proved to be an experience that no Phillip Division member could have expected when they arrived at HMAS CRESWELL on January 19 2004. The motley crew of people from all over the country spanning the entire social spectrum began the course nervous of the unknown. However the esprit de corps was discovered when the Physical Training Staff gave us a large tyre, a log and a length of rope. With these random items in tow we embarked on a race around the base that revealed in the division a passion for singing. As we waded knee deep in water on Seaman's Beach one could hear the sounds of Al Green, Queen and various other pop tracks echo through the air. From this moment on Phillip Division had an identity and had formed a bond that kept the group together for the next five months.

Whether it was taking these next five months for some members to learn how to march in a coordinated manner, or repetitive cleaning and painting on board HMAS TOBRUK, having a song in our head and a sense of humour allowed us to keep our motivation up and our morale high. One of the more notable experiences on NEOC from Phillip Div members included taking a scuba diving course and exploring the seabed of Jervis Bay. This extra-curricular activity gave the group a social dimension which came in handy for trips up to Wollongong, time ashore in Queensland while on Sea Training Deployment and most importantly Division members' birthdays.



While the naval experience and appropriation of military knowledge played a large role in our NEOC education, it is the relationships we developed that allowed us to learn the most. Through interaction and tackling each challenge as a team, loyalty and appreciation of each person's uniqueness, the members of Phillip Division made NEOC 30 a rewarding experience.

One thing I will always remember about my time at CRESWELL is the friendships I have forged amongst a group of people I would never have normally had any contact with. I have learned to appreciate the values of the Navy and have seen them carried out everyday in the interaction amongst this amazing group of people known as Phillip Division. My time at CRESWELL will always remain close to me for the people I met, the experiences I had and the values that it instilled in me ■



Photo of Lieutenant Antony Pisani, Cook's DO, in "splash target coxswain's uniform" while on loan service with the Royal Navy on Exercise Long Look.



Swimming at Captain's Beach, what a great work environment, and what's that ship doing here?



A Ceremonial Sunset to remember

NEOC 31 group shot



VADM Chris Ritchie, CN with CAPT Tony Aldred after NEOC 31's Passing Out Parade.

FLINDERS Division NEOC 31



A Ceremonial Sunset to remember



JERVIS Division NEOC 31

by MIDN Matthew Dank



It was a cautious beginning for Jervis Division NEOC 31 on 5 July 2004. Full Metal Jacket had screened on TV the night prior to our joining the Naval College, and more than one of us was half-expecting to be treated like Private Pile at the hands of his drill sergeant, that is in a rough and ready manner. This suspicion however was disproved over the weeks and months ahead. Our first morning at HMAS CRESWELL saw our introduction to CPOPT 'Diabolical' Dyball, whose motivational diatribe would come to permeate every fibre of our being, springing into our collective consciousness at any mention of the words physical training.

A disparate bunch had grouped under the Jervis moniker this time around, with backgrounds varying from that of a fresh faced

school leaver, to a crusty reserve chief diver and many other levels of experience in between. One contingent whose advice was never found wanting was the venerable 'Veteran' junior sailor change over, who having spent several years on the lower decks- so to speak- were now commissioned into the officer fraternity. Their seemingly constant recount of how things were done at 'recruit school' provided both a source of helpful guidance and monotonous repetition.

Exercise Coronel, the first in a series of leadership activities on the NEOC course was a period of foundation building during which cohesive bonds formed that would cement Jervis Division together for the remainder of the course. Consisting of a competitive formatted rope, log, and tire uphill carry, the exercise was initially

hampered by a confusing lack of co-ordination, before Jervis came together and began to work as one. That day we all became a little more cognisant that best approach is sometimes to just put in the effort, keep quite, and follow the direction of the proven task competent leader.

Jervis Division came to be renowned for two characteristics during the course of NEOC. These were consistently strong sporting performances, and a progressive attrition in divisional strength.

With our College forebears recounting tales of sporting triumphs of courses past, the Jervis 'Sharkies' took it upon ourselves to put paid to any rumours that this course would witness the resurgence of Flinders Divisions' sporting hopes. Accordingly, the NEOC 31 Jervis Division sporting prowess was firmly established with a victory in the first major sporting event of the course, the perpetual Pixley Cup. The clincher for Jervis in this event was a performance of Old MacDonald's' Farm, orchestrated by our Divisional Senior Sailor CPOB Fredericks.

Several sporting events followed through the course of NEOC, with Jervis building a handy lead on the points table before being hauled back in the latter stages. The Cross Country event concluded the official sporting competition. Despite the somewhat lacking specific fitness following our HMAS TOBRUK deployment, Jervis again performed strongly. Standout athletes were MIDN Doherty

JERVIS Division Cont.

and Dank, and MIDN Moore and SBLT Schulstad. MIDN Doherty a consistently strong performer, was heckled at the starting line by LSPT Fish, apparently due to a concern that the Midshipman's pair of highly accentuated pectoral muscles would throw him off balance during the race and cause him to spear off into the bushes out of control. Fortunately this concern was unwarranted and MIDN Doherty was able to maintain control of his anatomy and finish strongly.

Starting out with a posted strength of twenty, Jervis numbers had atrophied by mid-course with family commitments and the call of prior careers claiming three members. By the time sea training deployment was upon us, the division's numbers had dwindled to fourteen, with three of our female Midshipman erring in officer conduct and departing our company immediately prior to sea training deployment. From this point on Jervis was subjected to the jovial harangue of Phillip and Flinders Divisions due to our being the 'disappearing division'.

Graduation was a highly anticipated time for all of Jervis. The course had been trying and the recently completed Ex Matapan had tested our resolve and questioned the motivation of some. With family and friends gathered to share in our final NEOC rite of passage, all three divisions executed a fine display at the Ceremonial Sunset and Passing Out Parade. Our achievements here were in no small measure due

to the steadfast commitment and effort of CPOB Tim Badger and his numerous staff members.

In graduating the New Entry Officers' Course 31, Jervis Divisions' thanks and gratitude are extended to all RANC staff members and instructors, particularly to those whose personal commitment and contribution made NEOC 31 the success that it is ■



NEOC 31 Passing Out in style

PHILLIP Division NEOC 31

By MIDN Ryan Carruthers



Looking back, it doesn't seem that long ago when the fire alarm rang out on that first morning of NEOC 31 and a rabble of bleary-eyed civvies emerged from the accommodation blocks wondering what had hit them. Since then the members of Phillip Division have accomplished much, attacking any challenge put before them with determination and enthusiasm.

The first four weeks were the initial training period (ITP) and Phillip division bonded well as a team, working together and helping out mates with their terminal square-gating or getting their rooms ready for rounds. The sense of camaraderie and esprit de corp became more and more apparent as ITP progressed. Of course for most, this period was a baptism of fire with rigorous PT sessions

and classes everyday including weekends. After four hectic weeks, ITP ended with Exercise Savo Island. An overnight exped designed to test our teamwork, thankfully Phillip Division passed with flying colours.

After ITP Phillip Division spent a cold week at the Majura range perfecting our shooting. Although the future Seaman Officers gave it their best, it was two birdies that walked away with the highest scores in Steyr and pistol. After Majura, Phillip Division headed off to the 'School of many S' for NBCD training. This week proved to be a lot of fun with cold water challenging our 'plugging' skills in the counter sink.

Before we knew it our Sea Training Deployment was upon us. The

members of Phillip Division eagerly crossed the gangway of HMAS TOBRUK bound for Vanuatu, Norfolk Island and Lord Howe Island. Sea Training Deployment was a different experience for all of us, for the changeovers it was a good jolly and a time to regain their sea legs, while for others it was their first time overseas...literally! During the three weeks on board TOBRUK Phillip Division worked in all the different departments, whether that be cooking in the galley, chipping paint with Jay Guns or participating in defence watches. It would be remiss of me not to mention the various games of deck hockey played on board. The members of Phillip Division rose to the challenge and gave as good as they got, as MIDN 'Wal' Walczak will attest.

