



# HMAS CRESWELL MAGAZINE

## 2005



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### In Memorium - 2nd April 2005

A sad day in the life of the Australian Defence Forces.

Lest we forget the 9 souls who passed away on Nias, Indonesia after providing Humanitarian Aid in Operation Sumatra Assist following the Nias earthquake.

LEUT Matthew Davey, LEUT Jonathan King, LEUT Paul Kimlin, LEUT Matthew Goodall, PO Stephen Slattery, LS Scott Bennet and SQL Paul McCarthy, FLT Lynne Rowbottom, SGT Wendy Jones

*We will remember them*

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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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## CAPTAIN'S FOREWORD 2005

*By Captain Tony Aldred, RAN*

How quickly the time flies when the work is meaningful and the scope of that work is broad and, seemingly, never-ending. Though it seems like a heart-beat since I provided last years foreword to this annual magazine, a very full 12 months has transpired and it is now time to reflect on the goals set against the outcomes achieved. As I near the end of my tenure in command of HMAS CRESWELL, as Training Authority-Initial Training, Leadership and Management (TA-ITLM) and Captain, Royal Australian Naval College (RANC) I am pleased to say that the majority of my goals have been achieved or have, at least, progressed strongly towards fruition. This has been no mean feat, with ongoing staff shortages and a tight budget invariably requiring consideration as the training and administration tempos continued at an exceptionally high level. CRESWELL hosted more than 200 individual visits from

varying organisations, including an exciting Fleet Sports Day, numerous high level planning conferences and training exercises, the inaugural Gilmore Youth Leadership Forum and a range of domestic and foreign dignitaries. TA-ITLM graduated almost 2000 trainees through various residential and flexible learning programmes, including 225 new entry officers aged 17 to 48, 758 sailor recruits, 773 LMPD course graduates and 93 new entry reserve officers and sailors – these fantastic achievements were done with the minimum of fuss and the maximum of professionalism, by a team who invariably exuded the very best of Navy's values.

2005 has been an outstanding year for all of the key elements within my bailiwick. The level of support CRESWELL provides to the fleet has not diminished, with the Port Services organisation and Defence Maritime Services working hard and achieving outstanding results. CRESWELL also achieved superior results in the annual System's Command establishment audit, whilst TA-ITLM received similar accolades for the high standards achieved in the Australian Quality Training Framework (AQTF) audit, particularly with respect to the excellent training philosophy and documentation. The Navy Reserve Initial Entry Training Team (NRIETT) has been 'stood up', is now fully complemented and doing a great job.

Specific training achievements of note include TA-ITLM's peerless performance in supporting Project Sea Change and the significantly improved liaison with external authorities to enhance the New Entry Officer Course (NEOC)

programme. One associated issue in this regard has been the improvements wrought through sending smaller divisional size groups of trainees to a number of fleet units for the NEOC sea training deployment, rather than sending the entire class to one large ship. The impact that this has had on the quality of a key element of NEOC cannot be overstated. All the LMPD continuum elements after initial entry training have been fully subscribed by willing volunteers who have given their best and focused on making the most of the training and education opportunities afforded by such courses. Finally, I have received continual feedback from trainees' families and friends that mirror the praise passed on to me by visiting senior officers – the quality of our initial entry training is indeed second to none, as attested to by the opportunity I had to bench-mark TA-ITLM against the United States Navy during my visit to the USN Academy, Annapolis early in 2005.

From a personal perspective, I have learned much from the broad scope of experience implicit in the multi-hatted role of leading the CRESWELL/ITLM teams. I now feel much more comfortable with the great variety and volume of tasks that surprised me so much on joining. Indeed, I found myself enjoying the role of Special Magistrate for the Jervis Bay Territory, but thankfully I was never called upon to enact the associated role of Coroner. Being the Superintendent of Naval Waters and member of the Booderee National Park Board of Management continued to surprise, delight and, occasionally,



frustrate, but even the difficult days were incredible learning experiences. As the year progressed, I re-discovered how important nurturing depth in the team is when I handed over command to the Executive Officer and Training Authority (TA) duties to the Deputy TA during a prolonged period of absence due to medical incapacitation. Further, I discovered how important the support of a great team is when the 'chips are down'. Everyone responded magnificently to the impact of my absence, with CRESWELL and TA-ITLM powering on regardless – that is how it should be in all teams! Finally, the year included my surprise decision to leave the Navy after 29 years of exceptionally enjoyable and rewarding service to take up a new challenge with the NSW Police as the Commander Education Services.

So having enjoyed the full range of professional and personal challenges during two years in command, I am proud to say that

this job will be my last in the Royal Australian Navy. To leave this fine organisation from the same place I started 29 years ago is the greatest of privileges, especially having been supported by such a loyal, professional and capable team throughout my tenure. That said, much remains to be done under the command of Captain Mark Sander over the next two years to ensure that key future requirements are met. Teamwork and commitment across the uniformed CRESWELL Command element/RANC/TA-ITLM staff, Defence civilians and civilian contractors is essential to achieving the best possible outcomes from the CRESWELL Re-development Project, the LMPD Training Review and other strategic requirements, whilst also focusing on continually improving day-to-day training and business practices. In so doing, I am sure that you will commit to Captain Sander with the same selfless diligence that I have been privileged to

receive since January 2004.

This year book will provide much more detail on the extraordinary achievements of HMAS CRESWELL and TA-ITLM during 2005, but as I said last year the key message is that the many thousands of trainees and visitors to our organisation have been very impressed by the experience and, most importantly, with the people they met. The challenges of training officers and sailors, supporting the fleet and managing a 'heritage base' within an region of environmental significance will not diminish in the future, so the challenge for each and every member of the team is to keep 'stepping up to the plate and giving it your best shot'.

In conclusion, I have to say that whilst I will soon leave the Navy, my last two years will always rank as the best of my 29 years of service. I have enjoyed your company as much as I have respected your performance. Thank you and good luck with your own careers in the future.



*A Four Ring Flight!  
Front seat; CAPT Grant Ferguson, CO of HMAS ALBATROSS & CAPT Gavin Reeves, National Commander Australian Navy Cadets, Rear seat; CAPT Andrew Gough, Director Trials & CAPT Tony Aldred, CO of HMAS CRESWELL*



## A WORD FROM THE X – EXECUTIVE OFFICER'S REPORT

By CMDR Tony Davidson

What an absolute honour and privilege to be back at CRESWELL as the Executive Officer after an absence of 22 years. As stated in an article I wrote for the Naval Supply Newsletter soon after arrival the two things that have changed dramatically are the number of kangaroos calling CRESWELL home and the size of the trees.

It is certainly most pleasing to be at CRESWELL now that a rethink of the way in which we train our Junior Officers has emphasized the importance of CRESWELL and the RANC in that process. I certainly believe that for the officers destined to undertake degree studies at the Defence Academy, the current training continuum will serve them in good stead, as it also does for those Direct Entry Officers proceeding to billeted positions in the Navy and those other junior officers electing a more direct path to the Fleet.

CRESWELL continues to be busy in support of the Fleet and the regular gatherings of minor and major fleet units in the Bay reinforces the establishment's position as an important cog in the fleet support process. My management role in this respect has been made very easy with a small and dedicated team at the waterfront lead



by LEUT Mick Henry and most ably backed up to LS Jodie Derrick and PO Pops Lamont.

The Visits side of CRESWELL continues to be run smoothly by Mr Paul Slater backed up by my assistant, Ms Susan Viero. It does not surprise me that CRESWELL is the location of choice for any number of Army units interested in undertaking small unit amphibious exercises or undertaking adventurous training activities with CRESWELL as a base of operations. The very popular Multi Function Centre continues to attract groups from a wide variety of Defence organisations keen to get away from the distractions of Canberra or Sydney, and CRESWELL will continue to support these groups to the fullest extent possible. Non Defence organisations are increasingly looking to CRESWELL as a venue to run activities and so long as the provisions of DACC are met and the activity has no impact upon Defence activities CRESWELL

will continue to support them as part of our strategy for engaging with the wider community. One of the most successful events of this type was the Gilmore Youth Leadership Forum conducted over a 4 day period with over 100 Year 11 Students from schools in the region, camping on the lower sports ground and conducting a variety of leadership activities. 2005 concluded successfully with Camp Quality calling CRESWELL home during the week between Christmas and New Year.

Not having had a great deal of working experience with CSIG I was very pleased to note upon arrival that the relationship with CSI-Jervis Bay was and continued to be a strong one during 2005. Likewise the relationship between Defence and our prime contractor in the delivery of garrison support services – Serco Sodexo Defence Services, continues to be a good one. CRESWELL certainly benefits from the fact that the SSDS workforce



is stable and good working relationships can be fostered.

Having already acknowledged a few key people that make my life as XO easy I will conclude my piece with a couple more. CPONPC Chris Apperley has done much in 2005 to revamp and confirm security and access arrangements for the establishment and was instrumental in achieving a good result early in the year when the team from SYSCOM arrived for our biennial inspection. Mr Steve Ryan, Manager of the CSIG team at CRESWELL continues to provide excellent service and advice to Command from his position which is sometimes akin to being between a rock and a hard place.

SBLT Jim McDonald, often referred to as the World's Oldest Subby, the unofficial 1<sup>st</sup> LEUT and SLJO has provided me with excellent service in accomplishing a number of things I just could not get around to doing. Finally It has most certainly been an honour and a privilege to serve as XO at HMAS CRESWELL in 2005 under CAPT Tony Aldred. A more dedicated and passionate officer I have not yet encountered.



*It's so good being a pusser.*



## TRAINING COMMANDER'S REPORT

By CMDR Mike Hickey, RAN



CRESWELL personnel present and past are justifiably proud of the history and traditions of RANC, but our training is not stuck in the past. Rather it is dynamic and contemporary, designed to be relevant to the task of training Navy leaders for today and tomorrow. The unique location of RANC gives it an enduring and timeless appearance, but under the surface there has been significant cultural change.

A simple way to demonstrate this change is to highlight the current importance placed on promoting and effectively managing diversity at RANC. CRESWELL trainees, as described in detail throughout this magazine, bring a broad range of talent with them when they arrive for training. Both officers and senior sailors courses are taught at RANC. Trainees are aged between 17 and 54, and approximately a third are female.

All Navy professional specialisations are represented, comprising both the full time and reserve force. Managing the expectations of these diverse individuals is a constant challenge for the training team. Understanding and applying diversity is a key learning outcome of RANC training. It is also essential for Navy's long term cultural improvement. At CRESWELL trainees learn how diversity enhances mission success.

The unifying aspect of RANC training is its focus on teams. A defining characteristic of RANC is the 'all of one company' training experience, irrespective of PQ or specialisation. This is particularly evident in the induction training for officer trainees who are taught they are Naval Officers first, and PQ specialists second. The message is reinforced through the Junior Officers Leadership Course (JOLC) which emphasises the importance of the role of the Divisional Officer. All RANC training programmes emphasise a 'values based' approach to leadership.

I would like to thank the training staff for their dedication and success in providing effective training at RANC in 2005. Serving at CRESWELL is both a privilege and a responsibility because the entire staff act as important role models for new entrant officers.

In my view all staff deserve recognition for the extra effort required at RANC. I congratulate the following members of the Training Department who achieved special recognition:

- **Medal in the Order of Australia (OAM)**  
LCDR Mark Burton
- **Systems Commander Commendation**  
LEUT Tess Cunningham
- **Navy Systems Command Quarterly Achievement Award**  
LEUT Desmond Woods
- **RAN Instructor of the Year**  
WO Gary Bromley
- **Commanding Officer Commendation**  
LCDR Rebecca Virgona  
LEUT Desmond Woods  
LEUT Richard Raymond  
LEUT Ben Horner  
WOCIS Mark Tandy  
Course Planning Team
- **Navy Engineer Charge Qualification & Selection for Promotion to LCDR**  
LEUT Duane Unwin

As always the final word should be left for the CO CAPT Tony Aldred who provided inspirational leadership as CO CRESWELL during what was to be his final year in the RAN. It was a pleasure for trainees and staff alike to serve with him.



## THE YEAR AT A GLANCE

By LEUT Desmond Woods

HMAS CRESWELL in 2005 was an adventure for both staff and trainees. It was CAPT Tony Aldred's second year in command and, as it turned out, his last year in the RAN before taking up a new role with the NSW Police.

During his two years at the helm CAPT Aldred gave many speeches and attended events large and small. His address to the RSL marking 60 years since the end of World War II is reproduced in this magazine as being representative of all those public occasions where he spoke for us all.

2004 ended with the announcement from the Government that a major works project to build new facilities and restore existing ones had been approved in principle by the Minister of Defence. The RANC

is now secure within its parent establishment and by the end of the decade will be a much enhanced training facility able to play its critical role in getting future generations of Australians ready for their passing out into the fleet as junior officers of the RAN.

The beginning of 2005 saw an influx of newcomers into the CRESWELL senior team. CMDR Tony Davidson came in as the Executive Officer in succession to CMDR Henry Pearce. This was the first time a Supply Officer had posted in as the second in command. An ideal choice in view of the growing importance of liaison with present and future contractors during the 2006 major works project and heritage housing upgrade.

CMDR Michael Hickey arrived from the Australian Defence

College to be the Deputy Training Authority Initial Training Leadership and Management and as the RANC Training Commander. This succession of appointments ensures a robust Leadership Management Personal Development Continuum through all phases. He took over from CMDR Chris Baldwin who departed for NPTC East.

LCDR Tim Byles took over from LCDR John Cowan as Head of Officers Initial Training Faculty and LCDR Terry Bird returned to CRESWELL as Staff Officer Policy

A notable returnee was WO Col Painter who came back to be the Training Facility Manager at the RAN School of Survivability and Ship Safety after doing his sea time.

CHAP Paddy Skyes took up his appointment to Creswell in 2005.







Paddy is the first RC Chaplain to be posted to the RANC for a number of years. LCDR Rebecca Virgona left CRESWELL and the RAN to have her baby having completed the update of the NEOC training documentation for the RANC. With her team she assisted in getting civilian accreditation for all RANC courses other than JOMSSC. She received a CO's commendation for her sterling services.

LCDR Doug Cornish and LEUT Liz Waddell and her team at NRIETT undertook a thorough revision of all aspects of REOC training, aligning it more closely with the NEOC programme.