Although it doesn't seem that long since Phillip Division stumbled out that first morning, there is no doubt that we have all accomplished much, not in the least of which is putting 'Puff' out of his misery! With the final days approaching Phillip Division should be proud of what they have achieved and of a job well done ■

Commander Gray Cup



Bass Division



The Pain of it all!

CMDR Gray was born 26 Jun 1902. He was an accomplished Cricket and Tennis player, having also Captained the Navy Rugby Team in Victoria for several years. Promoted to the rank of Commander in 1937, he was awarded the DSO (Distinguished Service Order) for bravery and enterprise in the Battle of Matapan in WWII. Having served on HMA Ships AUSTRALIA, MELBOURNE and PERTH, he died during the Battle of Sunda Strait, 1 March 1942.

The Cup was presented in his memory by his son in 2002 ■



Commander Chris Baldwin. The Training commander with the winners.

The Pixley Cup



Spectacle Island Naval History Trips

In 2004 NEOCs 30 and 31 went on the Spectacle Island Historical tour of Sydney Harbour. This tour, instituted by Lieutenant Tom Lewis in 2000 has become a highlight of the NEOC calendar. The trip included a visit in the morning by DMS launch to the Garden Island Dockyard, the Corvette Memorial, Paramatta's bow, the naval chapel, Kuttabul's Wardroom. Lunch was taken by some brave individuals at Harry's 'Cafe de Wheels' and by others in one of the many hostelries nearby.

In the afternoon the NEOCs moved by launch under the Harbour Bridge to Darling Harbour to the National Maritime Museum. There they toured the Daring class destroyer Vampire and the Oberon class submarine Onslow and the Museum's naval collection. After a second night on Spectacle Island the trip concluded with a tour of the island's main heritage collection housed in the buildings where naval ammunition was once produced. Commander Shane Moore, the Director of the Naval Heritage Collection, provided NEOCs with a memorable tour of the Island's many and varied items including an explanation of the navy's pattern system which once dictated the size and shape of every conceivable item from Wardroom wine coolers to WRANS undergarments and everything in between ■



Ship's Company



HMAS CRESWELL Ships' Company
2004

OITF - Officers' Initial Training Faculty

By CMDR J.J. Cowan

The RANC experienced its largest intake of New Entry Officers when 125 trainees arrived for NEOC 30. That same day, 4 of the five Divisional Officers assigned to NEOC 30 also joined the RANC.

From the outset, it was seen that there was a need to effect significant change if NEOC was to meet the expectations of both the trainees and the requirements of Navy. The focus of NEOC became the development of trainees leadership potential. Specifically, the training was structured around delivering military skills and basic leadership skills that would be assessed in practical exercises designed along actual RAN operational activities. A major task was to develop a fully documented curriculum. Throughout 2004, the staff of the RANC dedicated long hours to completing this important task.

NEOC was divided into two main components—"followership" training followed by "leadership" training. In terms of followership, the Initial Training Period (ITP) laid the foundation and subsequent modules up to and including the Sea Training Deployment became the framework and walls. Leadership training was delivered through a foundation of theoretical training (largely delivered by case studies) followed by increasingly complex practical field exercises.

The main challenge faced by NEOC trainees was Exercise MATAPAN. This consisted of a five-day field exercise where trainees were required to draw upon all of their

training to demonstrate that they have the basic level of leadership ability to develop into effective officers. MATAPAN centred around four scenarios that RAN units have been involved in over the past three years. The scenarios were designed to assess the trainees ability to identify the who, what, when, where, why and how of leading a squadron of thirty subordinates through complex tasks with varying degrees of difficulty and resources. Exercise MATAPAN was operationally focussed and critically assessed. It was a whole-ship evolution that saw the majority of CRESWELL's ship's company (as well as civilian staff) directly contributing to the final assessment of trainees ability to serve as an officer in the RAN.

Overall, the year was one of great challenge and hard work for all staff involved in NEOC training. The support and dedication of all hands resulted in a much improved training regime that is geared to delivering appropriate, realistic and challenging training that lays the foundation of a junior officer's development as a leader and prepares them for the rigours of a sea-going career ■



JOLC



JOLC/WOELC 1/04

BACK ROW: SBLT RAU, SBLT ENGELSMAN, SBLT MIJIC, LEUT KLAU
THIRD ROW: SBLT MCGUIRE, SBLT O'KEEFE, SBLT DEAN, SBLT SCOTT
SECOND ROW: SBLT MILLS, SBLT BAKER, LEUT STOKES, SBLT CHALMERS, SBLT EMONSON, SBLT GILLIN, SBLT SCOTT
FRONT ROW: LEUT NUGENT, LEUT THOMAS, LCDR BURTON (DMSS), LEUT SKINNER (COURSE OFFICER), SBLT BURROWS, LEUT THOMSON



JOLC 2/04

BACK ROW: MIDN POOLE, SBLT IMLAY-GILLESPIE, SBLT McPHERSON, SBLT NANKIVELL, SBLT LIBERALE
THIRD ROW: SBLT CHRISTMAS, SBLT SCOTT, MIDN BRECKELL, SBLT MOBBS
SECOND ROW: SBLT McBAIN, SBLT CROSS, SBLT QUINN, SBLT DUGGAN, SBLT TIMMS, SBLT LINDSAY, SBLT KORMANY
FRONT ROW: SBLT ROBERTS, LEUT SIMMONDS, LCDR BURTON (DMSS), LEUT IRLANDEZ (COURSE OFFICER), LEUT HORNER, SBLT YOUNG

JOLC



JOLC 3/04

BACK ROW: LEUT N. SAUNDERS, MIDN D. MATHIESON, LEUT S. THOMAS, SBLT D. PERRY, MIDN A. SHARP
SECOND ROW: LEUT S. MORRELL, SBLT A. GORTON, LEUT L. WATSON, SBLT J. O'LOUGHLIN, MIDN D. McARTHUR, LEUT J. GROVE
FRONT ROW: LEUT N. ZUNIGA, LEUT D. SCANLAN, LCDR M. BURTON (DMSS), LEUT M. SKINNER (COURSE OFFICER) LEUT P. HUDSON



JOLC 4/04

REAR ROW: LEUT P. BURGESS, SBLT A. TIELENS, MIDN S. AITKEN
THIRD ROW: LEUT J. PATTISON, SBLT M. NEWMAN, MIDN G. KENNEDY, MIDN M. MADARAC
SECOND ROW: SBLT A. HOWE, SBLT J. PHILLIPSON, SBLT G. REIBELT, SBLT R. MATHIESON, SBLT L. PHILLIPS, SBLT P. GARRETT, SBLT D. MACRAE
FRONT ROW: LEUT P. HAWTHORN, SBLT J. O'LOUGHLIN, SBLT M. VANDERVEEN, SBLT S. GROVES,
SBLT J. GARLAND, MIDN M. ROSS, SBLT A. BARRETT, LEUT S. HASSARD
SEATED: LCDR M. BURTON (DMSS), LEUT G. DAVIS (COURSE OFFICER)



JOLC 5/04

REAR ROW: SBLT S. STAFF, LEUT W. WELLING, LEUT T. BULLY
THIRD ROW: LEUT C. LAVERS, SBLT J. CAMERON, MIDN L. ROWE, MIDN S. BALDWIN, MIDN R. WOODALL
SECOND ROW: SBLT R. BROWNING, SBLT W. CASTLE, SBLT C. BEVAN-JONES, SBLT J. PENNO, MIDN S. HOSKIN, MIDN D. LEWIN
FRONT ROW: SBLT A. CALLANDER, SBLT B. MARK, LEUT L. IRLANDEZ (CIO), LEUT G. DAVIS (COURSE OFFICER), SBLT M. BUTLER,
MIDN A. FORMAN



JOLC 7/04

REAR ROW: SBLT J. O'GORMAN, LEUT M. HAYES, CHAP R. SMITH, SBLT A. GREEN,
SBLT P. PARKES, SBLT M. COHAYNEY (HUW PAFFARD WINNER).
SECOND ROW: SBLT M. MINEHAN-RYAN, SBLT D. CROSSLEY, MIDN K. GUNN-BROCKHOFF, SBLT T. EVERINGHAM, SBLT A. HOPE.
FRONT ROW: LCDR M. BURTON (DMSS), LEUT G. DAVIS (COURSE OFFICER)

JOLC



JOLC 9/04 - WOELC 2/04

REAR ROW: SBLT S. MATHIES, LEUT E. COOKE, LEUT S. WHITE, MIDN M. COOK,
LEUT R. JONES, SBLT S. DICKFOS, LEUT K. LEONG, MIDN R. HUTCHINSON.
SECOND ROW: MIDN M. KERRISK, MIDN C. JOHNSON, LEUT D. BARNES, SBLT P. HARDMAN, SBLT D. GERAGHTY, LEUT S. FEENAN, SBLT M.
McKENZIE, LEUT T. ELLIOT, LEUT M. KEOGH (HUW PAFFARD WINNER).
FRONT ROW: SBLT B. WELLER, LEUT G. DAVIS (COURSE OFFICER), LEUT D. UNWIN (COURSE OFFICER), LCDR M. BURTON (DMSS), LEUT M.
FERGUSON, MIDN A. JAGIELLO.