The ongoing programme of restoration and asbestos removal continued apace with the closure of Training Block North for several weeks while the last of the fibre was safely removed. In the process several other defects were remedied. The maintenance of "business as usual" despite the temporary loss of classrooms was a considerable logistical achievement and thanks were due to a number of the staff led by Ms Trish Staunton who exercised her planning skills to the full.

Later in the year the Wardroom was given the same asbestos

removal treatment and a new coat of paint, which it had been sorely lacking for some years. This smartening up seemed very appropriate in the bicentennial year of the Battle of Trafalgar. On completion of all work on October 21 a Trafalgar Night cocktail party was held in the Wardroom foyer with Mess members and NEOCs in attendance.

The work undertaken in 2004 to upgrade the appearance of the Quarterdeck was continued and after the return of the Navy Cadets' saluting gun on loan from TS TAMAR in Tasmania the gunnery staff took delivery of the permanent saluting gun which will now play its part in Evening Sunset ceremonies for years to come.

In 2005 WO Gary Bromley exchanged with WO Steve Adams of HMS COLLINGWOOD under Exercise Long Look. (Given WO Bromley's RN origin there was some discussion about "coals to Newcastle.") His being awarded the RAN Instructor of the Year award was a well deserved recognition of his charismatic leadership of the CLDP programme since 2003.

Other awards included a

SYSCOM Commendation for LEUT Mick Henry for his work with NEOCs Sea Training over several years. LEUT Tess Cunningham also received a SYSCOM Commendation for the development of Senior Sailor and NEOC Communication Training. LEUT Desmond Woods, PO Scott Revell and Mrs Clare Steve received SYSCOM Quarterly Contribution Awards. CO's Awards went to the Course Planning team of Fiona Goodman, Ray Burt and Rod Webb for efficiency and in ensuring that the many courses at CRESWELL run effectively. George Valdivia received a long service award after 20 years service.

The RANC added to its list of countries that send officers to train here when the Philippines sent an officer cadet. She joined those from PNG and Singapore to provide an international aspect to NEOC 33. They all did well and graduated with credit to themselves and their parent services.

The largest growth area in the work of the RANC in 2005 was caused by the surge in the number of Warrant Officer and Senior Sailor Entry Officers and Lateral Entry Officers under training to a total of forty six



This represents many hundreds of years of naval experience being retained in the RAN rather than lost to civilian employers.

JOMSSC and JOLC both consolidated their programmes under LCDR Mark Burton's leadership and trained larger numbers than in previous years. Three officers were promoted to LCDR by Captain Aldred on receiving their Course Completion Certificates. Outcomes based training was clearly demonstrated in those cases! Many JOMSSC graduates were selected for promotion at the end of 2005.

Once again the members of the Lismore Association gathered at their memorial for their annual service to remember their shipmates who were lost in a wartime accident in the bay. Their dedication to keeping green

the memory of these lost sailors is an inspiring example of great fidelity over many decades.

A particularly poignant moment was the scattering of the ashes in Jervis Bay of the widow of LCDR Robert Rankin on October 28th. He was the Captain of HMAS YARRA during her last heroic fight in February 1942 against overwhelming odds. His death in action left behind his wife and baby daughter Patricia. She arranged for the memorial service which was undertaken by CHAP Paddy Skyes. It reminded all who attended of the importance of the RANC as the spiritual home of Officer Training for the RAN in peace and war over more than 90 years.





## OITF – OFFICERS' INITIAL TRAINING FACULTY

The Officers' Initial Training Faculty hit the ground running at the start of 2005. After an abnormally large turnover of staff in the Faculty at the end of 2004, more than 125 New Entry Officers, four new Divisional Officers and a new Head of Faculty were inducted into the RANC towards the end of January to commence NEOC 32. The frenetic pace for the remainder of the year had been set.

The main effort for the year was conducting NEOC training, but the RANC also conducted a range of other courses with a substantial output. These included, but were not limited to, 40 RMIT students, 45 Reserve Entry Officers, 7 Officers attending the Lateral Entry Programme and 41 Warrant Officer and Senior Sailor changeovers. With the addition of nearly 200 New Entry Officers, the RANC was an extremely busy place to be in 2005!

The first of the New Entry Officer Courses, NEOC 32, was conducted between January and June 2005. From an intake of slightly more than 125 students, 119 successfully graduated from the RANC in mid June. An excellent strike rate! Significantly, the NEOC 32 graduation parade was the final official duty for the outgoing Chief of Navy, Vice Admiral Chris Ritchie, RAN. On completion of festivities, exhausted staff were given a two week period to recharge their batteries and prepare for the onslaught of



*HMAS CRESWELL Waterfront from the air with ships in the bay*

students attending NEOC 33, commencing in early July.

The second New Entry Officer Course for the year, NEOC 33, was a far more modest intake of 66 students. This course was conducted over the period from July to December 2005, and produced 55 successful graduates of the RANC. The Reviewing Officer for the graduation parade was the Deputy Chief of Navy, Rear Admiral Max Hancock, RAN.

Highlights for both staff and students alike during the year were the Sea Training Deployments for both New Entry Officer Courses. In a departure from previous courses, all NEOC students during 2005 deployed to fleet units in their respective divisions, rather than as one large RANC contingent to one ship. NEOC 32 deployed to HMA Ships MANOORA, ADELAIDE, WESTRALIA and WARRAMUNGA and travelled as far away as

Singapore, but as close as Fleet Base East. Later in the year, NEOC 33 deployed to HMA Ship's KANIMBLA, MANOORA, STUART and WARRAMUNGA and travelled to locations such as Sydney, Townsville, Melbourne, Perth and Nelson in far away New Zealand.

Overall, the year provided many significant challenges for both staff and students, but the end result justified the hard work of all. The support and dedication to the OITF from HMAS CRESWELL's staff produced some excellent results and graduated an impressive number of junior officer's into the fleet, all of whom are well positioned to embark on their careers as sea-going officers of the RAN.



## MANAGEMENT & STRATEGIC STUDIES FACULTY

By LCDR Mark Burton, RAN

The MANAGEMENT and Strategic Studies Faculty (MSSF) enjoyed another extremely successful year in 2005. In writing this short report, I am aware of the continual improvement programme including yet more changes to the various courses that faculty staff and students have embraced throughout the year. As with all change, the process involves a level of critical reflection and an adjustment of people's perspective, while still holding firmly to the core Navy values that continue to define and guide us in the important area of Leadership and Management and Professional Development (LMPD) Training. In the MSSF we aim to value the member's integrity, support their professional journey and encourage their resilience; so that when they complete LMPD courses they are well equipped to lead and manage sailors.

The instructional staff in the MSSF is a professional group, both dedicated and enthusiastic and amongst the very best I have had the pleasure of working with in 28 years in the RAN. Their involvement in all aspects of the LMPD courses and life at HMAS CRESWELL demonstrates their commitment to professional development of all students. Throughout the recent periods of change, brought about by the curriculum planning process and its implementation, instructional staff embraced the journey, committing themselves to the



new syllabus and procedures with enthusiasm. Our Training Support / Planning staff is also a dedicated group, without which the faculty could not function. I applaud their positive attitude towards their work, our students and instructional staff. They display a strong spirit – the key characteristic of the Navy family – often acting as the flexible joint that allows our organisation to function so well.

2005 has seen another year of challenge and success for the Management and Strategic Studies programme at TA-ITLM. There were many highlights such as improvements to curriculum management, civilian accreditation, relevant assessments, professional development of instructional staff, performance review procedures and timetabling to mention just a few. The greatest highlight for MSSF in 2005 was

the amount of positive feedback received from both students and visiting lecturers to the faculty in particular and TA-ITLM in general. The definite low point of 2005 was having the Pommie WO – Steve Adam here with us on EX LONGLOOK when we lost the Ashes!



## NAVAL RESERVE INITIAL ENTRY TRAINING TEAM (NRIETT)

2005 was the first full year of operation for the Navy Reserve Initial Entry Training Team (NRIETT) following its establishment in September 04. During this year, REOC trainees have benefited from having an administrative staff able to be fully focused on their training needs and considerable time and effort has been put into the development of efficient administrative and management systems. In order that the REOC continue to closely reflect the training provided to PN officers, training progress management procedures have been put in place and courseware is now updated by RANC lead instructors.

During 2005, NRIETT has coordinated and managed two Phase 1 'IOT' courses, two Phase 3 'Sea Prerequisites' courses and two Phase 4 sea training deployments, all run concurrently with the Phase 2 distance-learning programme (which had 90 active participants). In all, 105 REOC personnel attended residential phased training and were supported by NRIETT, RANC and CRESWELL staff throughout these periods. Notably, the second of the STDs was conducted together with NEOC deployments, with REOC members reporting that they gained a great deal from interacting with PN trainees during the deployment and enjoyed the training experience immensely (or at least, most of it!).



*LEUT Mark Skinner (centre front) with REOC's*

The Reserve Officers come from a wide variety of backgrounds, including: doctors, lawyers, judges, public relations officers, maritime specialists (including customs officers, ships pilots, commercial captains and others), psychologists, nurses and changeovers (from Navy and other Services). The list is not exhaustive, but indicates the depth and variety of experience to be found in the ranks of the Reserve.

Reserve Officers were asked why they chose to join the Navy. Their replies included: 'I wanted to give something back to my country'; 'I wanted to do something really worthwhile'; 'I wanted to do something different, something that I could never

do in my civilian life'; and, 'It's an opportunity for adventure'.

At the end of only the first Phase of their training, REOC members report that they will be forever changed (for the better!) for the experience.

It's easy to forget, when you're in uniform daily, how different is the experience of being part of a cohesive team, and how much is gained. The new Reserve Officers fully appreciate this aspect of Navy life and are prepared – and fully expect – to enjoy every aspect of their training experience. Their high level of enthusiasm and self-motivation make NR officers a pleasure to work with.



## THE RANC COURSE PLANNING TEAM

By LEUT Theresa Cunningham

2005 was an extremely exciting year for the CIO's and the course planning team. With a restructure of the college and some tweaking of positions, the civilian staff were required to train both a new supervisor and CIO. They approached this task with much enthusiasm, as they approach all tasks; discovering very quickly that morning teas and chocolate were definitely the most efficient method to get the job done. It is amazing how chocolate can make any task possible.

The team of course programmers, consisting of Rodney Webb, Ray Burt and Fiona Goodman, and CIO's LEUT Cunningham and LCDR Longhurst (who decided that life at sea was definitely much easier with a snappy posting half way through the year), quickly set to work very early in the year with preparations for the upcoming onslaught of trainees. We were anticipating record levels of trainees going from strength to strength. Ready or not they were on their way. As one group was leaving we were preparing for the next group.

We managed to programme and run 60 courses with 700 trainees, coordinate 70 external lecturers (many of whom returned again and again) and an amazing 16315.5 hours worth of training, and of course consume an exceptional amount of chocolate. When you look back you can see that this was really a phenomenal amount.



From Left: LEUT Theresa Cunningham, Rodney Webb, Fiona Goodman and Ray Burt

I am personally sure that I lost at least 2 months somewhere. Once again the course planning team were able to participate in EXERCISE MATAPAN playing surprise roles for the trainees to manage, and believe me they did not make the task easy.

Upon reflection I would have to say the highlight of my year, apart from the personal thanks and appreciation shown by the trainees and staff, was being able to nominate the team and watch them receive a CRESWELL Commanding Officers Commendation for all of their efforts. This is an extremely demanding job and I would have

to say that this team really is an integral component of the RANC.

We are ready for 2006 which again promises to be bigger and better with yet another new CIO-OITF which I am sure will keep us all on our toes. The key to a successful course planning section is great people, chocolate of course, and remembering that life is like a cocktail, you have to mix it right to get the most out of it.



## SURVIVABILITY & SHIP SAFETY

By LEUT Anand Menon

The Royal Australian Navy School of Survivability and Ship Safety belongs to the Training Authority Maritime Warfare but lives (at least in part) at CRESWELL, nestled comfortably within the Training Authority Initial Training, Leadership and Management.

The School has three Training Facilities around Australia. The largest is at HMAS CRESWELL (Training Facility East) and trains junior officers and other fleet personnel in leak stopping and repair, firefighting and the dark arts of chemical, biological, radiological and nuclear defence.

The School also has a facility at CERBERUS which trains almost exclusively recruits, and another at STIRLING for the DC needs of our West-based colleagues. Overseeing the whole concern is a small Management Cell, located at CRESWELL.

2005, as with all years, has been a big one for Training Facility East. 17 Advanced Combat Survivability (CS) courses were conducted, along with 16 Standard CS, 7 Advanced Requalification CS, 9 Damage Control Instructor, 22 Helicopter Firefighting and 3 CBRND Protection Officer courses. This makes a total of approximately one thousand students trained in 2005. In addition, staff at Training Facility East conducted Pre-Workup Training for NEWCASTLE, PARRAMATTA, TOBRUK and STUART. All in all, this represents a significant workload for a staff of barely twenty instructors.



*In addition to its array of Combat Survivability courses, the RANSSSS provides training for flight deck teams in aircraft firefighting. Here a team is training on the School's new Helicopter Firefighting Unit, which has been operational for only a few months.*

Training Facility East is also a small but significant part of the Defence International Engagement Plan. Students from the navies of Malaysia, Fiji and Palau arrived on our doorstep at one stage or the other during 2005 and received training in Damage Control to take back to their respective countries. In addition, a group of ten officers from the Vietnamese Peoples' Navy arrived later in 2005 and a Standard CS course was developed to meet their requirements.

Training Facility East also provides training for those other foreigners – the Army. The Ship's Army Detachments from the LPAs receive the same basic Combat Survivability training as do all sailors. Additionally, TF East has obtained something of a reputation within the Army as an excellent source of adventurous training. As a result, they have

been fending off requests from Army units all year.

2006 has already started out as a busy year for Training Facility East. Two personnel recently travelled to Canberra to participate in the Navy Day celebrations there. The Firefighting demonstration was enjoyed by all. Staff have already begun a busy programme of training, Pre-Workup Training and assistance to the Sea Training Group "wreckers". The promised upgrade of TF East's facilities will start to become a reality in 2007 and much remains to be done to ensure that TF East's training can be moved to other facilities while the upgrade is taking place.

All in all, Warrant Officer Painter and his dedicated staff at the fireground have had a busy had productive 2005 and look forward to more of the same in 2006.



## PARADE & CEREMONIAL / SMALL ARMS TRAINING

By CPOB 'Jethro' Ellis

2005 was a watershed year within the Armoury of HMAS CRESWELL with a number of initiatives and activities conducted in the period that have brought great credit upon HMAS CRESWELL.

The Armoury Staff spent a total of 267 hours on small arms ranges at Majura (ACT) and Beecroft. 350 hours of instruction were carried out on the Parade Ground of HMAS CRESWELL. 338 Officers received instruction from Armoury Staff. And 290 hours were spent in the planned maintenance of small arms. In addition the following initiatives were undertaken and completed during 2005:

- AX mainmast enclosure created and maintained
- "Eternal Flame" created for ANZAC Day ceremonies
- Church bell stand restored
- Boatswain Call training incorporated in syllabus
- Introduction of Seamanship Rivers to the Sunda Strait exercise
- CO's Office driveway restoration
- HMAS VAMPIRE model restored for historical collection
- Work space created for Junior Sailors in department
- Tasmania expedition to return historical 12 lb gun
- Standard Plus achieved in AOI in both SA and EO areas
- Procurement of TV and Video Recorder for coaching purposes
- Procurement and



The Photograph above shows Armoury Staff – 2005 (Left to right) POB Hooker – SMNBM Johnson – CPOB Ellis – ABBM Scott – LSBM Macquene

installation of 3lb Saluting Gun

- Introduction of Power Of Command Assessments to NEOC
- POB Hooker promoted to CPO
- AB Scott completed BM Competency Log
- The entire department achieved and maintained IR Readiness in 2005.

In addition to the incumbent staff photographed above, a number of external staff have contributed to their skills and talents to the Armoury of HMAS CRESWELL. Our sincere gratitude

goes out to the following, CPOB Hudson, CPOB Cannard, CPOB Fredericks, POB Shand, LSBM Saddler, LSBM Richie, SMNBM Cross, SMNBM Johnstone and SMNBM Henwood. And of course our much beloved Divisional Officer SBLT Jim McDonald for his constant support of this section.



## CHIEF PETTY OFFICERS LEADERSHIP DEVELOPMENT PROGRAMME

The Chief Petty Officers Leadership Development Programme (CLDP) is a three-week residential course which is a prerequisite course for promotion to Warrant Officer. Six CLDP courses were completed in 2005, with 67 students successfully graduating.

WO Mark Tandy had to hold the fort between June and October, whilst his esteemed colleague, WO Gary Bromley, attended the European conflict (otherwise known as Exercise Long Look). WO Steve Adam (RN), was the exchange, and by all accounts he had an excellent time. He was involved with two CLDP courses, and also had the opportunity to go on

the road to visit other Defence establishments. WO Bromley's UK experience can be found elsewhere in the magazine. WO Tandy is returning the compliment in 2006, and will depart for the UK in April.

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.

Chief Petty Officers on completion of the CLDP and having demonstrated competencies by achieving a

satisfactory Sailors Performance Appraisal Report, as a Chief Petty Officer, satisfy the requirements for the award of Diploma of Business (Frontline Management). This is a civilian accredited qualification.

Personnel wishing to nominate for the CLDP may do so via course nomination form PT115. Five courses have been scheduled for 2005, with the first commencing on 13 March. This course is a prerequisite for promotion to Warrant Officer, and CPOs will not be considered at the Warrant Officers Promotion Board until successful completion of the course. Please note that the Senior Sailors Management Course (SSMC) is a prerequisite course for CLDP.

We (Gary & Mark) look forward to welcoming you to the 'CLDP Challenge' at the RANC.





## SENIOR SAILORS MANAGEMENT COURSE 2005

By CPOB Jason Rombouts

The Senior Sailors Management Course (SSMC) is a 12-month distance education course that is an integral part of the Sailors training continuum. It assists both Senior and junior Sailors in developing and improving their Service Writing Skills.

In 2005, the course peaked at just over 500 students 'on course' throughout the year and there were over 180 course completions. SSMC is great goal to put on a SPAR, and also earns a civilian accredited qualification (Diploma of Frontline Management—Business Studies—on completion of Chief Petty Officer Leadership Programme).

As the Navy continues to develop new systems the SSMC will also focus upon maintaining currency and relevance. This year the course will be further updated with the introduction of the Defence Travel Card into the course content.

SSMC is administered by the SSMC Cell, which is situated in HMAS CRESWELL. The team, in 2005, was lead by LEUT Stephen Kelcoyne-Lawrence, and well supported by CPOB Jason Rombouts, POB Mal Shand, POCK Bill Middleton and POB Blowfield (now posted HMAS



*Captains Beach, HMAS CRESWELL*

MELBOURNE). The staff are always available to assist anyone, with a query regarding Service Writing and can be contacted by e-mail: [creswellssmc@defence.gov.au](mailto:creswellssmc@defence.gov.au)

As well as the administration of SSMC, the SSMC Cell is also responsible for the instruction of all Communications Modules to New Entry Officers, Junior Officers Leadership Course and Chief Petty Officers Leadership Programme. This role encompasses the provision of all formal communications training, to the RAN's emerging leaders and managers. A task that is extremely challenging and dynamic.

The SSMC is an essential prerequisite for promotion to Senior Sailor and provides candidates with the skills required to support the organisation through a better understanding Staff Skills and the Divisional System. So what are you waiting for? Enrol today!



## CHAPLAINS, CHAPLAINCY, CRESWELL & RANC

*By Paddy Sykes Chaplain, RAN*

I was posted to HMAS NEWCASTLE when I received the news that my next posting was to HMAS CRESWELL in Jan 2005. My cabin mate, LEUT Jason Gale, remarked to me that I had landed a "lifestyle posting". And while I thank God for the beauty of HMAS CRESWELL every day as I walk to work, being posted to CRESWELL as a Catholic chaplain has not been the "lifestyle posting" that my cabin mate was implying. HMAS CRESWELL is a very busy place and I feel very privileged to be part of the important work we do here as officers and senior sailors migrate through their initial training, and the subsequent leadership and management training.

Having posted off my ship in mid December 2004, I was a bit miffed that I had to start at CRESWELL on 10 Jan 05 when the rest of the Navy were still enjoying their leave. So it was hit the ground running from day one as I shouldered my teaching load and settled into my new environment. I was warmly welcomed by all the staff and there were many other new faces joining the ship with me. The three formal days of induction also provided an insight into the workings of the RANC and the base as a whole.

The biggest responsibility I have as Chaplain is in delivering the Personal Development section of the NEOC, JOLC and CLDP courses. With every NEOC

division, I spend 30 hours of face to face instruction with them in such areas as Self Awareness, World Religions, Suicide Awareness, Ethics, Values, Grief, Deployment Stress and Critical Incident Mental Health Support (CMS). With the JOLC courses, I spend 8 hours face to face instruction with them in such areas as the Role of the Chaplain in the Divisional System, CMS and Interpersonal Communications/ Counselling Skills. I spend 2 hours with each CLDP course on Suicide Awareness. I also spend time with the REOC and UEOC trainees as they come through CRESWELL. This takes up a lot of time and energy but is an excellent way for the trainees to get to know me and visa versa.

One of the biggest challenges facing any chaplain in my position at CRESWELL is how to provide for the religious and spiritual needs of all the people under my care – especially during the Initial Training Period (ITP). As a Catholic chaplain, I have a commitment to a Sunday service at CRESWELL at 0805h and ALBATROSS at 1000h. Whilst I am happy for any of the NEOCs – regardless of their denomination – to join in my service, it is Catholic Mass and that is not always suitable for some of our young officers. As I often have weddings and baptisms over the weekend in addition to the Sunday services,



it is a challenge to make sure that the religious and spiritual needs of these young men and women are being looked after satisfactorily.

CRESWELL is a place where there always seems to be activities going on. Many graduates of the College come back each year for reunions of their class which can often include some top brass. Trainee mess dinners and cocktail parties allow the staff to see the NEOCs in a different light as they experience the traditions of our Navy. Sporting events on the Quarterdeck or the beach always attract big crowds. And all of this is pitched towards the final graduation of these young people – and some not so young – into the next phase of their category training.

HMAS CRESWELL is truly one of the jewels in the crown of our Navy. Its natural beauty and heritage buildings provide a unique work and living environment. Being part of the team at CRESWELL who help to mould the next generation of leaders in our Navy is a huge responsibility and privilege at the same time. I look forward with great enthusiasm to the rest of my posting here at HMAS CRESWELL.



## FROM THE LIBRARY

*By Clare Steve*

There are twenty-two Defence Libraries situated around Australia. CRESWELL Library is part of the Nowra Defence Library Service, as is HMAS ALBATROSS Library and the Defence Library Service at Wollongong.

Mrs Clare Steve began the year as the new CRESWELL Librarian and was warmly welcomed. There were many Library Orientations and tours of the Library building, displays of Library resources featured, new books lists circulated and the serials collection was re-launched.

The Library provides a Library Orientation for many of the courses held at CRESWELL and over the year approximately 25 Library Orientations were conducted for students of the RANC.

In addition there were as many and tours of the Library Building and new Library members were given impromptu tours and various groups of students were led gently through the collection and given tips and hints about where to find the best information for their essays and presentations.

There were displays highlighting parts of the CRESWELL collection, featuring ANZAC day and the Singapore Z Force attack and others.

While funding is limited there are new books still arriving in Defence Libraries and CRESWELL began publishing a new books list. The response was positive and prompted visits by keen CRESWELL Library members



who borrowed these items.

CRESWELL is fortunate to hold a comprehensive range of serials or magazines in hard copy. This part of the CRESWELL Library collection was re-launched and promoted in 2005. A current awareness service was re-introduced whereby staff are able access the contents pages of the latest issue of serials nominated. This service was well received.

Families of Defence members are welcome to visit and join the Library utilising a more limited service but borrowing privileges are available. There is a small 'rustic' children's collection of books.

CRESWELL Library enjoyed a productive year whereby students, staff and the CRESWELL community utilised Library Services and in doing so generated positive Library vibes in 2005.



## HMAS CRESWELL MEDICAL CENTRE – 2005

By LSMED Virginia MacQueen

The Medical Centre at HMAS CRESWELL provides medical support for the hard working Ships Company, Fleet Units and Training Personnel of the RAN. This responsibility encompasses all support staff for those units, and includes Major and Minor Vessels which visit Jervis Bay.

2005 was a very eventful year for CRESWELL Medical Centre; at times a virtual madhouse. The medical team fluctuated over the year with comings and goings of staff. The team initially consisted of Dr Helen Maloof, Claire Baker Physiotherapist, LEUT Lynelle Greenwood NO, POMED Tristan Harris, LSMED Virginia MacQueen, ABMED Simon Eden and SMNMED Joseph Sholly.

Staffing remained static for eight months. AB Eden drafted to sea in HMAS HUON; Simon was rewarded for his commitment to the Medical Branch by receiving a Commanding Officers Commendation. SMN Sholly posted to HMAS CERBERUS to undertake further medical training (Advanced Medical Assistant Course) for three months. With staff shortages evident CRESWELL Medical acquired the services of LSMED Tania Nathan RANR, SMNMED Racheal Burns and our first Preventive Health Nurse Kath McKinley RN.

In addition to carrying out routine medical management, we also conduct massive inoculation programmes for NEOC's, medical support for varied exercises



undertaken by RANC, paramedical services to RANSSSS, airfield emergency response, and provided Medivac support for Fleet units, approximately 50 or more. Due to the locality of CRESWELL there are frequent visitors from the other two services conducting EXPED's, this in turn adds to our workload by having to provide medical management of members.

CRESWELL medical will always work with continued vigour and excellence to provide first-class medical management.



*Above left to right: LEUT L. Greenwood (Senior Nursing Officer), LSMED V. MacQueen, LSMED T. Nathan (RANR), SMNMED R. Burns*

*Left to right: POMED (Banga) Harris, Virginia, Tania at the helm, Whips and Chris 'Apples' - relaxing on the company yacht*





## LONGLOOK 2005

By WO Gary Bromley

After unsuccessfully applying for Exercise Long Look in 2004, I was 'over the moon' to be selected for the exchange in 2005. I copped all the usual abuse about ex-RNers doing the exchange, but after 23 years in the RAN, I felt that I had done my penance! The exchange was to the RN Leadership and Management School at HMS COLLINGWOOD (nr Portsmouth), which was very nostalgic for me as I was returning to the place where I did my initial training 30 years earlier.

After all the necessary (?) administrative legwork, and several days of briefings, the contingent departed Randwick Barracks very early one morning to jet off yonder. There was obvious excitement amongst the 20 selected navy participants, which also included one of RANCs previous chaplains, Graham Watkinson.

I was met at RAF Brize Norton and taken to HMS COLLINGWOOD, where a strong sense of déjà vu overtook me. Had it been so long since I was posted here as an REM (Radio Electrical Mechanic D146597A, sir)? A lot of the buildings looked the same, although the accommodation block, which I lived in (which were new then) had disappeared. The Senior Sailors Mess was the way I remembered it, although I was advised that the building had expanded somewhat during the past thirty years. I was fortunate that Steve Adam, the person I was exchanging with, had arranged for me to use his cabin during the exchange, and he left me all

the comforts of home (TV, VCR, Computer, etc) to use. He also left his bike, but I'll be honest and say that it did not get a work-out!!

I spent the first few days getting over the jet lag, but despite this I was in class on day one of the exchange. Due to the timing of the exchange, it was necessary for me to complete a shadow course as early as possible.

There was a one-week break between the shadow course and the course that I had been allocated as course officer. The course, which is four weeks long, covers similar topics to those on the CLDP, so there was no real surprises – although I did find the requirement to instruct Defence Writing (RN-style) quite a challenge.

Week two of the course involves a three day/two night sojourn to the Brecon Beacons, in the Welsh mountains, and memories came flooding back of the time when I had to complete this exercise in 1975, when a few students on our course ended up with hypothermia. How had the years changed the course? Well, not a great deal, it was still quite a challenge for the students, and I must say that I was glad to be on the other side of the fence. Fortunately, the weather was quite pleasant, so thankfully we did not need to bring anyone down off the mountain for medical reasons.

A three day/two night leadership exercise was undertaken at Erlestoke during week three; this time the pressure

wasn't so much physical, but more mentally demanding as we, the instructors, made sure that sleep deprivation on the first night made the tasks of day two much more difficult / challenging.

It was during my time at Erlestoke that the London bombings took place and it was reassuring that the Contingent HQ staff contacted me to make sure I was OK (someone cares).

The course also involved directed command tasks, the assault course, a cliff and chasm run, orienteering exercises, and plenty of after hours PT.