JOLC 10/04 - WOELC 2/04

REAR ROW: LEUT A. MENA, SBLT E. SPENCER, SBLT K. MULLER, MIDN S. JONES, SBLT N. CHATER, SBLT P. CLARK.
SECOND ROW: MIDN B. McKENZIE, SBLT J. ATKINSON, SBLT J. HALLAM, SBLT M. WRIGHT, MIDN S. POING-DESTRE, SBLT C. KENNEY, SBLT K.
WHITEHEAD, LEUT M. LINDEN.
FRONT ROW: LEUT W. HOOPER (HUW PAFFARD WINNER), LEUT R. WAGEMAKER,
LCDR M. BURTON (DMSS), LEUT T. CUNNINGHAM (COURSE OFFICER), MIDN D. REDONDO, SBLT J. THRUM.

Junior Officers' Leadership Course

By LEUT Duane Unwin

Junior Officer Leadership Courses 2004 - The aim of the JOLC is to professionally develop Junior Officers to prepare them to lead and manage at a Divisional level whilst enhancing their core RAN values and knowledge. The course contains a variety of Maritime & Strategic Studies, Divisional, Leadership subjects as well as OHS, Equity & Diversity, ADAC and Service Writing.

During 2004 a total of 8 courses were conducted with 141 students completing training. The Hew Paffard Award is presented to the students considered by their fellow course members to have contributed the most to the course. During 2004 the award was presented to the following course members: SBLT J McBain, LEUT N. Saunders, LEUT S.O. Hassard, SBLT D.C. Lewin, SBLT M. Cohayney, LEUT M. Keogh and LEUT D. Hooper.

One highlight of the course is the EXPED Exercise Blackhorse. Courses 09 & 10/04 ventured to Danjera Dam at Yalwal for bushwalking, rafting and campcraft. These pictures display some of the lighter moments of the activities!!



Adventure Training on Windeward Bound

LEUT Sarah Hunwicks, RN
(Exercise Long Look Exchange Officer)

United by JOLC 7/04, a WEEO, INTELLO, Chaplain and 9 Supply Officers embarked upon Windeward Bound for the sailing adventure of a lifetime. After four weeks in the classroom where the class endured an onslaught of familiar acronyms that included OH&S, DFDA, E&D, & ADPA, the vocabulary was supplanted by sheet, brace, topgallant, and halyard. Previous 2004 JOLC courses have walked the '6ft Track' and Morton National Park, climbed Pigeon House Mountain, and canoed the Clyde River, but this was to be an expedition with a difference on the sail training ship Windeward Bound.



"Windeward Bound at anchor in Jervis Bay"

Windeward Bound, a 24m brigantine built in 1995 was modelled on a 1848 Boston Schooner. The story of the vessel's construction is an epic in itself. The Master, Captain Sarah Parry who had previously served in the RAN, masterminded the project using the labour of troubled youth. The construction of the vessel provided many of these young people with their first opportunity to be trusted and involved in a worthwhile project. In 2002 Windeward Bound had embarked upon a successful re-enactment of Matthew Flinders' circumnavigation of Australia.

The preparations for the three day JOLC expedition were, of course, much smaller in scale and had begun several weeks in advance when Windeward Bound was alongside HMAS CRESWELL making repairs to serious damage caused by a knockdown. The class joined the vessel in Woolloomooloo and, after storing

and fuelling ship, went to anchor late in the afternoon in Athol Bight. There, the new crew learnt the layout of the vessel and were provided with the opportunity to climb aloft the main mast to enjoy the surrounding views, well most of them anyway. As evening fell over Sydney Harbour the sails were set and the real adventure began as Windeward Bound tacked into the open sea beyond Sydney Heads.

Divided into two watches, the course were all treated to the experience that only their sailing forefathers could have experienced. Even in relatively benign conditions, for some this included seasickness induced by the unusual motion of a sailing vessel. In the absence of power, it was also surprising to emerge from below decks after 6 hours off watch to find Sydney Harbour still in view. The training

had begun and the watches learnt to set and strike the sails whilst remembering which lines related to which sails and developing the teamwork required to heave in on the lines in unison.

As the next day dawned, the conditions deteriorated and sails were reduced as a force 7 gale developed. A decision made mid afternoon to make for Jervis Bay was welcomed by all and, as darkness fell, the lookouts hunted for the 3 flashes every 20 seconds that identified Point Perpendicular lighthouse at the mouth of the Bay. The next few hours opened everyone's eyes to the more brutal rigours of sailing a vessel in rough conditions. The wind driven spray on that wet and cold night was bracing (!) and, with the helmsman hanging onto the helm for dear life, the lookouts were harnessed

to safety lines as the ship rolled with the seas and swell. Finally the light appeared and under power, the shelter of the northern extreme of the bay was sought. The benign conditions inside the Bay provided some with the first opportunity to eat in 2 days.

Conditions were much improved the next morning, but plans for more training within the bay were curtailed again by an increase in wind speed to 40 knots. Brought again to anchor Windeward Bound waited for the conditions to ameliorate, but the enticement of showers in excess of 30 seconds and being off watch for more than 6 hours at a time, induced a decision to disembark late in the afternoon. The routine post exercise debrief concluded that many positive benefits had been gained.

Windeward Bound's 1st mate, Dirk, a man of few words but great experience, later said that the JOLC members were 'the best voyage crew he had ever seen'. With little previous sailing experience, this could only be attributed to the teamwork, leadership and enthusiasm shown by the course who excelled under the expert tutelage of the crew.

Many thanks to Sarah, Dirk, Nikki, Dave, Tim, Jimmy, Krystal and Trim the ship's cat for their most welcoming hospitality, patience and for enabling such an interesting adventure ■



Windeward Bound 108 - JOLC takes the helm.



"I think can do this. - One hand for yourself and one for the ship!"



"This is not part of my comfort zone"

Senior Sailors' Management Course

By LEUT Tess Cunningham

The Senior Sailors' Management Course is a 12 month, distance learning course that assists Senior Sailors develop their skills in planning and time management, written and oral expression, grammar, divisional responsibilities and the application of the ADFP 102 Manual for Defence Writing Standards.

The past year has been a very exciting year for SSMC. We started off the year with a completely new course to finalise, develop materials and most importantly pilot. Although there was quite a lot of confusion with new students initially, once the word got out we got the enrolments coming in at a great rate of knots. A lot of our students were in operational areas and they were still achieving results, which is very rewarding.

While we were commencing the new SSMC we still had to provide a lot of support and assistance to our ongoing SSASSC1 students as well. Essentially the team was running two courses at once, which got quite confusing at times. Over the year between existing SSASSC1 students and new SSMC students we have managed to deal with over 900 students. That is a lot when you think about all of the e-mails and phone calls. E-mail has been the most valuable tool, in that as soon as we received a module if there were any major problems we were able to provide feedback straight away instead of waiting for the fleet mail system to keep up. E-mail was used as the most efficient way of providing a level of two-way

communication between the staff and students.