When I was not in class, a number of visits had been planned for me. I visited HMS INDEFATIGABLE, which is located in Anglesey, Wales, in that place with the really long name: you know the one. . . . Llanfair..gogogoh. I also made it to Northwood (London), and visited Whitehall, and travelled down to Cornwall, where I stayed with Sarah Hunwicks (the previous years RN exchange officer at RANC). She showed me around HMAS CULDROSE.

I also had plenty of opportunities to catch up with friends and family.

Early in the exchange, I was fortunate to be selected to do ushering duties at Wimbledon, where we managed to catch up with Lleyton, and a few others. Unfortunately, the opportunity to do the same at Lords for the cricket test passed me by as I was conducting my course at the time. Notwithstanding, an old school friend, who I had not seen in 34





*Above: Gary with his mother and 'RAF' brother - a family reunion whilst on Longlook*



*Above: Lands End, England... WO Gary Bromley contemplates his options for getting back home*



*Right: WO Gary Bromley receives the RAN "Instructor of the Year" award*

years, took me to Day 2 of the Old Trafford Test. He has since sent me a ceramic replica of the ashes (probably the only ashes currently held in Australia . . . well the original is certainly not held here!)

The experience was great, and I know from conversations with Steve that he enjoyed his time here as much as I enjoyed mine there. There are many similarities between the two navies, although I must say that I was required to answer a question on my return about whether I would consider transferring back to the RN. My answer was that I made the right choice 26 years ago to transfer to the RAN. I attended the WOs Conference on day two of the exchange, and it was interesting to hear that they are dealing with issues that, in most cases, we have already dealt with. Some of the issues discussed were R & Q, future employment of WOs, Mentoring & Coaching, trade-related issues, HR issues, and how to make Service social life more attractive – all sound familiar? On balance, I believe that we are ahead of the RN in so many ways. Not only that we also have better weather!

I would strongly encourage anyone to grasp the opportunity to participate in Exercise Longlook with both hands. Long may the exchange continue.



## “LOOK OUT FOR LONGLOOK!” THE OPPORTUNITY COULD BE YOURS!

By WO STEVE ADAM, Royal Navy  
Longlook Exchange 2005

Having encountered several old shipmates returning from previous Longlook Exchanges with wonderful stories of their time in Australia, I was a willing volunteer to be the next man on board. After several failed attempts, due to manpower constraints and a lack of compatible exchange personnel (Air Engineering Mechanics), I was delighted to be chosen to swap jobs for four months with a Warrant Officer facilitating the Chiefs' Leadership and Development Programme (CLDP) at HMAS CRESWELL. "How can that be if he is a Birdie?" I hear you ask. Currently out of trade, I am employed as a Course Officer, teaching Senior Rates Command Courses at the Command Leadership and Management School (CLM), HMS COLLINGWOOD.

Whilst in the UK I surfed the Internet for information about my new destination, so when I arrived at the Royal Australian Naval College (RANC) at HMAS CRESWELL I was delighted to see that no web site could do Jervis Bay and the surrounding area justice. With stunning views over the Bay, white sands and a base set in the middle of a National Park, I knew I had hit the jackpot when it came to locality. Walking amongst the kangaroos across the parade ground to my office will be a talking point

for many a year to come.

There were no CLDP Courses booked until 18 Jul 05 and I did wonder how I would be gainfully employed for the next 6 weeks. My boss, LCDR Mark Burton, quickly clarified the situation unfolding a busy schedule ahead. After a few weeks familiarisation with the CLDP Course syllabus, I was volunteered as an assessor to one of the four Divisions partaking in Operation Matapan, a large Leadership Exercise where the New Entry Officers Course (NEOCs) have their final Leadership assessment. Kitted out with camouflage gear and a tent I spent the next 5 days under canvas in various locations around Beecroft and Booderee National Parks. This gave me my first opportunity to make a comparison between how we conduct our Leadership Exercises and hopefully provide some ideas from our Command School. There was positive input from both sides and lengthy discussions ensued on how we could make improvements in developing future Leadership Exercises. It was encouraging to see the high standards of young men and women graduating from the College and I was sorry to miss their Passing Out Parade, the following week, however the next part of my programme was about to unfold.



With my host Warrant Officer Mark Tandy, I was sent on my travels to see how the RAN went about its business. Firstly to HMAS CERBERUS with visits to the; Engineering Faculty, Seamanship School, Communications Centre and Initial Training New Entry Unit. It was interesting to observe the similarities in how we both operate within the training environment. Next to Sydney, with a visit to HMAS WATSON, where, whilst observing students carrying out their bridge training in the simulator, I actually sailed out of Whitsunday Islands without even leaving the wall. Next to Garden Island Fleet Base East, to the Sailors Leadership and Management Faculty, for a coffee and a chat with the Junior Sailors Leadership and Management Course Staff. Again the discussions indicated many similarities in how both the RN and RAN conduct their course training, reinforcing for me, that we both must be getting it right.

Back in CRESWELL I have recently completed the first of two CLDP Courses with all nine students successfully making



the grade. Although I had a few different lesson plans to learn, with different formats and conventions used in Defence Writing, the majority of the course content is familiar to our Leadership School. I found it refreshing facilitating in a different environment, with different people. Talking to the students it is clear that they have found it both challenging and rewarding. Currently I am taking, what I hope is some well-earned leave with my wife to visit more of your stunningly beautiful country.

Obviously the success of a Longlook exchange is dependant on both the host and host unit.

The mixture of hard work and recreation time has made my exchange a fantastic experience, with the professional and personal benefits proving invaluable. If there is an opportunity for any of you Australian lads and lasses to participate in an exchange I thoroughly recommend it. Not only has mine been an enjoyable experience, it has given me an insight into the differences in our cultures, attitudes to both work and play, even the way we talk the same language but can mean different things. "So look out for Longlook." The opportunity could be yours.

### About the Author:

*WOAEM Steve Adam has served 28 years in the Royal Navy commencing his career as an Air Engineering Mechanic. During his career, Steve has served on a selection of Aircraft Carriers including Bulwark, Invincible and Ark Royal serving in both Gulf conflicts and Operations in the Adriatic Sea maintaining Sea King Aircraft throughout his time in the Fleet Air Arm. Currently on exchange with the RAN he will be returning to the UK in Oct 05 to continue his duties as a Course Officer at the RN Command Leadership & Management School instructing Senior Rates Command Courses.*



A surplus of Warrant Officers



## SENIOR SAILORS MESS REPORT

The year commenced with the Annual Australia Day Weekend Cricket Match with the JB community. Despite several attempts to nobble the opposition at raffles the preceding night, JB still managed to walk away with the Bherwerre Trophy.

A Cocktail Party was held in February, to welcome all new mess members, and also gave us an opportunity to welcome the new XO and his wife, Christine. The Partners Dine In Night was very well attended, and for those who attended, who will ever forget how Dr Helen Maloof made all the male diners squirm in their seats with her topic for the evening!!

The Senior Sailors Golf Challenge returned to Narooma in April, with the 'Green Jacket' being Won for the SECOND YEAR IN A ROW by Vice President Don Waples (someone needs to take a serious look at his handicap!)

The Mess hosted 200 – 250 people at the ANZAC Day breakfast. 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 State of Origin series was again well supported.

The Mess President went AWOL (or was that AOD) between June and October, returning to his birthplace (some people have since said that he should have stayed there) to participate in Exercise Long Look. During the Mess Presidents absence the Mess was well looked after by the Vice President. In return the

RN sent a 'real nice guy', in Steve Adam, who, by all accounts, fitted into the Mess splendidly. For his penance he was 'invited' to be the guest speaker at the Annual Mess Dinner.

In September, the Mess finally Won the 'Bherwerre Trophy', after winning the Fathers Day Soccer Match (a few 'ring-ins' were required).

Ten Leading Seaman attended the Dine In Night in October. Each year a training Mess Dinner is held in October, to which all Leading Seaman posted to HMAS CRESWELL are invited to attend. The 'dogs' turned up again in late October, at The Almost Melbourne Cup Night. This was another great night, which was followed by further great support for the Melbourne Cup a few days later.

Christmas Raffles was the final event for the year, with over \$2000 worth of prizes.

I would like to acknowledge the support of the current Mess Committee (Don Waples [Vice President], Scott Revell [Secretary], Mick Grisceff [Social Secretary], Jeff Bament, Bill Middleton, Anthony Blowfield, Wayne Fredricks, Mark Hudson and Graeme O'Beirne [Mess Manager]), who have all contributed in an active social calendar in 2005. A number of current Committee members are posting out at the end of 2005, and I am sure that I will find plenty of committed volunteers to step into their shoes. I look forward to Working with them in another socially active 2006.



*Seamans Beach, HMAS CRESWELL*



SHIPS COMPANY







COLLEGE STAFF





## BASS DIVISION

By MIDN Josh Clifford

Edmond Hillary, of Mt Everest fame once said, "It is not the mountain we conquer but ourselves." This has been exemplified thoroughly by the NEOC experience. As only the second Bass division to ever exist, NEOC 32 Bass had little heritage (other than being known as pirates) and a great deal to prove. As a result, we always threw everything we had at every activity. Throughout sporting, leadership and competitive activities, Bass constantly attempted to raise the standard. Unfortunately we were not always successful.

As a division, adversity shaped us, both individually and collectively. With demented PTIs running herd on a group of panting, reaching, wishing-they-could-just-hurry-up-and-die NEOCs, there was never a dull moment. Though this period was tough for a number of us, by the end of it, we were a tight group who stood by each other, warts and all, whenever any of

*BASS Division (alphabetical order)*

*MIDN Baxter Scott, MIDN Bobko Rachel, MIDN Burgess Adam, MIDN Chapman David, MIDN Clifford Joshua, MIDN Dempsey Claire, MIDN Dobson James, MIDN Filingeri Carlo, MIDN Geale Nathan, MIDN Glover Brenton-James, MIDN Haywood Kelly, MIDN Hudson Matthew, MIDN Johnson Nikola, SBLT Mansfield Susan, MIDN Martin Benjamin, MIDN McLennan Kyle, SBLT McNeill Lisa, MIDN Nowakowski Michael, MIDN Pearce Brendan, SBLT Robertson James, MIDN Robins Kristy-Lee, MIDN Thompson Dean, MIDN Wardle Christopher, MIDN Westlake Mitchell*

us needed it. Even individually we had developed, physically things that were once challenging became easy and mentally we all grew through the Navy's constant stretching. Staff constantly said that we would be out of our comfort zone, and that was to an extent true. As time went by we suddenly realized that things which were once mountains were now molehills, and that gave us a great sense of accomplishment. In aiding this our DO, LEUT Smith was a great help. He allowed us to find our own solutions to issues that we were confronted with, while at the same time was always available if we really did get into strife.

Through all of our activities in NEOC, there were some that stood out most. One was the time spent aboard SEAHORSE, which for many of us was the first time we had been to sea for a prolonged period. Another highlight was

combat survivability where together, as a division, we learnt some real practical teamwork.

One of the last things we did as a division was our Sea Training Deployment. This was a real experience, not just in life at sea on an active platform, but also in living in close quarters with others in 'realistic' conditions. This period aboard MANOORA helped break down a number of the inter-divisional barriers that had been built up. The end of that week held a cocktail party aboard the USS BLUE RIDGE with Admirals and ambassadors.

Though Bass division did not always seem to get the best 'lick of the lolly', we were forced to grow closer together as a division, as a course, and as individuals. In short, we did conquer ourselves rather than the mountain, and we loved it.





**COOK Division (alphabetical order)**

SBLT Aiello Deborah, MIDN Baldwin Benjamin, MIDN Bregazzi Scott, MIDN Cobban Jarryd, SBLT Cortiana Sarah-Jane, SBLT De Zilva Michael, MIDN Gordon Michael, MIDN Harris Ashley, MIDN Harvey Paul, MIDN Hockings Clare, MIDN McCormack Jonathan, McDonald Michael, MIDN McEwan Jemma, MIDN Muhraney Beau, MIDN Norris Kristin, MIDN O'Loughlin Meagan, MIDN Pearse Dylan, SBLT Scholes Matthew, MIDN Sims Joshua, MIDN St Clair Mark, MIDN Stott Rylan, MIDN Webb Jared, MIDN Witzand Steven, MIDN Wright Krystal



**FLINDERS Division (alphabetical order)**

MIDN Baird Troy, MIDN Baker Angeline Margaret, MIDN Brown Marc, MIDN Bugden Kimberley, MIDN Campbell Hamish, MIDN Corner Matthew, MIDN Curtis Robert, MIDN D'Alcorn Shane, MIDN Ellicott Danica, MIDN Graney Nicholas, MIDN Hennah Jason, MIDN Kruger Katie, LEUT Lockley Sarah Anne, MIDN Lodge Tristan, MIDN McLean Melissa, SBLT Millar Jesse, MIDN Murray Christopher, MIDN Poole Candice, MIDN Read Mark, MIDN Robertson Alan, MIDN Singh Jeshlee, MIDN Stodulka Louisa, MIDN Taylor Daniel



## JERVIS DIVISION

It was a lovely summer day when the members of Jervis Division reported for duty at beautiful HMAS CRESWELL. The atmosphere on the first day was fantastic, as members of New Entry Officers Course 32 (NEOC 32) got acquainted with their new surroundings and fellow officers. Jervis members were warmly greeted by their Divisional Officer Lieutenant Sean Newman who, over the coming months, would play an integral role in ensuring that divisional members met the required academic and physical standards.

After a day of settling in, military training kicked off at 0500 h with a fire alarm to wake everybody up and warn them to muster outside the accommodation blocks. After the alarm, we got straight into our first session of Early Morning Activity (EMA) which consisted of a good run on the beach. This set the tone for the course that we had just embarked on – it wasn't going to be easy, but if we pulled together as a team it would be a whole lot easier.

On day five of our military training Jervis was tested on Exercise Coranel, which is designed to assess each member's team skills. Coranel required members to conduct a stores transfer across varying terrain types such as bush, sand and through water. Physically demanding, Coranel pushed many members out of their comfort zones and allowed us to see each member's best qualities of teamwork and esprit de corps.

The next big exercise that was conducted during NEOC 32



is exercise Sunda Strait which is held in the in the forth week of the intensive Initial Training Period (ITP). Higher standards were expected during this two-day exercise, which was comprised of physically and intellectually demanding "stands" that assessed the divisional member's teamwork and leadership skills. By this time Jervis had finally got it together and was already being labelled the "Premier Division" of NEOC 32.