We had a lot of fun this year, as we not only ensured that the Senior Sailors but also the officers who came through on NEOC, JOLC and JOMSSC endured the wrath of the red pen. Overall it has been a very busy time with things at the college and it is already looking like it will be another busy year for us next year. There will be a changing of the guard as LEUT Kelcoyne-Lawrence joins the team and LEUT Cunningham moves on to CIO for the Management and Strategic Studies Faculty. Have no fear though, as LEUT Cunningham will still be armed with the red pen for the Junior Officer courses.

This year we had an increase to our little team of two with the addition of PO Anthony Blowfield and PO Mal Shand. One TS, one Cook and two Bosuns all teaching defence writing, with the assistance of CPOB Jason Rombouts towards the end of the year. Now that is a dynamic team.

The SSMC instructors LEUT T. Cunningham, POCK Middleton, POB Blowfield, POB Shand and CPO Rombouts have strived to increase levels of course quality and support to students, whilst looking for innovative ways to improve the quality and time given for the feedback and support ■



JOMSSC



JOMSSC 1 /04

BACK ROW: LEUT R.D.R. SMITH, LEUT A.S. WILLIS, LEUT G.A. WILLIAMS
FOURTH ROW: LEUT A. WHITING, LEUT G.A. BICK, LEUT G.D. HOWSHIP, LEUT C.R. WHITE
THIRD ROW: LEUT P. MA, LEUT A.K. EZERGAILIS, LEUT V. KOVALEVS, LCDR C.H. AULMANN, LEUT M. RAUDINO, LEUT K.M. McCABE
SECOND ROW: LEUT R. SADLER, LEUT G.J. GOODWIN, LEUT P.J. DUFFY, LEUT M.T. WHEATON, LEUT J.T. CHAPMAN,
LEUT M. TOKESI, LEUT S.A. DIXON
FRONT ROW: CHAP P.G. SYKES, LEUT M.J. BAXTER, LEUT A. SLEEMAN (COURSE OFFICER), LCDR M. BURTON (DMSS),
LEUT D. WOODS (COURSE OFFICER), LEUT B.J. HORN.



JOMSSC 2 /04

BACK ROW: LEUT D.M. HUGHES, LEUT J. NISSEN, LEUT B. HEMPHILL
SECOND ROW: LEUT D. CROCKER, LEUT C. DE BOOS, LEUT J. HAYNES, LEUT R. GASKIN, LEUT J. VENNING
FRONT ROW: LEUT P. TALBOT, LEUT A. SLEEMAN (COURSE OFFICER), LEUT D. WOODS (COURSE OFFICER), LEUT D. SWANSON, LEUT S. TACON,
LEUT . CUNNINGHAM (ABSENT)

JOMSSC



JOMSSC 3 / 04

BACK ROW: LEUT P. SINGER
SECOND ROW: LEUT A. MONTGOMERY, LEUT P. HAWTHORN, LEUT L. DIXON, LEUT M. HOFFMAN
FRONT ROW: LEUT B. DALTON, LEUT J. ARCHER, LEUT D. WOODS (COURSE OFFICER),
LEUT C. JONES, LEUT M. DICKSON, ABSENT: LEUT B. MACDONALD, LEUT R. AUSTIN



JOMSSC 4 / 04

BACK ROW: LEUT S. YOUNG, LEUT M. DUNN, LEUT C. WALTER, LEUT C. CRASS
SECOND ROW: LEUT A. MASON, LEUT A. WRIGHT, LEUT P. WHITTINGHAM, LEUT L. MEYLE, LEUT R. DUNK
FRONT ROW: LEUT M. CARROLL, LEUT L. IRLANDEZ (COURSE OFFICER), LCDR M. BURTON (DMSS), LEUT S. McHUGH, LEUT G. ELDRIDGE,
LEUT R. APIKOTOA



JOMSSC 6 / 04

BACK ROW: LEUT A.J. ALLEN, LEUT D. MURPHY, LEUT M. WADLEY, LEUT R. UPTON.
SECOND ROW: LEUT S. BISHOP, LEUT C. VAN BEEK, LEUT A. PISANI,
LEUT K. LEWANDOWSKI, LEUT K. EDWARDS, LEUT M. GRIFFITHS.
FRONT ROW: LEUT D.L. POLLITT, LEUT C. ANDERSON, LCDR H. CAMERON,
LCDR M. BURTON (DMSS), LEUT D. WOODS (COURSE OFFICER), LEUT W. HAMILTON



JOMSSC 7 / 04

BACK ROW: LEUT R. MUNDY, LEUT G. WALKER, LEUT J. DELEEUWEN, LEUT J. STRATTON, LEUT P. SEDGMAN.
SECOND ROW: LEUT B. CUMMINS, LEUT P. ARMITAGE, LEUT R. NUGENT,
LEUT P. DE MASKENS, LEUT B. WILLIS, LEUT D. REID.
FRONT ROW: LEUT K. LEONG, LEUT S. CHEN, LCDR M. BURTON (DMSS),
LEUT D. WOODS (COURSE OFFICER), LEUT D. IERINO, LEUT S. FORD (ABSENT)

JOMSSC - Report

By LEUT Desmond Woods

The Junior Officer Management Course and the Junior Officer Strategic Studies Course came together at the end of 2003 to form the two week JOMSSC. This is the third phase of the Leadership and Management Continuum and is mandatory for promotion to Lieutenant Commander.

From the first course in November 2003 it has been evident that these courses meet a need for an advanced management and strategic studies course which was of short duration and high intensity. In 2004 six courses ran with an average of 15 students on each one.

The course combines the expertise of the Australian Seapower Centre, The University of Wollongong, the Defence Studies Centre at ADFA, the Land Warfare Centre, the Aerospace Centre, the Australian Strategic Policy Institute, DFAT and Customs. In addition many other individuals both serving, retired and APS provide the intellectual horsepower to make the two week course productive and enlightening.

The assistance of Captain Dalton teaching contract management and LCDR Sellars instructing in risk management at HMAS ALBATROSS has been much appreciated.

Every course is inevitably slightly different from the last. This is because the world moves on and the course content moves with it. The changing focus of events and crises in the world impact on Australian defence planning and the capabilities of the ADF.



Students are each given a topic of relevance to Australia and its future in the Asia / Pacific. Much of the learning that occurs on the course is due to the research and presentational skills of the students. Most of the student presentations are the result of weeks of reading and analysis and reflect great credit on the officers who have worked hard to get them up to a very high level.

On two occasions officers were promoted by Captain Aldred as he gave out the end of course certificates. Clearly this course is meeting a need and is providing the next generation of middle and senior officers with an opportunity to reflect on the wider world that the RAN operates in ■

RMIT - Royal Melbourne Institute of Technology



RMIT Ph 1 2004



RMIT Ph 2 2004

REAR ROW: MIDN M.E. BEWSHER, MIDN A.D. PATMORE, MIDN G.H.SIMON, MIDN K.A. HANLON
THIRD ROW: MIDN S.T. MACHIN, MIDN C.D. WALKER, MIDN LR. VAN AAKEN
SECOND ROW: MIDN T.G. VELNOWETH, MIDN A.J. DEVENE, MIDN J. DONOVAN, MIDN J.R. BOOTH
FRONT ROW: MIDN D.M. HALE, MIDN J.T. WHITBREAD, MIDN J.S. BISCONTIN.