In addition to the formal assessments, Jervis teamwork skills were assessed on number of fun activities such as the Pixley Cup and Mini Olympics which provided the opportunity for members to develop their leadership and team skills in a fun and friendly environment. These events were of a sporting nature and offered a bit of relief from the busy routines of intensive officer training.

By the time Sea Training Deployment came round, Jervis had battled through the tough times and was cruising in for a good finish. Jervis was deployed to Operation Relex II aboard HMAS

ADELAIDE. During the operation, the division did well, but it really made its mark when it stole the coveted Esther Williams Trophy. The theft of the Trophy was a difficult operation, as Esther had been alarmed and ADELAIDE was moored alongside HMAS TOBRUK. This meant that Esther had to be smuggled off two ships. A member of ADELAIDE entered the wardroom when the theft was in progress, but thankfully one of the Jervis operators had some "dirt" on the particular member and threatened to spill the beans if he raised the alarm. However, the ADELAIDE member raised the alarm twenty minutes later and the OOD initiated bag searches as the division left the ship. But thanks to a few Jervis members, the Trophy got through security. Victorious with Esther in hand, Jervis finished up its sea training deployment and NEOC 32 on a high.





*JERVIS Division (alphabetical order)*

*MIDN Baxter Ian, MIDN Beasley Amelia, SBLT Brown Peter, MIDN Christensen Jesse, MIDN Clarke Melissa, MIDN Crawford Samuel, SBLT De Visser Garth, MIDN Deutscher April, MIDN Drew Damien, MIDN Egan David, MIDN Elix Keira, MIDN Gale Chelsea, MIDN Hanzalik James, MIDN Hjorth Jason, MIDN Karapanos Basil, MIDN Keating George, MIDN Lacey David, MIDN Little Jonathon, MIDN Livingston Jessica, MIDN McEllister Lachlan, MIDN Post Kylie, MIDN Reed Rachel, MIDN Snelling Matthew, SBLT Tack Charlene, MIDN Wisniewski Michael*



*PHILLIP Division (alphabetical order)*

*SBLT Beven-Kelly Tiffany, MIDN Bignell Mark, SBLT Brown Kristian, MIDN Clay Andrew, MIDN Davis Rodney, SBLT Demian Fady, SBLT Donovan Brent, MIDN Eadie Emma, LEUT Gantley Adrian, MIDN Hall Lucy, LEUT Horsburgh Scott, MIDN Kelloway Cheyne, MIDN Kruger Courtney, SBLT Lagos Marcelo, MIDN Maddison David, MIDN McKay Joseph, MIDN McMahon Amy, MIDN Naylor Brendan, MIDN Scott Patrick, MIDN Stafford Adam, MIDN Thomas-Schumacher Kira, MIDN Thompson Kelly, MIDN Van De Meeberg Michael, MIDN Wansbury Kara, MIDN Withers Matthew*



## COOK DIVISION

By MIDN Scott Benstead, RAN

### Who is Cook Division?

- Some former Sailors.
- A Pool Sales Woman.
- A former Soldier.
- Some High School Graduates.
- A Lawyer.
- A Graphic Designer.
- Some Engineers.
- A Teacher.
- A Uniting Church Minister.

Cook Division is a mixture of young men and women from all walks of life that were brought together here to the Royal Australian Naval College with the dreams of becoming Naval Officers.

The journey began way back in July 2005 with ITP-Initial Training Period. We were cold, homesick and frightened but after four weeks of Navy Ethos, Drill, Discipline and countless sessions of PT Cook Division quickly began to take shape.

Post ITP commenced our skills based training. First up; Seamanship and Survival at Sea, which culminated in surviving a day in a life raft and the double dilemma of who could stop Benson from shivering or if worst came to worst, who should we eat first??

After a successful rescue from the raft and the perils of the sea, the best way to dry ourselves off was to spend a week at the fire ground. Leak Stopping, NBCD and Firefighting were all features of the Combat Survivability curriculum. ... Including a visit to the CS exfoliation clinic (gas chamber).

As we all know Navy's home is the sea, what better way to have



*Back Row: SBLT D. Hamilton, SBLT A. Stanton, MIDN A. Littlejohn, MIDN L. Fairbrother  
2nd Row: SBLT C. Prescott, MIDN C. White, MIDN S. Benstead, MIDN D. Bray  
Front Row: MIDN D. Best, MIDN K. Neech, 2LT B. Chian, CHAP C. Senini, MIDN D. Coleman,  
MIDN S. Wallis, MIDN K. Elix*

your first taste than to terrorize Jervis Bay with Leut Henry and gang on Seahorse Horizon. Sea Familiarisation taught us basic mariner skills and a ships routine whilst at sea. Many laughs were had and many stomachs were emptied as we moved in and out of the heads. ... I'm sure the fish were most appreciative.

The most essential part of becoming a good Naval Officer is the ability to lead. To facilitate this, we embarked upon a series of exercises designed to test our Physical Strength, Mental Strength and ability to manage groups of people. Special mention goes to the flies, ticks and those heavy backpacks that accompanied us on the trek.

### Other highlights of NEOC included

- Visits to the Australian Maritime Museum and HMAS VAMPIRE in Cockle Bay, Sydney.
- Visit from CN, Vice-Admiral Russ Shalders. (My Favorite!!)

-EMA (Early Morning Activity) ... Three times a week.

The absolute highlight would have to be our Sea Training Deployment onboard HMAS STUART. For most it was the first time onboard a warship, for others it was like reuniting with an old friend.

### The formula for success?

We are Work Colleagues and Naval Officers but most importantly, FRIENDS. It is mateship that I believe to be the factor that makes groups strong. There are five Navy Values, each of these are displayed by every Cook Division member.

- At Colours every morning.
- On the Sports field.
- In the Classroom.
- Outside of the College.

It is Honour, Honesty, Courage, Integrity and Loyalty mixed together with a whole lot of passion that drives us towards our common goal. ... Graduation on December 9.



## FLINDERS DIVISION

By SBLT Tim Lovell

July 18 2005, a date that will live forever in the memory of the 16 who joined the RANC and Flinders division. A new pathway, direction and change of life for every one of the young and not so young faces that came together. All eager to forge new careers, develop knowledge and skills and form new friendships at HMAS CRESWELL.

From the beginning there would be no doubt this would prove to be a challenging journey for the members of Flinders. Arriving onboard CRESWELL we soon realised that Flinders was a diverse group – many ages, varied previous careers and backgrounds. How would we combine and develop into a coordinated team, able to accomplish any challenge? This task for us all began with the initial training period (ITP).

The first four weeks of training is designed to assist trainees adjust to military life and routines quickly and seamlessly. For a division of; school leavers, sailor change-overs, those from others services or mature age trainees this required a common ingredient – teamwork and a willingness to accept and assist your new shipmate.

Following our first Commanding Officer's Divisions we entered the second phase of our training and development. Classes in survival at sea, small boats, combat survivability, communications and naval history provided a rounded syllabus for trainees.

Interwoven into the NEOC



*Back Row: MIDN N. Streher, MIDN K. Freeman.*

*3rd Row: MIDN R. Hosea, MIDN O. Poberezovska, MIDN L. Walters.*

*2nd Row: MIDN A. Clarke, MIDN D. Kanjiraparambil, SBLT T. Lovell.*

*Front Row: MIDN A. Hays, MIDN K. Thomas-Schumacher, MIDN K. Bitossi, MIDN E. Flaskas*

course are various physical and team sport events. These provide a chance for all divisions to come together and size each up on the sporting field or even the beach. It is safe to say that whether it be the Pixley Cup, Mini Olympics, Commander Gray or Cross Country, Flinders division would be there in full voice, coming in third place (also known as second last) and having fun. Particularly when we triumphed in the tug of war!

Our sea training deployment was split between two separate major fleet units. The males proceeding to HMAS WARRAMUNGA and females to HMAS KANIMBLA. Highly anticipated by all in the division, the experience of joining a major warship for four weeks provided the necessary connectedness between the training navy and operational navy life. Being actively involved in boarding exercises, evacuations and anti-submarine serials demonstrated that training in the navy never relaxes, it is only the environment

that can be strikingly different.

On return as 'salty mariners' we were thrust into our final phase of training – week long testing, Exercise Matapan and intense parade training. The window to excel and entrench learning was open for all in Flinders to accept and embrace, which we in Flinders gladly accepted together and with others in NEOC 33.

The 22 weeks of personal development, team development and infusion of the navy's values could not have been negotiated without the commitment by all involved at the college. We all have changed in some way. As we reflect individually and collectively during the coming application courses we will eventually realise the extent and then harness the lessons learnt. In Flinders division we relied heavily on each other but also on the leadership and examples set by our staff, LEUT Raymond, PO Blowfield and LS MacQueen. From all in the division our thanks and appreciation for your efforts, advice and friendship.



## JERVIS DIVISION

By MIDN Mark Burnett

### Mates For Life!

On 18 July 2005 HMAS CRESWELL and Lieutenant Sean Newman, RAN first met the bright, enthusiastic, long haired, badly ironed individuals that were to be Jervis Division. Jervis was made from all walks of life and from all ports of the world, from an argumentative hippie student, to pilots, managers, electrical engineers and foreign students from the Phillipines. Over the next 22 weeks these 16 students would experience the sights, sounds, challenges, and triumphs of Naval life.

Early starts, late finishes, marching, drill, class work, PT and study would fill out our day from 0545 to 2000 if you were organized. During the first four weeks of Initial Officers training we would be taught how to wash, clean, make a bed, polish boots and iron, all of which are essential life skills and perspective professions for life after the Navy.

Exercise Sunda Straight, Coral Sea, midnight fire drills, rotating watches at sea, combined with fatigue, stress and lack of sleep brought us together as a team, building strength, confidence and the ability to lead when taken out of our comfort zone. It taught us respect and appreciation for the luxuries in life like a bed, hot food, sleep and family.

Sea Training Deployment saw a new phase of training, and the opportunity for us to implement what we had learnt in the last five months, putting them into practice on HMAS MANOORA.



Back Row: MIDN L. George, MIDN D. Van Putten, MIDN P. Van Neutegem,  
2nd Row: MIDN M. Skinner, MIDN G. Blizzard, SBLT B. Robinson, MIDN M. Burnett, MIDN R. Pidduck  
Front Row: OCDT S. Lingbawan, MIDN A. Pitt, CHAP D. Hindle, SBLTD. Pook, MIDN S. Poole

Joining the ship in Sydney saw us sail to Melbourne to attend the Melbourne Cup and for LEUT Newman to win five grand on the horses. It allowed us to experience life at sea, strong winds, rolling swells, beautiful sunsets and a glimpse of the not so distant future. We visited Hobart, reaching the heights of Mt Wellington, the Salamanca Markets, the night life, pubs, Port Arthur and a Ghost tour.

There are too many highlights of our time at HMAS CRESWELL and on NEOC, so I left it too my peers, mates and friends.

### 'What was the highlight for your time at NEOC?'

Sunda Straight, when I was so exhausted that my team mates literally dragged me out of the ocean and up the beach by my pants. . . . Loyalty to your team mates!  
MIDN Rachel Poole, RAN  
(Seaman Officer)

Being taken out of my comfort zone, whilst challenging myself.

MIDN Van Neutegem, RAN  
(Seaman Officer)

Sea Horse Horizon. . . taking the reigns, exposure to the responsibilities of command and demand on Officers of the Watch as a perspective Seamen Officers.  
MIDN Van Putten, RAN  
(Seamen Officer)

Five months ago we were individuals embarking on a new life and new opportunities, five months later with the guidance of Lieutenant Newman, we are a team of Officers supporting, encouraging and working together to get 100 percent and everyone over the line.

Some people go through life only making a few acquaintances. After NEOC, I can safely say we have made friends for life, mates you can rely on even after time away you can pickup exactly where you left off!

Jervis Division Mates for Life!



## PHILLIP DIVISION

By Ben Power

Life at HMAS CRESWELL has been an awesome experience for me, as well as my colleagues. There are highs and lows, but they all come together at the end when you look back at what you've achieved. There is a certain atmosphere around Creswell that seems to be the forefront to everyone's dreams. It's the beginning of some of the finest Naval Officer careers, some of which will go on to make history, and many of which we will see as commanders, captains, and even admirals one day, as fellow New Entry Officers have before them. It's the thought of living the dream of being a naval officer, which truly does inspire us. Knowing that we are undertaking our part in a unique club, of which there is nothing like it in the world. And it all started here at Creswell.

When we first arrived, we were all keen and ready to begin. There was a lot to be done, and not much time to do it. With Early Morning Activity every morning during the first month known as Initial Training Period. No mobile phones, secure at 2200, lights out at 2230, no one is to be awake before 0530! All these rules and regulations seemed to get everyone into shape pretty quickly. A strict routine that had all of us into line quickly and we of course didn't know each other very well either, and yet we were all capable of achieving the same goals. ITP ended with Exercise Coronel, an exercise designed to take us out of our comfort zones for the very first time. We weren't to know that this would



*Back Row: MIDN B. Power, MIDN S. Christensen, MIDN S. Callinan, MIDN T. Cusack, MIDN J. Goold  
2nd Row: MIDN S. Saunders, MIDN B. Morgan, MIDN M. Casey, MIDN M. Shipton, MIDN N. Lee  
Front Row: SBLT V. Jnitova, MIDN M. Venhuizen, MIDN W. Ross, MIDN T. Mugugia, MIDN J. Livingston*

be one of many other Exercises planned to assess each individual's leadership skills and abilities. And there it was! Our very first major milestone had been reached.

If there is one thing that the navy does well, its got to be sports! The enormous capability and diversity of HMAS CRESWELL's sporting facilities and equipment is astonishing. A fully capable gym with a complete range of the latest technology weights equipment, a full eighteen hole golf course, not even 100 meters from the accommodation area, a full turf cricket pitch, and even a proper sized rugby/ soccer field!! It's amazing how we all share a common interest in sports, and it gives us so much enjoyment in competing against each other. By far the best part of the entire course however, would have to be Sea Training Deployment. The most awesome time of my life was spending one month aboard HMAS KANIMBLA. We did everything from stern

door marriages, to flying in a Blackhawk, Being landed ashore in a Lark, and even getting a ride in a LCM-8. I saw CIWS take out a T.V. guided missile, and I saw a crane lift massive landing craft out of the water.

We did everything from transiting through reefs, to high seas firings, to a full scale landing of over 100 army personnel. There really is nothing like being part of that extraordinary team that is the Navy.