RMIT



RMIT Ph 4 2004

REAR ROW: MIDN J. LINEHAN, MIDN K. VAN PUJENBROEK, MIDN I. SPENCER
THIRD ROW: SBLT M. LUCKING, SBLT A. LUCK, MIDN S. SISLEY, SBLT J. RICHARDSON
SECOND ROW: SBLT C. BARRY, SBLT A. GREEN, SBLT J. PRIEST, MIDN M. HAWKINS, MIDN C. HOLLOWAY
FRONT ROW: SBLT G. MILLS, MIDN D. TAYLOR, MIDN J. PARSONS, MIDN H. HARMAN, MIDN B. FLYNN, MIDN D. McKENZIE

Naval Introduction for Civilian Engineers



NICE 1/04
10/05/04 - 28/05/04

BACK ROW: J. COLE, W. LIMPUS SECOND ROW: M. O'CONNOR, K. KIDMAN, B. TSANG FRONT ROW: L. CATTON, S. ROBICHAUX, R. ADAM

REOC - Reserve Entry Officer Course



REOC IOT 1/04

BACK ROW: LEUT A. TOMLINSON, SBLT A. LUTZ, SBLT I. BRETT
SECOND ROW: LEUT G. ZUPAN, LEUT P. KALKMAN, LEUT B. BUTLER, SBLT T. GRIFFITHS, CHAP E. QUINTEROS
FRONT ROW: CPO J ELLIS (INSTRUCTOR), LEUT E. WADDELL (COURSE OFFICER),
CPO N. SWEENEY (INSTRUCTOR)



REOC IOT 2/04

BACK ROW: LCDR. N. SMITH, CMDR D. COWDROY, LEUT K. SPENCER, SBLT L. RAGO
FRONT ROW: LEUT R. IRVING, LEUT A. GARVEN (COURSE OFFICER),
CPO J. ELLIS (INSTRUCTOR), LEUT D. HOLLAND

WOSSEOC - Warrant Officer Senior Sailor Entry Officer Course



WOSSEOC 1 / 04

REAR ROW: SBLT D. LIBERALE, SBLT S. ROBERTS, SBLT S. YOUNG
3RD ROW: SBLT D. PERRY, SBLT M. JESSOP, SBLT D. WALTER
2ND ROW: SBLT M. COHAYNEY, LEUT D. WOODS (COURSE OFFICER), LEUT A. STOKES, LEUT S. HASSARD
FRONT ROW: CAPT T. ALDRED, LEUT R. NUGENT, SBLT J. BIRD, LEUT D. SCANLAN, CAPT A. CAWLEY (CO)



WOSSEOC 2 / 04

REAR ROW: SBLT A. FARLEY, LEUT S. FEENAN
3RD ROW: LEUT M. LINDEN, LEUT R. WAGEMAKER, LEUT R. BROWN
2ND ROW: SBLT T. EVANS, LEUT D. BARNES, LEUT M. KEOGH, LEUT M. FERGUSON
FRONT ROW: LEUT A. MENA, LEUT J. FLAGE, LEUT B. LEAROYD

CLDP - CPO's Leadership Development Programme



CLDP 1/04

BACK ROW: CPO C. WINCHESTER, CPO M.R. WIDDESON, CPO G.S. NORMAN
THIRD ROW: CPO T. STECUM, CPO D. BUCKINGHAM, CPO G. MORRISSEY
SECOND ROW: CPO B.K. ROBINSON, CPO C.E. NICKLES, CPO S.C. APPLIGATE, CPO F. SISK
FRONT ROW: WO D. JEFFS (COURSE OFFICER), LCDR M. BURTON (DMSS), WO G. BROMLEY (COURSE OFFICER)



CLDP 2/04

SECOND ROW: CPO L. CARR, CPO S. BOYD, CPO A. BECKER, CPO S. THURSTANS,
CPO T. BAILEY, CPO M. STRAWHAN
FRONT ROW: CPO M. O'NEILL, WO D. JEFFS (COURSE OFFICER),
WO G. BROMLEY (COURSE OFFICER), CPO M. BURROWS

CLDP



CLDP 3/04

BACK ROW: PO D. MASON, CPO M. BENT, CPO D. GOULD, CPO B. LEGG
SECOND ROW: CPO R. PALMER, CPO J. REARDON, CPO J. MYATT-BOCARRO
FRONT ROW: WO D. JEFFS (COURSE OFFICER), LCDR M. BURTON (DMSS), WO G. BROMLEY (COURSE OFFICER)



CLDP 6/04

BACK ROW: CPO V. RUDGE, CPO B. McRAE, CPO R. GREEN, CPO R. SIGGS, CPO I. WHITEHEAD.
SECOND ROW: CPO G. BODY, CPO J. CHAPMAN, CPO M. BRYANT, CPO P.A. BAKER, CPO T. BADGER.
FRONT ROW: CPO C. MACKENZIE, WO M. TANDY (COURSE OFFICER), LCDR M. BURTON (DMSS),
WO G. BROMLEY (COURSE OFFICER), CPO P. RITCHIE.



CLDP 7/04

BACK ROW: CPO G. STEPHENSON, CPO N. SVERDLOFF, PO M. HALL, CPO S. TYRIE,
CPO P. CRISP, CPO I. BRADLEY.
FRONT ROW: CPO C. BENBOW, CPO B. WOODSELL, WO G. BROMLEY (COURSE OFFICER), LCDR M. BURTON (DMSS),
WO M. TANDY (COURSE OFFICER), CPO S. HUXTABLE



CLDP 8/04

BACK ROW: CPO B. NOCKLES, PO A. BLOWFIELD.
SECOND ROW: CPO P. BUTLER, CPO S. BANEVICIUS, CPO M. COOPER, CPO K. HOOPER, CPO M. NIPPERESS.
FRONT ROW: CPO F. CAMPBELL, WO M. TANDY (COURSE OFFICER), LCDR M. BURTON (DMSS),
WO G. BROMLEY (COURSE OFFICER), CPO M. FOSTER.

Chief Petty Officers' Leadership Course

The Chief Petty Officers' Leadership Development Program (CLDP) is a three-week residential course which is a pre-requisite course for promotion to Warrant Officer. There were eight courses programmed for 2004, but unfortunately two had to be cancelled due to a lack of numbers. Nevertheless, 55 students successfully graduated from the CLDP in 2004.

WO Darren Jeffs moved on to greener pastures during 2004, when he was selected to take up the position of Command Warrant Officer Support Command, which meant a new facilitator was required. WO Mark Tandy arrived in August, and has eased into the job, adding his own personal knowledge and experience to take the course to a new level.

CLDP students are assessed in four oral presentations, and five pieces of written work. They are given presentations in a range of topics, which include Problem Solving, Logical Argument, Coaching and Mentoring, Leadership and Management, Change Management and Performance Enhancement. They also receive lectures from WO-N, WOCM, Workforce Planning and many other lecturers who visit from the local area and from Canberra.

A Passing Out Dinner has been introduced on the final night, where graduates are given a formal dinner, which is run like a Mess Dinner. Students are formally presented with their certificates, and the Dux of the Course is announced. The prize for the

Dux is a certificate and a years subscription to the ANI Journal. Personnel wishing to nominate for the CLDP may do so via course nomination form PT115. Seven courses have been scheduled for 2005, with the first commencing on 31 Jan 05. This course remains a pre-requisite for promotion to Warrant Officer.

The Senior Sailors Management Course (SSMC), is a pre-requisite course for CLDP, so to all CPOs (and POs) who have completed SSMC, come and join us for the CLDP challenge at the RANC, where Gary and Mark are waiting with their red pens loaded ■



WO Gary Bromley and WO Mark Tandy bone up on the finer points of AFP 102 before returning to the classroom.

Freedom of Entry - what a parade!



LEUT Sarah Hunwicks, ROYAL NAVY – Long Look 2004

“Here for a good time, not a long time!” – is it a myth? Personal Experience of Exchange Programme Long Look 2004

“Here for a good time, not a long time – all play and not a lot of work!” That’s the impression I’d had of the Exchange Programme Long Look (EXPLL) before I experienced it for myself. Although the truth in that statement depends very much on your host unit and their approach to the exchange, I was lucky enough to have a very well balanced experience, combining both professional and recreational “good times”!

After 18 months at BRNC Dartmouth in varying staff roles, I was offered the opportunity to swap jobs for 4 months with a Divisional Officer for the New Entry Officers’ Course at the Royal Australian Naval College (RANC) based at HMAS Creswell, and accepted without hesitation. I knew nothing of the place or it’s location and was happy to find it on the edge of a stunningly beautiful bay 3 hours drive south of Sydney (white sand, blue water – need I say any more?). I joined my Division 4 weeks before their graduation and, for that time, my feet barely touched the ground as I accompanied

them in a whirl of small arms training, leadership exercises in “the bush”, social functions, and ceremonial occasions, not to mention writing 24 individual reports! Trying to get to grips with their way of doing things at the busy end of the course, and dealing with the usual divisional issues such as resignations and under-achievers, meant that I realised early on that this was no holiday. Fortunately, as I waved them off to their professional courses, things calmed down a little and, rather than be assigned another division, I was given the task of helping write some course documentation which allowed me more flexibility



Lt Sarah Hunwicks RN (front centre) with Cook Division of NEOC 30, Captain Tony Aldred RAN (front left) and the Chief of Navy, Vice Admiral C A Ritchie, AO, RAN (front right).

to manage my work load. And so followed 3 months of mixing a desk job with a wider look at the RAN such as Sydney's naval setup (Fleet Base East – their equivalent of Portsmouth), a Passing Out Parade at the RAN version of HMS RALEIGH, and a look around HMAS Stirling in Perth (Fleet Base West – their equivalent of Devonport). I was assigned as staff to a bush walking expedition for a day and for 3 days in a tall ship with the Junior Officers' Leadership Course. I gave a presentation on training at BRNC, which provoked a great deal of interest and discussion. I was also given the opportunity to help redesign some of their leadership exercises – a subject close to my heart after so many weeks spent on Dartmoor! On top of all the professional stuff there was, of course, a little leave to be taken and I was lucky enough to have 3 weeks to explore – no where near enough to see much of such a vast country but I made a good start!

However, I reckon I both gained and contributed most at "stand easys" when, over a cup of tea (it always made them chuckle that I still drank tea whilst they drank their skinny lattes, cappuccinos, long blacks, short flat whites etc), we talked about the differences in our administration, training and operational systems, culture, sport, politics, attitudes etc. I might add that I took a lot of "Pommie bashing" during the Olympics, but I always had the rugby world cup in my back pocket! But seriously, whilst I wasn't there for a long time and I did have a good time, it was hard work at times but the

professional and personal benefits were invaluable. Not only did it broaden my professional outlook and facilitate the exchange of ideas between the two colleges, the break from my normal career path certainly put everything into a good perspective and, in my opinion, that's a worthwhile investment in itself on the RN's part. And now I'm fluent in Australian – too easy mate!



A Leader - Louis Antoine de Bougainville

By MIDN Matthew Dank



MIDN Matthew Dank's overall score in the RAN History module won him the Historical Prize in NEOC 31

Louis Antoine de Bougainville was born on 11 November 1729 in Paris. He died 31 August 1811 in Paris. He was a noted French navigator and member of the French naval force that explored and chartered areas of the South Pacific.

Significant achievements and failures

Born into a noble family, his father a being a notary, Bougainville began his career as a scientist after abandoning the pursuit of a legal qualification. He was particularly interested and gifted in the field of mathematics, and accomplished his first significant achievement in life by publishing in 1752, a treatise on the integral calculus as a supplement to De l'Hôpital's treatise, *Des infiniment petits*. This work led to his election to the Royal Society of London in 1756 and subsequent posting as aide-de-camp to General Louis-Joseph de Montcalm in Quebec. Having joined the army he was successful tactically in campaigns against the British of 1756 (Fort Oswego) and

1757 (Fort William Henry) and was awarded the Cross of St Louis. Wounded he travelled to France before returning to Canada and performing valiantly before the general French capitulation of 1761.

His sea voyage transits and the promises of French colonial redemption in the South Pacific led to his joining the navy and his attaining a temporary tenure over part of the Falkland Islands. His greatest accomplishment was realised with his Pacific voyage of 1766 on board *Boudeuse*, after having been commissioned by the French government to discover and claim new islands. In 1768 Bougainville sailed west from South America, passing French Polynesia and Tahiti before discovering a reef just to the east of the Great Barrier Reef which now bears his name. He then travelled through the West Solomon Islands discovering the (now named) Bougainville Island and Bougainville Strait. On the voyage the botanist Commerson named a shrubby climbing deciduous plant *bougainvillea* in honour of Bougainville.

He technically failed in his voyage to achieve the stated objective of finding propitious new land for colonies. Whilst receiving acclaim on his return to France, he was noted more for the exotic Pacific utopia his journey conjured, than for contributing to his nations academic or strategic advancement.

Several years after his return to France he took command of a naval force with mixed results.

Accused of cowardice he was court martialled after a French defeat off Martinique in 1782, although he succeeded in rallying eight of his own ships to safety. He escaped massacre during the French Revolution was promoted to Vice Admiral in 1791 and was subsequently made a senator, count, and member of the Legion of Honour by Napoleon. This capped a distinguished but under recognised career, Bougainville died in 1811 in Paris, one of the few explorers to reach old age.

Style of leadership

Louis Antoine de Bougainville was known to employ a delegation and report focused method of command. Being from a non naval background Bougainville had relatively little experience at sea prior to his Pacific voyage. Accordingly he acted as the expedition coordinator and director, allowing the subject matter experts—the ship's captains—to assume control of piloting the vessels. Whilst not in direct command of aspects of seamanship, he was well prepared to make unpopular decisions for the better interests of his voyage. In the earlier stages of his trip and before departing the Atlantic, Bougainville carefully constructed the opportunity to purge his ship of the sick and older sailors, who he held might constitute liability to the impending journey.

For a time of inescapable class divide, Bougainville maintained a relatively egalitarian ethos in his leadership of men. In dealing with

the Tahitian people he recognised the intelligence and utility of their point of view, sufficing to satisfy his requirement to treat the individuals with hospitality and respect. He was prepared to potentially forsake his own reputation in defending what he perceived as the just right of decency of his apparently inferior associates. This was evidenced by his production of Atahuru, a Tahitian native, to a French public whose temperament ranged from bemused curiosity to scepticism, and his subsequent defence of the 'Noble Savage's' inability to speak French.

Relationship with seniors and subordinates

The maintenance of prosperous relationships with senior hierarchy and the ruling classes was a particular forté of Bougainville's. He possessed a temperament and bearing well received by those who would facilitate his opportunities to achieve. Furthermore he was closely related to Marchioness de Pompadour which largely assisted his appointment to aide-de-camp to Louis-Joseph de Montcalm, and initiated what served as a process of grooming for and later progressing to the higher echelons. Bougainville was able to articulate his aspirations in a manner convincing to his superiors. After his brother and the ideas of several notable thinkers of this day aroused in him the interest of possible French colonial expansion in the South Pacific, he successfully lobbied the Duc de Choiseul and the French Marine Minister and elicited their backing.

Bougainville discharged his duties as leader of men in a thoroughly professional manner. Exercising an army style; captaincy of men approach to command, he was aware of and sensitive to the plight of his subordinates. In September 1768 after making port in Buru, Eastern Indonesia, and being significantly behind in schedule and pushed for progress, he elected to favour the welfare of his crew rather than go forth with his voyage.

Intellectual qualities

Intellectual attributes were a hallmark of Bougainville's persona throughout his life. His father being a lawyer and he studying law himself, challenging academic pursuits fell within his gamut of capability. He was a polymath, and excelled at most disciplines to which he applied himself although his chosen field was mathematics, and as previously mentioned he distinguished himself with a published work on calculus. He was noted as being driven and passionate in the pursuit of his convictions with an enthusiasm that was hard to dampen. Coming from a non-nautical background, he motivated himself to acquire the knowledge of sailing and navigation during his many sea voyages to and from theatres of conflict. This is evidence of his propensity to embrace and assimilate whatever knowledge he decreed would be of utility in achieving his significant ambitions.

In terms of his ethnographic contributions, Bougainville was forthright in confronting the

erstwhile unpopular perceptions of the Pacific natives, in contrast to the insular and restricted approach of his peers. Thus he demonstrated reformist and progressive tendencies, which would well have been suited to the furore of the French Revolution from which he managed to escape in the twilight of his career.

What difference, if any, did he make to the course of history for which he deserves to be remembered?

The course of European and world history was altered in two chief ways by Bougainville. The first was in terms of European exploration and discovery, the second was in terms of the anthropological understanding of man in his natural state. Bougainville was the first officer in the French navy to sail around the world. He made significant discoveries in the Solomon Islands group, despite being somewhat overshadowed by the achievements of other European expeditions at the time. He showed little interest in investigating the islands of Samoa and Wallis and Futuna, and he diverted to the north when on a course to encounter Australia, which would have been his most significant achievement. Bougainville's Pacific voyage produced a moderate number of charts, however they were not as widely distributed as those of British origin at the time, resultantly this aspect of his voyage was largely ignored in the annals of history.