And so with a little bit of hard effort, study and fitness training, I found the course to be challenging at times, but overall it was just loads of fun. An awesome introduction, to arguably the most awesome organisation in the world!





*Above & Left: COOK guys n' Gals enjoying the NEOC experience*



*Phillip Division are serious about their Naval skills... honing bravado in any spare time*





*Above & Right: Flinders sunset delights whilst getting operational experience*



*Above left : Jervis Division get into the 'sepia' history in more ways than one*

*Left: The Endeavour in Darling Harbour at the National Maritime Museum*





*The final day of a Naval career spanning decades, VADM Ritchie's last salute... as a Naval Officer, and Chief of Navy.*





**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. I A Marshall  
Historian*





## THE E.S. CUNNINGHAM CUP

*The E.S. Cunningham Cup is presented in commemoration of the Raytheon Australia Prize which is awarded to that officer appointed to the New Entry Officers' Course, who demonstrates outstanding leadership, officer-like qualities, and good influence amongst his or her colleagues whilst on course. Diligent application to and success in studies is considered in the deliberation for this prize.*



### NEOC 32

MIDN Jonathan McCormack

### NEOC 33

MIDN Scott Wallis

## THE CRESWELL CUP

*The Creswell Cup presented in commemoration of the Royal Australian Naval College Prize which is awarded to that officer appointed to the New Entry Officers' Course, who demonstrates the most outstanding officer-like qualities, exhibits exceptional leadership and exerts peerless good influence amongst his or her colleagues whilst on course. Diligent application to and success in studies is considered in the deliberations for this prize.*

### NEOC 32

MIDN Clare Hockings

### NEOC 33

CHAPLAIN Christine Senini

## THE GOVERNOR GENERAL'S CUP

*The Governor General's Cup is awarded to the officer appointed to the New Entry Officers' Course, who demonstrates the greatest ability, teamwork and all round outstanding sportsmanship whilst on course.*

### NEOC 32

MIDN Scott Baxter

### NEOC 33

MIDN Kieron Bitossi

## THE COMMODORE SIR RAMSAY PRIZE

*The Commodore Ramsay Prize is awarded for the best academic performance by an officer whilst on course.*

### NEOC 32

SBLT Angeline Baker

### NEOC 33

SBLT Timothy Lovel



*MIDN Clare Hockings receiving The Creswell Cup from Chief of Navy, VADM Chris Ritchie*

## THE NAVAL HISTORICAL SOCIETY PRIZE

*The Naval Historical Society Prize is awarded for the best researched Naval history assignment presented voluntarily as a Defence essay by an officer posted to the New Entry Officers' Course.*

### NEOC 32

SBLT Sarah-Jane Cortiana

### NEOC 33

SBLT Anthony Stanton





## THE PRIZE FOR SEA DEPLOYMENT

*The Prize for Sea Deployment is the Department of Defence Cruise Prize which is awarded to the officer appointed to the New Entry Officers' Course, who demonstrates the most outstanding officer-like qualities, exhibits exceptional leadership and exerts peerless good influence amongst his or her colleagues whilst on sea training deployment from the Royal Australian Naval College. Diligent application to task book, journal work and other specific tasks and assignments will be considered.*

### NEOC 32

MIDN Louisa Stodulka

### NEOC 33

MIDN James Goold

## THE REAR ADMIRAL HAMMOND MEMORIAL SWORD

*The Rear Admiral Hammond Memorial Sword is awarded to that officer appointed to the New Entry Officers' Course, who has been distinguished by self-discipline, resolution, undeviating application and good influence among his or her fellows.*

### NEOC 32

MIDN Kristy-Lee Robins

### NEOC 33

MIDN Kevin Freeman

## THE COMMANDER GRAY DSO, PERPETUAL CUP

*The Commander Robert Gray DSO, Perpetual Cup is awarded conjointly to the male and female officer appointed to the New Entry Officers' Course, who demonstrates superlative individual athletic accomplishment and resolve in a gruelling endurance event.*

### NEOC 32

MIDN Mark Read

MIDN Kylie Post

### NEOC 33

MIDN Coleman

MIDN Saunders



## CHAPLAIN CHRISTINE SENINI, RAN

I have been asked why I wanted to be a Chaplain in the ADF, and why in particular, the RAN. As you may be aware, all Chaplains require parish experience before joining the ADF. While I greatly admire those who continue with parish ministry I really see chaplaincy as the better way for me to reach out and help people.

Both my parents served in the RAAF so I have always had an interest in the Defence Forces. I have found that people involved with the Defence Forces are often more direct, and more pragmatic in their approach to life. More so than many in our community, those involved with the Defence Forces are sometimes placed in situations that give rise to questions about their own mortality, and in turn, the spiritual dimensions of their lives.

The ADF is orientated towards helping others, whether it is in Australia or overseas. What I really value as a Chaplain in the ADF is the opportunity to help those who are seeking to help others, and to be there to help, when people are facing significant questions in their lives. While I certainly don't have all the answers, I am always willing to listen, and do whatever I can to serve.

Why the RAN? Simply put, I believe God has called me to be a Naval Chaplain. I do appreciate the history and the heritage of the Navy, and I respect the way God is intrinsically involved in many aspects of Navy ritual. During my NEOC training I have been privileged to say prayers



*From left, Christine Senini, Olga Poberezovska and Angela Pitts celebrate their graduation. Photo: Dallas Kilponen*

on a number of important occasions and to conduct a scattering of ashes at sea. This was a very moving experience and one that I greatly cherish.

My current goals in the Navy include being an enthusiastic member of ecumenical team ministry, to engage with people's spirituality in ways and places that are safe for them, and to make a positive contribution in achieving the Chaplain's Strategic Plan. I continue to be impressed by the enthusiasm, camaraderie, sense of humour, confidence, and professionalism shown by all ADF personnel I meet.

*Christine grew up around the Putney area of NSW attending MLC High School. Prior to studying for the Ministry, Christine worked as a Federal Agent in the Australian Federal Police for twelve and a half years, working in many areas including Drug Investigation, Family Law, VIP Protection, and Intelligence.*

*Christine has extensive qualifications including a Bachelor of Theology (Biblical Studies), a Master of Theology (Liturgy), a*

*Master of Arts (Pastoral Theology & Practise), and a Master of Public Policy and Administration. Christine has also completed three years of training at the United Theological College (Uniting Church) and is very proud of her recent graduation from NEOC 33.*

*Christine is 37, married with no children, and was posted to HMAS CERBERUS in December 2005.*



## PNGDF WELCOMES GRADUATES FROM ROYAL AUSTRALIAN NAVAL COLLEGE

The PNGDF Maritime Element warmly welcomed two new Seaman Officers on Friday 9 December 2005 when they graduated from the New Entry Officers Course (NEOC) from the Royal Australian Naval College at HMAS Creswell. Midshipmen Terrence Mugugia (Port Moresby) and Roboam Hosea (Wewak) completed their training along with 53 fellow Junior Officers representing Australia, Singapore and the Philippines.

The Deputy Chief of Navy and reviewing officer for the day, Rear Admiral Max Hancock was proud of the graduates' achievements.

"The diversity of people graduating today is a real strength for the future of the Royal Australian Navy and its interaction with Navies of the Asia-Pacific region," RADM Hancock said.

The NEOC course provides general officer training, which gives a rigorous insight into all areas of the maritime environment which navies operate in. The PNGDF graduates will now embark a further 12 months of extensive navigation and warfare training with the Royal Australian Navy prior to joining HMPNG Ships as specialist naval officers in January 2007.

Before the graduation parade the Midshipmen received the following message of congratulations from Commodore

Peter Ilau, Commander PNGDF:

"Over the past six months you have matured into exemplary ambassadors for the PNGDF who, as young officers in a reformed force, will lead our people with professionalism, courage and integrity. The combination of your academic studies and maritime training at the Royal Australian Naval College has helped to shape you so you can now help me to shape the future of the PNGDF. On your last day at HMAS CRESWELL, I congratulate you and your families for your hard work and commitment to studies and also to your country. This is a day that you can be justifiably be proud of and should remember for the rest of your life."

The PNGDF Midshipmen were able to complete training in Australia through the

sponsorship of the Defence Cooperation Programme between the Australian Defence Force and Papua New Guinea Defence Force and places further emphasis on the importance that professional naval training plays in undertaking successful maritime security operations by both countries.

OCDT Sandra Lingbawan, PN from Phillipines and 2nd LT Chian Wei Chiong Benson, RSN from Singapore performed extremely well on NEOC 33 and achieved very good results throughout all phases of their training. Foreign officers add a strong international dimension to training at the RANC and are welcome and popular members of the graduating class - this was true of all of the foreign officers in NEOC 33.







SPORT



*2005 was once again a year full of high sporting competition, with many sporting events that brought out true talents, and sportsmanship. Such events include:*

**PIXLEY CUP**

Brief History of the Name behind the Pixley Cup;  
 - *Commander Sir Neville D. Pixley, MBE, VRD, RANR - The Pixley Cup, a sporting trophy for which the trainees of the New Entry Officers' Course compete, is named after Neville Drake Pixley, a Naval Officer of WWII, and an Australian of significant achievement.*

Pixley Beach Olympics were held, proved to be close competition, and included events such as Iron man, Iron woman, relay rescue, beach flags and sand sculpting.

The over all placings for NEOC 33/05 were as follows:

- 1<sup>st</sup> – PHILLIP
- 2<sup>nd</sup> – JERVIS
- 3<sup>rd</sup> – FLINDERS
- 4<sup>th</sup> – COOK

**CRESWELL CROSS COUNTRY JUNE 2005**

On Thursday 16<sup>th</sup> June 05 the (NEOC 32) faced one of the final hurdles in their 6 month long intense training course - the twice yearly HMAS CRESWELL Cross Country.

Under the starting gun of HMAS CRESWELL'S Nursing Officer LEUT Davis, ready to tackle the 5.2km course were approximately 140 personnel from the RANC and HMAS CRESWELL Ship's Company.

The event was Won by MIDN Baxter of Bass Division in 20 minutes 31 seconds, 1 minute 30

seconds clear of second place. The First Female trainee across the line was SBLT Lockley of Flinders Division in 24 minutes 52 seconds. The pair received the DHD Smyth Cup for 1<sup>st</sup> Male / Female NEOC. The Pixley Shield for 1<sup>st</sup> Open Male / Female, went to AB Henwood in 20 minutes 30 seconds and Ms A Thompson in 32 minutes. Other categories saw POCIS Revell win a medal for the Veterans in a time of 24 minutes 29 seconds. Months of hard work from POCOYN Marychurch paid off taking out the Male Walker category in a super time of 51 minutes 30 seconds, with MIDN Howes taking out the Females category in 51 minutes 30 seconds. The Walters Cup for the fastest NEOC division went to Bass.

The Cross Country has a very strong history at the RANC having now just completed its 92<sup>st</sup> year. Congratulations to all participants and winners. For those who didn't win a medal the solid gold view made the day more than worthwhile.





## JOLC 09/05 EXPED - 2005-11-07

By SBLT Andy Coe

It was a fine, sunny Thursday morning, as twenty-five plus members of the course assembled at CRESWELL Gymnasium to undertake safety briefs from LSPT Fisher before trying our stamina at a 30km Mountain Bike ride around Jervis Bay National Park adjacent to HMAS CRESWELL. The Expedition to Green Point Camping Ground was part of the Junior Officers Leadership Course instructed by Lieut. Duane "Arty" Unwin, ably assisted by Sub Lieutenant Sarah Mills. The challenge for course staff was to knit together a large class of individuals that came from diverse origins. The majority of members had just completed JWAC training and had come from sea to consolidate their Divisional Officer skill sets. These people were joined by "old salts" from WOSSOEC and that put the age range on course from just under fifty years old to twenty years of age!

As the sun climbed higher and the temperature rose, we set off through Jervis Bay Village and out to the JBRF Road. Some members of the class took to the bikes like ducks to water, others summoned skills they hadn't used for twenty years. After negotiating the sandy tracks and hills around St. Georges Head, the group stopped for lunch in the National Park and waited for the stragglers. Once the bikes



were returned and cleaned up, it was back to the block to shower and change for the trek up the beach to Green Patch Campsite. The Campsite was already established by previous lodgers, so it was a choice of resting up, or, beach cricket and swimming. Most members selected the latter option and it wasn't long before the Ashes were being decided with a fallen tree used as the all-important stumps.

With the sun gradually slipping behind hazy clouds, thoughts turned to a hot shower and preparation of the evening meal. A team was despatched to CRESWELL to pick up the victuals and soon the surrounding bush life was gathering to the smell of steaks and onions being cooked on the BBQ. All members enjoyed a hearty meal and a hot brew, putting everyone in the mood for a Trivial Pursuit Tournament, by the campfire. This was carried on into the dark hours, followed by a singsong of popular and sometimes very old songs. The first gentle drops of rain started just as most people were turning in and it wasn't long before everyone was in their tents listening to a steady downpour

drum on the roof of their tents.

A wet start to Friday did nothing to dampen the spirits of the personnel who chose to participate in the rock climbing and abseiling arranged for the forenoon. After a fiery breakfast, the members set about striking camp and the anticipation of the next activity ran throughout the campsite. With all abseiling personnel departed, the remainder set about packing all items away and loading the trailer. Luckily, the rain held off whilst this evolution was completed and it wasn't long before the camp was returned to a better state than when we moved in. The gear being packed away, it was time to clean up and prepare for the final stages of JOLC.

Thanks must go to the PT department at CRESWELL, as well as to the Instructors, for coming up with a challenge that suited a diverse make up of class members. Thanks also go to LEUT Garry Crawford, who as nominated OIC, made sure every event went smoothly. The members of JOLC 9/05 are unanimous in feeling more tightly knitted, although the taste in music is still diverse – thankfully!