A Leader - Louis Antoine de Bougainville *Cont.*

Islands, regarding these opinions as having been created by "That class of lazy writers (sitting) in the shade of their desks (who) philosophise to great loss on the world and its inhabitants and imperiously reduce nature to their imaginations." Critically, he interpreted observations of the native men from a frame of reference aside from his own incumbent cultural framework and its corollary prejudices. Thus he was able to eschew his societal predispositions, when

his contemporaries were not. It was this willingness to defy the constraints of convention, by acknowledging the displays of practices his intellectual and cultural background had ruled out, and being prepared to receive the Tahitian people as reasonable and intelligible, which defined his most valuable contribution to the advancement of human knowledge and understanding ■



A landing on the quarterdeck, Open Day 2004

Medical Staff take delivery of their new crash trolley

The Medical and Dental staff at Creswell make possible the successes of trainees and keep the whole organisation from coming to a grinding halt.

They took delivery in 2004 of new emergency trollies which provide them with a range of capabilities which they hope not to need but which would be vital in an emergency ■



Grouped around one of their new "crash trollies" are Lieutenant Lynelle Greenwood, Able Seaman Steven Towns, Able Seaman Latisha Baker, Leading Seaman Tania Nathan, and Petty Officer Karen Horsburgh.

New Age Nelson

It's almost 200 years since Lord Nelson's famous naval victory over the French and Spanish in the Battle of Trafalgar. To kick-start the anniversary celebrations, an actor dressed as Nelson posed for pictures on the River Thames at Greenwich. But before he was allowed to board an RNLI Lifeboat, safety officials made him wear a lifejacket over his 19th century admiral's uniform.

How would Nelson have fared if he's been subject to modern health and safety regulations.

You are now on the deck of the recently renamed British Flagship, HMS Apeasement...

Order the signal. Hardy.

Aye, aye, sir.

Hold on, that's not what I dictated to the signal officer. What's the meaning of this?

Sorry, sir?

England expects every person to do his duty, regardless of race, gender, sexual orientation, religious persuasion or disability. What gobbledegook is this?

Admiralty policy, I'm afraid, sir. We're an equal opportunities employer now. We had the devil's own job getting "England" past the censors, lest it be considered racist.

Gadzooks, Hardy. Hand me my pipe and tobacco.

Sorry, sir. All naval vessels have been designated smoke-free working environments.

In that case, break open the rum ration. Let us splice the mainbrace

to steel the men before battle.

The rum ration has been abolished, Admiral. It's part of the Government's policy on binge drinking.

Good heavens. Hardy. I suppose we'd better get on with it. Full speed ahead.

I think you'll find that there's a 4 mph speed limit in this stretch of water.

Damn it, man, we are on the eve of the greatest sea fight in history. We must advance with all dispatch. Report from the crow's nest, please.

That won't be possible, sir.

What?

Health and Safety have closed the crow's nest, sir. No harness. And they say that rope ladder doesn't meet regulations. They won't let anyone up there until a proper scaffolding can be erected.

Then get me the ship's carpenter without delay, Hardy.

He's busy knocking up a wheelchair access to the fo'c'sle Admiral.

Wheelchair access? I've never heard anything so absurd.

Health and safety again, sir. We have to provide a barrier-free environment for the differently abled.

Differently abled? I've only one arm and one eye and I refuse even to hear mention of the word. I didn't rise to the rank of admiral by playing the disability card.

Actually, sir, you did. The Royal Navy is under-represented in the areas of visual impairment and limb deficiency.



Whatever next? Give me a full sail. The salt spray beckons.

A couple of problems there, too, sir. Health and safety won't let the crew up the rigging without crash helmets. And they don't want anyone breathing in too much salt – haven't you seen the adverts?

I've never heard such infamy. Break out the cannon and tell the men to stand by to engage the enemy.

The men are a bit worried about shooting at anyone, Admiral.

What? This is mutiny.

It's not that, sir. It's just that they're afraid of being charged with murder if they actually kill anyone. There's a couple of legal aid lawyers on board, watching everyone like hawks.

Then how are we to sink the Frenchies and the Spanish?

Actually, sir, we're not.

We're not?

No, sir. The Frenchies and Spanish are our European partners now. According to the Common Fisheries Policy, we shouldn't even be in this

stretch of water. We could get hit with a claim for compensation.

But you must hate a Frenchman as you hate the devil.

I wouldn't let the ship's diversity coordinator hear you saying that sir. You'll be up on a disciplinary.

You must consider every man an enemy who speaks ill of your King.

Not any more, sir. We must be inclusive in this multicultural age. Now put on your Kevlar vest, it's the rules.

Don't tell me – health and safety. Whatever happened to rum, sodomy and the lash?

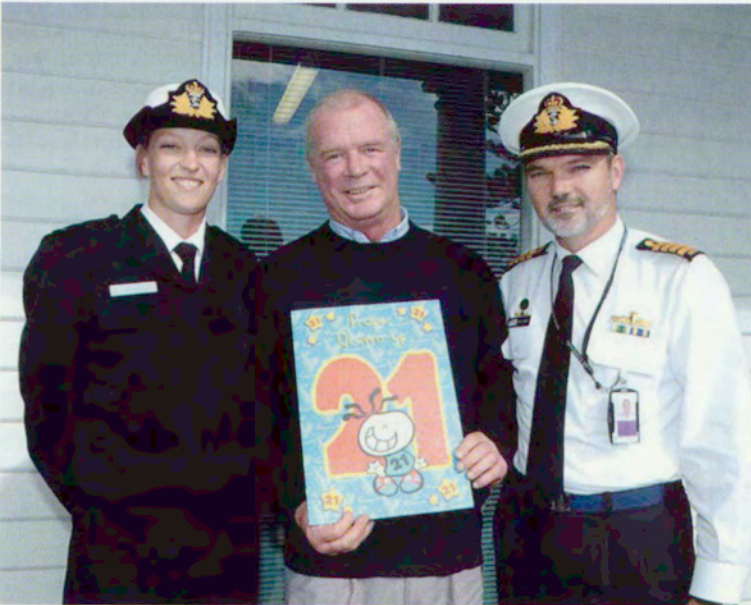
As I explained, sir, rum is off the menu. And there's a ban on corporal punishment.

What about sodomy?

I believe it's to be encouraged sir.

In that case – kiss me Hardy ■

Thanks Lance you're of age



Lance Mearing is by far the longest serving member of the Creswell Staff and this was suitably recognised with a card celebrating his 21 years of service.

Quarterdeck all 'roped in'



CPO Jethro Ellis transformed the appearance of the Quarterdeck using the ropework skills taught to him as a junior sailor and which he has been practising throughout his career. Each stanchion carrying the perimeter chain has been decorated with elaborate ropework, each an example of Chief Ellis' virtuosity as an artist in rope. On completion of this work the quarterdeck saluting area ceased to be the entire lawned area and became specifically the area chained off in front of the ensign staff. This avoids the prior requirement to salute on stepping onto the lawn from any point of the compass ■

RANC Cross Country

The RANC Cross Country race is a compulsory event in the NEOC calendar, and so all trainees who are medically fit faced the starter Chief Petty Officer Physical Trainer Darren Dyball. The crack of the starting pistol saw a roar of enthusiasm as trainees tackled the 5.2 kilometre course. They were joined by 44 staff members, from HMAS Creswell and HMAS Albatross, which sent several enthusiastic runners across for the afternoon.

The Cross-Country race is a tradition at the RAN College, which has existed since 1913. Originally the race was eight miles in length (about 13 kilometres), and hotly contested for points for the various divisions to which the midshipmen belonged. That focus still exists today, with the first 10 placegetters of each division gaining points towards a perpetual sporting trophy.

The Captain R.H. Walters DSO RN Challenge Cup is awarded to the winning NEOC Division. Captain R.H Walters arrived in Australia from England in 1919 as the RANC Commanding Officer. He presented the first Walters Cup that year to the winning Division in the Annual Cross-Country Race ■



Midshipman Ruegar hits the tape to win the cross country for NEOC 30

LEUT Andy Garven, Chaplain Graeme Watkinson and the winner for NEOC 30 Midshipman Michael Rueger.



Jackstay at work



Late in 2003 two 'kingposts' were obtained from the destroyer HMAS Brisbane. Opened in December by the Chief of the Navy, Vice Admiral Chris Ritchie AO, RAN himself a 1968 graduate of the College and ex-Captain of HMAS Brisbane the kingposts saw their first use in the RAN College's program in February 2004. A division of NEOC 30 spent several hours working out how to bridge the water across the old seawater swimming pool. They learnt fast and in a very real sense came to appreciate some of the technicalities of leading a team in a seamanship evolution ■

Exercise Matapan - the final test

By SBLT Jim McDonald



Exercise MATAPAN is the last of four Practical Leadership Exercises (PLE), and follows Exercises CORONEL, SUNDA STRAIT and CORAL SEA. Each exercise is more challenging than its predecessor and an integral element of the first phase of the officer Leadership Management and Personal Development (LMPD) training continuum. All exercises require a considerable input from a highly motivated and professional HMAS CRESWELL Training Staff, none more so than MATAPAN, which consists of a series of operationally oriented realistic scenarios and leadership evolutions that are extremely mentally and physically challenging, yet conducted in a safe and responsibly supervised environment.

The exercise aims to evince personal qualities and reinforce skills gained during the previous practical exercises, and is directly linked to the principal learning outcomes of the New Entry Officer Course (NEOC) syllabus.

trainees are formally assessed for Officer like qualities, and their potential as leaders. In Navy terms, Exercise MATAPAN may be compared to a Unit Readiness Evaluation, not only for each NEOC, but also for the RANC ■

Exercise MATAPAN encompasses fundamental aspects of leadership, management and personal development, as it relates to Navy, with a strong emphasis upon Navy's core values. Most importantly, MATAPAN provides a practical environment where NEOC



Exercise Matapan - Beecroft Peninsula







RANC Historical Collection Report

By LEUT Richard Adams

Da. 2: 22, "He reveals deep and hidden things".

The Historical Collection has been a veritable vespiary of activity since July 2004 when I assumed the curatorship, and April 2005 as this article is penned. Regrettably, much most valuable endeavour has been unapparent to casual observers.

Most significantly, the National Archives were invited to visit and to provide advice concerning preservation of historic documents, as the Collection is home to a notable archive. As a consequence of this visit, measures are now in place to document the innumerable folios hidden in the undercroft, to photograph these documents and eventually to house the Historical Collection archive in more sympathetic surrounds.

Commodore Toz Dadswell (Ret'd) has promised to bear this most formidable weight. When he is successful, the College, the Service and our Nation will owe Commodore Dadswell a considerable debt. He will oversee a project which is estimated to endure for at least five years, and which will ensure perpetuation of documents as rare as draft reports to the Parliament, dating from the inception of the College. The measureless power of the archive to inform the Royal Australian Naval College of the Twenty First Century is exemplified by a precis of reports concerning the imminent dismissal of Cadet Midshipman Valentine, dated May 2nd, 1914, Senior Naval Instructor S.C. Smith, latterly Vice

Master of the Hutchins School, wrote of Valentine that he; "Still lacks grit...(and suffers a) lack of pluck if a difficulty arises he lacks courage to attack it and is too prone to allow himself to be beaten without making even a reasonably decent effort. On the whole, he does not seem to be developing that stability of character which I take to be the distinguishing feature of a Naval Officer".

Interestingly, Smith appended a hand-written note to the above report, commenting of the ill-fated Cadet-Midshipman: "General appearance unpleasing -slovenly in habits, untidy, even dirty. Displays no sense of personal pride in himself or his surroundings, no feeling of dignity of his position. Lacks self-restraint "

Dr. Wheatley, the Director of Studies, rather summed things up; "I cannot think this Cadet-Midshipman will ever be a credit to the Service".

Conspicuously, beyond housekeeping of the archives, the Collection has afforded sanctuary of a wondrous collection of model ships, previously secreted in various nooks and niches about CRESWELL. The ships themselves make a fabulous display.

Outstanding amongst these models is HMAS Canberra (1), 8-inch-gun cruiser of Second War renown. The model, a small ship in its own right, arrived from the Museum of Flight aboard a medium lorry and a bomb carriage. Attended by a team of six volunteers from the Museum of Flight, the model now dominates the Collins Room. Captain Aldred

has hopes of arranging an affiliated display from the soon-to-decommission Guided Missile Frigate of the same name, which formerly he had the honour to command. Many thanks are due to Mr. Don Parkinson and his chums for their assistance in the remove and relocation of this model.

Additionally, a project has been undertaken to rejuvenate, frame and display many of the historic photographs which have lain forgotten in the undercroft for many years. These photographs will provide wonderful companions for the old honour boards which have also been rescued from obscurity to hang again on display. Mr. Lance Mearing has offered valuable support in regard to this project.

In conclusion, the Collection has submitted a most detailed muster-including photographs to the Naval Heritage Collection. This, the most thorough register of Collection holdings undertaken in any years, was accomplished due to the good offices of several volunteer Midshipmen to whom I offer thanks. Their efforts provide a sound basis upon which to build an amplified and more explicit record of the Collection's assets.

I am pleased to record the more consequential achievements of the Historical Collection in the nine months I have been pleased to serve as curator. I hope the scale of our undertakings serves to illuminate the proper maintenance of our Navy's heritage is a time-consuming and easily overlooked endeavour ■

Banksia House Annual Report

by Sarah Morris Adams, President

Banksia House is the CRESWELL Community House which offers a range of support programmes for ships' company members. Banksia House has been such a hive of activity, that one wonders where time goes.

It has been yet another busy year for Banksia House. We have had a full programme operating for most weeks of the year, with different events occurring daily. Diverse activities were offered to appeal to people both on and off the base. Both day and night-time events were incorporated into the programme in order to enable those Defence members who work full-time to attend.

Regular weekly activities held during the school year include a well attended Playgroup, Fit Play (a fitness session aimed at children aged 2- 5 years), Music Appreciation for Children (aimed at 0- 5 year olds), and a very enthusiastic craft group. Monthly meetings are held for Bookclub and a recently formed Scrapbooking Group. Other activities held at Banksia House throughout the year include School Holiday Programmes for children, morning teas, a sausage sizzle, local Australian Breastfeeding Association meetings and children's birthday parties... the list goes on.

Big changes were made to the Banksia House Committee during 2004 due to the departure of several committee members who have been contributing for a number of years. Rosie Clifton,

Martina Arthur and Donna Erwin will be missed; as will Banksia stalwarts Caralyn Dean, who wore many hats, including those of Treasurer and Craft Co-ordinator, during her time at Jervis Bay and our President of three years, Kaylene Anderson. Kaylene's energy, commitment and dependability make her a very hard act to follow!

This year we have been well funded, and as a result have been able to expand our toy library, replace and increase our craft supplies, and replace some of our in-house electrical equipment. We have also been able to heavily subsidise activities which take place at Banksia House including associated childcare. Major purchases this year include plastic screening to weather-proof the back deck, and more improvements to the sandpit. Regular annual maintenance work includes pest-control and a carpet and furniture steam-clean.

I would like to thank our hard-working committee who enthusiastically took up the challenge this year: Kim Ritchie, Sofie McDonald, Amanda Garvan, Jennifer Veraart and newcomers Debra Ferry, Lee Revell and Zina Pepper, have my appreciation and as do all of us who utilise Banksia House.

Finally, the Banksia House Interest Group Committee and the attending members would like to thank the Family Support Funding Program for its financial support, we are an isolated community and

this funding recognises our special needs and the adverse effects of postings upon CRESWELL families. The courses and activities which are run through this Community House would not be available to residents or be as well attended were they not subsidised and supported by the FSFP Grant. Bernadette Raynor and the staff at the Defence Community Organisation also deserve a special mention for their support.

Thanks again to all who have helped make Banksia House a success this year!