*JOLC 4/05*

*3rd Row: LEUT M. Coleman, SBLT C. Diplock, SBLT S. Backo, SBLT C. Fingleton, SBLT K. Meiklejohn  
 2nd Row: MIDN D. Treloar, SBLT F. Stewart, MIDN J. Francis, SBLT S. Hunter, MIDN S. Cragie  
 Front Row: SBLT G. Creech, SBLT C. Hamilton, LEUT D. Urwin (Course Officer), LCDR M. Burton (H-MSSF),  
 LEUT S. Kelcoyne-Lawrence, SBLT R. Menser, LEUT P. Brown (HUW Paffard Winner) (Absent)*



*JOLC 5/05*

*Rear Row: LEUT K. Cheney, MIDN S. Burns, SBLT B. Carmichael  
 3rd Row: MIDN D. Warner, MIDN S. Dent, SBLT E. Smith, MIDN B. Gardam  
 2nd Row: LEUT J. Kennedy, SBLT K. Pettigrove, SBLT M. Jessop (HUW Paffard Winner), SBLT S. Robottom, LEUT B. Harris  
 Front Row: MIDN A. Grendon, MIDN A. Harrison, LCDR M. Burton (H-MSSF), LEUT B. Finlay, LEUT T. Holland, MIDN A. Tweedie*





*JOLC 6/05*

*Rear Row: LEUT A. Brindle, LEUT C. Clyde, SBLT L. Dzeba, SBLT A. Pearce, SBLT J. Thrupp, SBLT J. Milton, SBLT D. Foulds  
 3rd Row: SBLT D. Jarrett, SBLT B. Shields, SBLT C. Blakey, LEUT E. Brigden, SBLT J. Brewster, LEUT R. Spencer-James, LEUT M. O'Loughlin  
 2nd Row: SBLT R. Russell, LEUT H. Walker (HUW Paffard Winner), SBLT J. Spagnol, SBLT J. Burrell, SBLT R. Hunter, SBLT J. Grivas  
 Front Row: LEUT B. Finlay (Course Officer), LCDR M. Burton (H-MSSF), LEUT D. Unwin (Course Officer)*



*JOLC 8/05*

*Rear Row: SBLT W. Bowring, LEUT S. Thomas, SBLT G. Smallbane, SBLT P. Carter, SBLT C. Duke, SBLT M. Lucking  
 2nd Row: SBLT J. Richardson, SBLT W. Miles, LEUT S. Franklin, SBLT J. Corker, SBLT A. Calderazzo (HUW Paffard Winner)  
 Front Row: LEUT L. Greenwood, LEUT D. Unwin (Course Officer), LCDR M. Burton (H-MSSF), LEUT T. Cunningham (CIO-MSSF), SBLT S. Mills*





JOLC 9/05 – WOELC 2/05

Rear Row: LEUT G. Cockett, LEUT K. Howlett, LEUT G. Crawford, LEUT M. Cartledge, LEUT S. Coates, MIDN J. Bentley, LEUT M. Robertson (HUW Paffard Winner)  
 3rd Row: SBLT A. Coe, SBLT J. Carroll, SBLT R. Short, SBLT D. Lord, LEUT C. Anderson, MIDN G. Hmliton, SBLT R. Clarke, SBLT A. Tait, SBLT D. Williams  
 2nd Row: MIDN A. Scott, SBLT P. Crosbie, MIDN K. Barnes, SBLT K. Stevenson, SBLT A. Ryan, LEUT D. Larter, SBLT J. Harland  
 Front Row: LEUT J. Hawley, SBLT S. Mcgoogan (Assistant Course Officer), LCDR M. Burton (H-MSSF),  
 LEUT D. Unwin (Course Officer), SBLT J. Anderson



JOLC 10/5 – WOELC 2/05

Rear Row: SBLT N. Paterson, MIDN S. Mckeen, SBLT W. Laing, SBLT R. Mcgrath, SBLT B. Kelly, MIDN R. WOrboys, SBLT R. Brickacek, SBLT D. Mason  
 4th Row: SBLT S. Elbourne, SBLT T. Oscar, SBLT K. Hunter, LEUT T. Oxley, SBLT D. Scott, SBLT M. Scrase  
 3rd Row: LEUT A. O'Neill, MIDN S. McPherson, LEUT D. O'Toole, SBLT P. Twemlow, LEUT K. Radig, LEUT C. Rodgers, LEUT L. Webb  
 2nd Row: LEUT S. Reynolds, SBLT J. Lauer-Smith, SBLT R. Nibaldi, SBLT B. Ikima (HUW Paffard Winner), LEUT A Silverthorne, MIDN R. Skinner  
 Front Row: LEUT W. Tannock, SBLT S. McGoogan (Assistant Course Officer), LCDR M. Burton (H-MSSF), LEUT T. Cunningham (CIO), LEUT A. Von Sendon





**JOLC-WOELC 1/05**

*Rear: LEUT M. Winner, LEUT D. Syrett (HUW Paffard Winner), LEUT C. Smith, LEUT L. Smith, LEUT A. Carter, LEUT L. Harvey*

*3rd Row: LEUT R. Ranson, SBLT K. Bolt, LEUT M. Bonehill, LEUT R. Brown*

*2nd Row: LEUT C. Cercone, LEUT J. Flage, SBLT J. Priest, LEUT T. Kenny, SBLT M. Gilks*

*Front Row: LEUT S. Chitty, LEUT G. Cross, LEUT A. Ellis, LEUT D. Unwin (Course Officer), LEUT B. Pincombe, SBLT K. Videon, SBLT R. Haller-Trost*



**JOMSSC 1/05**

*Back Row: LEUT D.F. Kenny, LEUT R. Collinson, LEUT W. Welling, LEUT S. Feenan, LEUT P. Caldwell*

*Second Row: LEUT D. Lawrie, LEUT M. Webb, LEUT D.h. Katter (H. Thring Winner), LEUT P. Neal, LEUT T. Bulley, LEUT K. Fairbrother*

*Front Row: LEUT J.f. Sprlyan, LEUT D. Musgrove, LEUT D. Rowe, LCDR M. Burton (H-MSSF), LEUT D. Woods (Course Officer), LEUT K. Sharma-Wing*





*JOMSSC 3/05*

*Back Row: LEUT A. Mclean-Williams, LEUT B. O'Hara, LEUT L. Sowden, LEUT D. Matthews*

*3rd Row: LEUT D. Bettell, LEUT T. Van Tienhoven, LEUT R. Petrie, LEUT S. Logan*

*2nd Row: LEUT T. Widdison, LEUT C. Davidson, LEUT S. Houlihan (H. Thring Winner), LEUT P. Alley, LEUT D. Elstob, LEUT A. Turner.*

*Front Row: LEUT D. Scanlan, LEUT M. Hardie, LEUT D. Woods (Course Officer), LCDR M. Burton (H-MSSF),  
LEUT B. Smith, LEUT D. Horrobin*



*JOMSSC 4/05*

*3rd Row: LEUT A. Wilkinson, LEUT B. Dawe (H. Thring Winner), LEUT M. Rahilly, LEUT A. Sleeman, LEUT K. Rice*

*2nd Row: LEUT T. Elliot, LEUT D. Grosse, LEUT P. Hay, LEUT B. Finlay, LEUT G. Middendorp*

*Front Row: LEUT B. Purkiss, LEUT D. Woods (Course Officer), Capt R. McMillan (Director SPC-A), LCDR M. Burton (H-MSSF)*





*JOMSSC 5 /05*

*3rd Row: LEUT P. Foster, LEUT A. Menon, LEUT D. Scully (H. Thring Winner), LEUT P. Johanson*

*2nd Row: LEUT D. Battilana, LEUT M. Ferguson, LEUT L. Newman, LEUT D. Robinson*

*Front Row: LEUT S. Kelcoyne-Lawrence, LEUT D. Woods (Course Officer), LCDR M. Burton (H-MSSF), LEUT B.I. Simpson, LEUT F. Stephenson.*



*JOMSSC 6 /05*

*Rear Row: LEUTS. Watters, LEUT G. Canfield, LEUT P. Barrie.*

*4th Row: LEUT R. Raymond, LEUT S. Padley, LEUT M. Butler, LEUT D. Fay, LEUT C. McGregor (Hugh Thring Winner).*

*3rd Row: LEUT B. Mark, LEUT D. Crane, LEUT D. Brown, LEUT M. Sekulitch.*

*2nd Row: LEUT B. Horner, LEUT T. George, LEUT M. Fowler, LEUTS. Skinner, LEUT A. Sannazzaro*

*Front Row: LEUT A. Argirides, LCDR M. Burton (H-MSSF), Cmdr K. Smith (SPC-A), LEUT D. Woods (Course Officer), LIEUT J. Wilkinson*





**JOMSSC 7/05**

*Rear Row: LEUT R. Wagemaker (Hugh Thring Winner), LEUT M. McAuliffe, LEUT A. Willett, LEUT A. Carter, LEUT T. Lam, LEUT J. Shannon  
 3rd Row: LEUT R. Ranson, LEUT E. Cooke, LEUT J. Lindsay, LEUT L. Greenwood, Chap M. Lund  
 2nd Row: LEUT D. Smith, LEUT P. Hines, LEUT K. Matthews, LEUT R. Gillies, LEUT S. White, LEUT R. Jones  
 Front Row: LCDR M. Burton (H-MSSF), CAPT R. McMillan (DSPC-A), LEUT D. Woods (Course Officer)*



**RMIT Ph1 2005**

*RMITEOC Ph1 (alphabetically listed)*

*MIDN Berry A., MIDN Bogan L., MIDN Bruns D., MIDN Eglon M., MIDN Grossi B., MIDN Kessels D., MIDN Langworthy W., MIDN Loiterton M., MIDN Malone M., MIDN Ruffin E., MIDN Shirley P.*

JOMSSC & RMIT





*RMIT Ph4 2005*

*RMITEOC Ph4 (alphabetically listed)*

*MIDN Bewsher M., MIDN Biscontin J., MIDN Booth J., MIDN Devene A., MIDN DONOVAN Jess, MIDN Hale D., MIDN Hanlon K., MIDN Machin S., MIDN Patmore A., MIDN Simon G., MIDN Van Aaken L., MIDN Velnoweth T., MIDN Walker C., MIDN Whitbread J.*



*REOC Ph5 1/05*

*Back Row: LCDR N. Smith, LEUT T. Rayhan, LEUT K. Spencer*

*Front Row: LEUT B. Finlay (Course Officer), SBLT S. Bennett, LEUT J. Evans, CPO W. Fredericks (Divisional Staff)*





**REOC IOT 1/05**

*Back Row: SBLT T. Lonsdale, LEUT G. McHugh, SBLT K. Mathews, LEUT M. Ignance, LEUT J. Whayman  
 Front Row: LEUT S. Line, SBLT R. Murray, LEUT M. Skinner (Course Officer), LEUT A. Grove, CHAP P. Stuart*

REOC



**REOC IOT 2/05**

*Back Row: Chap P. Little, LEUT M. Gill, LEUT A. Zilko  
 Front Row: CPO R. Timms (NRIETT), LEUT M. Adamantidis, LEUT E. Livingstone, LCDR G. Hammond (Course Officer)*







*WOSSEOC 1/05 (alphabetically listed)*

*CAPT T. Aldred, LEUT Bonehill Malcolm T., SBLT Bowring Warren, LEUT Carter Andrew R. LEUT Cercone Giovanni, SBLT Cook Michael J., SBLT Cooper Anthony, SBLT Corker Jonathon, SBLT Doyle Brad J., SBLT Duke Christopher, LEUT Ellis A.G., SBLT Gray Dallas J., LEUT Harvey Ian E., SBLT Hughes Brett A., SBLT James Justin D., LEUT Pincombe Barry, SBLT Pugh Michael A., LEUT Reynolds Steven C., SBLT Ryan Bradley J., SBLT Videon Kathleen, LEUT Winner Macinty J.*



*WOSSEOC/LEP 2/05*

*Rear Row: SBLT A. Coe, SBLT C. Morgan, LEUT K. Howlett, LEUT S. Coates, LEUT M. Cartledge, LEUT G. McIntosh  
3rd Row: LEUT A. Hamilton, SBLT G. Cockett, LEUT C. Anderson, SBLT. Oscar, LEUT C. Rodgers, SBLT M. Scrase  
2nd Row: LCDR C. Church, LCDR T. Koroi, LEUT A. Silverthorne, LEUT L. Webb, LEUT A. Von Sendon, LEUT T. Oxley, SBLT B. Ikimau.  
Front Row: LEUT K. Radig, LEUT A. O'Neill, LEUT S. Kelcoyne-Lawrence (Course Officer), LEUT N. Legrand, LEUT D. Larter,  
LEUT D. Rockwell, LEUT W. Tannock, SBLT P. Crosbie.*





**CLDP 1/05**

*Back Row: CPOC. Crockett, PO W. Middleton, CPO C. Bryant, PO C. Patterson  
 Second Row: CPO P. Smith, CPO D. Robertson, CPO P. Leech, CPO D. Mccowen  
 Front Row: WO M. Tandy (Course Officer), LCDR M. Burton (H-MSSF), WO G. Bromley (Course Officer)*

CDLP



**CLDP 2/05**

*Back Row: CPO M. Hogan, CPO M. Holzberger, CPO I. Prout  
 Second Row: PO S. Hay, CPO I. Garfield, PO J. Stewart, CPO I. Waller, CPO A. Mannion  
 Front Row: WO M. Tandy (Course Officer), LCDR M. Burton (H-MSSF), WO G. Bromley (Course Officer)*







*CLDP 3/05*

*Back Row: CPO E. Smith, CPO T. Greenwood, CPO P. Hurst, CPO P. Coxell, PO W. Cameron*

*Second Row: CPO M. Martin, CPO D. Gorsch, PO D. Russell, CPO G. Knott, CPO J. Menhenick, PO S. Revell*

*Front Row: CPO D. Leeming, WO M. Tandy (Course Officer), LCDR M. Burton (H-MSSF), WO G. Bromley (Course Officer), CPO S. Bartlett*



*CLDP 4/05*

*Back Row: CPO M. Deak, CPO P. Sparks*

*Third Row: CPO P. Carrett, CPO N. Johnson, CPO L. Bullivant*

*Second Row: CPO K. Fisher, CPO P. Marshall, CPO T. Fitch, CPO S. Harmer*

*Front Row: WO1 S. Adam (Ex Longlook), LCDR M. Burton (H-MSSF), WO M. Tandy (Course Officer)*





*CLDP 5/05*

*Back Row: CPO M. Pardoe, CPO J. Nixon, CPO P. Bernard-Chandler, CPO E. Messmer, CPO M. Jorgensen  
 Second Row: CPO M. Layton, CPO D. Miller, CPO G. Clarke, CPO S. Dowd, CPO M. Klopper  
 Front Row: WO1 S. Adam, LCDR M. Burton (H-MSSF), WO M. Tandy (Course Officer)*



*CLDP 7/05*

*Back Row: CPO C. Cocker, CPO M. Gallagher, Po M. Hales, CPO S. Norris, CPO J. Bonney  
 Third Row: CPO J. Harris, CPO O. Maloney, CPO K. Norman, CPO J. Fishburn, CPO S. Pashley  
 Second Row: CPO A. Hart, CPO A. Burchill, CPO M. Beergah, CPO J. Higgs, CPO C. Weller, CPO S. Keiler, CPO N. Povey  
 Front Row: CPO A. White, WO G. Bromley (Course Officer), LCDR M. Burton (H-MSSF), WO M. Tandy (Course Officer), CPO A. Lacey*

CLDP





*From left, Back: LEUT D. Woods, LCDR C. Longhurst, POB M. Lamont, POMED T. Harris, PO D. Clack  
Front: CAPT T. Aldred, POMT S. Oxford, POB L. Leather, LCDR R. Virgona*



*LEUT R. Bosdyk*



*LSMED V. MacQueen*



*LEUT M. Henry*



*LSC Dingle*



*WO M. Tandy*



*LEUT R. Raymond*





*CAPT Tony Aldred, Jorge Valdivia and Peter Watson*



*Ray Burt, Fiona Goodman, Rodney Webb receive a CO's Commendation*



## HMAS CRESWELL – DETACHMENT TO TASMANIA SEPTEMBER 2005

On Tuesday, 6 Sep 2005, after much careful planing and preparation, the Gunnery staff from HMAS CRESWELL, (CAPT Tony Aldred, RAN), embarked on a detachment to return a 12 pound saluting gun to TS TAMAR, (LEUT Gregg Cottrell, ANC), at Launceston, TAS.

The gun had been on loan to CRESWELL since Jan 2000 and was used to conduct ceremonial gun salutes prior to New Entry Officer Course (NEOC) graduations.

The CRESWELL group, SBLT Jim McDonald, RAN, CPOB Jeff Ellis, LSBM Dan MacQueen and ABBM Catherine Scott travelled to Launceston by car, truck and, in true Navy style, by ship. Soon after embarking in *Spirit of Tasmania* the 4 staff found their cosy 4-berth cabin with relatively small racks, however, that's where the similarities end. The outbound and return voyages in *Spirit of Tasmania* differed from any of the staff's previous Navy experience. Rather than falling in for "specials" to leave Sydney heads it was straight to the flight deck to take in the views (and beverages), then time to relax in the piano bar till dinner (scrans). Dinner was a feast of fresh seafood and salad, which was enjoyed by all. The friendly Parks and Wildlife ranger conducted the evening's entertainment, Tasmanian bingo. After some near wins in bingo it was time for bed. Breakfast onboard ran from 0700 till 1100, so there was plenty of time (no

"wakey-wakey") for sleeps-in after the late night at bingo.

On delivery of the gun, CRESWELL staff participated in a formal hand-over, during which the unit was presented with a framed aerial photograph of CRESWELL, compliments of the Commanding Officer. Also presented was a framed photograph of the gun with NEOC gun crew during a ceremonial sunset at CRESWELL. The memorable hand-over ceremony was a proud occasion that has served to further reinforce the relationship between TS TAMAR and HMAS CRESWELL. The present Gunroom at CRESWELL is named "Gunroom Tamar".

During their stay at TS TAMAR, CRESWELL staff took the opportunity to provide the Tamar cadets, as well as several Undergraduate Entry Officers (UEOC) with valuable parade and ceremonial instruction as well as some insight into life in the RAN. ABBM Catherine Scott led the cadets for EMA and facilitated team-building exercises. SBLT McDonald, CPOB Ellis and LSBM MacQueen shared their wealth of knowledge about life in the RAN with the cadets, and traded "warries" with some ex-Navy unit staff. Both the cadets and the staff from CRESWELL enjoyed the experience immensely.

"I'm very impressed by the standard of presentation of the unit, and pleased to see the dedication and enthusiasm

of cadets and unit staff. These attributes obviously encourage and also repay the considerable amount of community support that the cadet unit receives." Said SBLT Jim McDonald, when asked about his impression of TS TAMAR.

The hospitality shown by TS TAMAR, in particular LEUT Gregg Cottrell, ANC (CO), POANC Shane Bailey (XO), POANC Patrick Crimmins and USV Lorraine Cottrell, was second to none, with the unit providing accommodation and meals for the duration of the stay in Tasmania.

Some other highlights of the detachment included: brunch(es) on board *Spirit of Tasmania*; leaving Sydney heads while NOT fallen in for specials; the Visit to Mt Wellington; Seafood dinner with LSBM Dan MacQueen's parents; the hospitality shown to us by the local RSL in Launceston; as well as the MASSIVE welcome dinner prepared by the CO of TS TAMAR.

*Story & photographs:  
ABBM Catherine Scott*





*SBLT Jim McDonald, RAN, presents LEUT Gregg Cottrell, ANC, Commanding Officer TS TAMAR, with a framed aerial photograph of HMAS CRESWELL.*



*SBLT Jim McDonald, RAN, is welcomed on board TS TAMAR by cadet AB Matt Mallette during the presentations.*



## “HUMANITY AFTER VICTORY”

By LEUT Desmond Woods



Why on this Spring evening in 2005 in Australia 12,000 miles from Cape Trafalgar in Spain should we be celebrating here at the RANC the life and remembering the death of an officer who fell 200 years ago on the other side of the world in a war which not one Australian in a hundred has ever studied?

It seems a fair question. There are several good answers. The simplest one is that the dominance of the sea lanes of the world which Horatio Nelson and his band of brothers won for Britain between 1790 and 1805 was not seriously challenged for a century. That was the century when Australia grew from being a dusty convict settlement in Sydney Cove, with a population of a few thousand, to being a modern sovereign state, an independent Federal Commonwealth with

*“patent bridge for boarding first rates” made him famous and endeared him to the whole Navy and the nation.*

a population of millions. Every one and every thing that moved between the United Kingdom, Australia and the rest of the world to build that Commonwealth went by sea without let or hindrance during that century.

We take it for granted that the hazards at sea in the nineteenth century were those of wind and weather, not the violence of the enemy, but this was not accidental it was the result of series of victories at sea – which secured Britain’s predominance in the world and Australia’s future as a self governing member of a largely peaceful Empire. It might have been very different. Had the umbilical sea lane ever been severed by a hostile sea power, or Australia’s infant settlements been attacked and invaded from the sea, there is no guarantee that this continent would be one nation today. Trafalgar was the guarantor of Australia’s peaceful youth. It was the war at sea at the beginning of the nineteenth century which secured the future of the Seaborne Empire - Cape St Vincent, the Nile, Copenhagen and Trafalgar. In each of these battles Nelson was the instrument or architect of Victory. Without the ‘Nelson touch’ each of these could have been inconclusive at best. Each battle was at some point a very near run thing and relied on a bold decisive moment where moral courage and a willingness to take a calculated risk was demanded of Nelson. He never flinched or failed to do in battle what was needed to gain a decisive victory, despite the odds.

For example at the Battle of Cape St Vincent, seeing that the enemy was about to escape he hauled his ship HMS CAPTAIN

out of the line without waiting for permission, and intercepted the Spanish centre and stopped its flight cold. Other captain’s followed his lead. Only a supremely confident tactician of genius would have dared to do this without orders. Having raked his opponents he personally led the boarding party from his ship which took two Spanish ships the second from the deck of the first. Nelson’s “patent bridge for boarding first rates” made him famous and endeared him to the whole Navy and the nation.

At the Battle of the Nile Nelson dared to sail most of his fleet at night between the anchored line of French sail into shallow water and blast the French from their undefended landward side. It was a huge gamble and it paid off handsomely. By morning Napoleon’s dreams of glory, an Empire in the East and an advance on India were shattered like his ships. He had to retreat to Europe.

At Copenhagen Nelson’s senior officer ordered a general withdrawal at the moment when boldness would bring victory. Nelson famously put his blind eye to his telescope and claimed he could not see the signal to withdraw. The result was a victory which broke Napoleon’s attempt to isolate British trade and took Denmark out of the alliance with the French.

At Trafalgar Nelson used the twin principles of war which are of unchanging relevance today; concentration of force and surprise. He employed them to bring on the ‘pell mell’ battle which is what he said he wanted. His fleet sailed in two columns straight at the French. It was contrary to the Navy’s Fighting Instructions. It



was a high risk strategy because his leading ships had to endure for three hours the broadsides of the French centre before he could break the line and reply. By the time Victory cut the enemy line she was already badly damaged but the rest of the fleet was able to pour in an expanding torrent into the two breaches he and Collingwood in Royal Sovereign had made. The signal which Nelson flew all through the battle from the Flagship was "engage the enemy more closely" even when the British were pouring broadsides into the French and Spanish at point blank range.

Nelson's death from a sharpshooter's musket ball was the ultimate expression of his life of service to his country. This very slightly built man who had already given an arm and an eye in battle was cut down. "They have done for me at last, Hardy, my backbone is shot through." Nelson's obvious combination of physical disablement and personal courage made him a man that aroused deeply protective feelings in all his staff. His men were devoted to him not only in his Flagship but throughout the fleet. As he was carried below to the cockpit he covered his face with a handkerchief lest he be recognised and his condition dishearten his men.

"You can do nothing for me, I know I shall die, look after those who need you" he told his surgeon. He hung onto life for four hours till he knew that his fleet had Won the victory he knew his country needed. His last words were, "Now I am satisfied. Thank God I have done my Duty."

Of the 33 French and Spanish ships which left port only eleven

returned. The rest were driven ashore or captured. The Achille exploded in flames as a funeral pyre for French hopes for mastery at sea. The Royal Navy lost 450 men killed – the Franco Spanish fleet lost 4700. The British resumed their long blockade of French and Spanish ports. Over the next 10 years Nelson's lieutenants commanded the fleet in what became what the American Seapower strategist Mahan described a century later as "that line of distant, storm beaten ships, upon which the Grand Army of France never looked, but which stood between it and the dominion of the world."

The French never engaged the Royal Navy at sea again. Nelson had inflicted a decisive defeat of such magnitude that the last chance the French had to be a menace by sea was over.

In the hours before Trafalgar, Nelson, suspecting he would not survive the day wrote a prayer and left it in his great cabin to be discovered after his death.

It read:

*"may the Great God whom I worship, grant to my Country, and for the benefit of Europe in general, a great and glorious Victory; and may no misconduct in anyone tarnish it; and may humanity after Victory be the predominant feature in the British fleet. "For myself, individually, I commit my life to him who made me, and may His blessing light upon my endeavours for serving my country faithfully. To Him I resign myself, and the just cause which is entrusted to me to defend."*

This example of fidelity to the cause of freedom from oppression,

moral and physical courage and humanity after victory became the predominant feature of the British Navy and those navies which grew up in its traditions.

"Duty first" became the professional ideal which generations of naval officers have not only aspired to but demonstrated in peace and war from Nelson's death to the present day. His life and death became the Gold Standard for the Senior Service.

After Nelson no officer could be any doubt that the conduct expected of them at sea, in peace or war, might cost them dearly. Officers in the Nelsonic tradition know that they cannot take the safe path if their people must go in harm's way, that the privilege of leadership can demand all that they have to give, that they set the example and others follow them where duty calls. "Duty is not always easy, but it is still duty."

So though we are distant in time and space we are the heirs of all those officers who took Nelson as their professional mentor. Not only our country, Australia, but all those who have served in her navy with distinction are in the debt of this officer whose ever green laurels have not faded or fallen in two hundred years.

I ask you to raise your glasses to the same toast which is drunk every year on Trafalgar Day and will be drunk in messes all over the naval world today.

I give you: Horatio Lord Nelson – The Immortal Memory."



## SPEECH FOR CAPTAIN TONY ALDRED

By LCDR Mark Burton

### FUNNY OLD THING!

Funny Old Thing – let me go back to the beginning - Tony Aldred joined the RANC in Jan 77 and was an integral part of Phillip Division – LEUT John Clark from the RNZN was the DO and Chief Mids included such luminaries as MIDNs Christianson, Cooper and Lugton. I note that one Grant Ferguson was Cadet Captain for JERVIS Division. MIDN Tony Aldred represented the college in the 1977 interservices college swimming carnival – however not quite ready for the First 15!

1978 – MIDN Aldred still in the swimming team and received College Full Colours for Rugby – something he remains extremely proud of today although no photo in the college First 15. To quote an excerpt from the 78/79 College Magazine – The sight of such people as Tony Aldred, Colin Cooper and Nigel Coates masquerading as Naval Officers whilst stalking the sands, theodolite in hand, set many staff to wonder just how low Naval standards had sunk to in 1978.

Graduated in 1979 – Tony Neville Aldred – SE77 Cricket 77, Rugby 77-78, ISC Athletics 77-78, ISC Swimming 77-78 Full Colours Rugby.

Mr Jack Casey – the then Maths master and now active member of the CRESWELL Golf Club remembers the young Aldred as being easily distracted during lessons – nothing much has changed!

*Everyone in the world has 24 hours a day at their disposal. What sets apart the high achievers is what they do with that time. We that know him well, can testify what Tony Aldred does with his 24 hours – makes CRESWELL and the Navy a better place to live and work.*

Yet another excerpt from 78/79 College Magazine – Second semester 1978 was a quiet time for the studious likely lads of 77C, including Tony Aldred putting in a last ditch effort to try and pass at least one set of exams before leaving the hallowed halls of RANC! No official photo of Tony Aldred in the first 15.

Tony Aldred and I share 2 of my 3 greatest passions:

1. The Navy,
2. The Game played in Heaven – Rugby,
3. The third passion – my wife Nicole... wasn't that keen to be shared with the CO!

Another Rugby anecdote - CMDR Phil Scott a former team mate of LEUT Tony Aldred at HMAS CERBERUS Rugby club in 1988 fondly remembers the nickname for their winger one T.N Aldred – Cinderella because he was always late for the ball!

Tony Aldred has certainly played a blinder in his last game for the RAN – CO of HMAS CRESWELL from Jan 04 til Jan 06. The legacy he has left for all of us is the enhanced reputation and re-invigoration of HMAS CRESWELL as the pre-eminent training establishment of the RAN – this was not an easy task. The enormity of the task could be likened to that which faced Rod MacQueen when he took over the Wallaby job from Greg Smith – like the Wallabies of 97 like CRESWELL in 2003 was not the flavour of the month.

### FUNNY OLD THING

The corner stone of Tony Aldred's vision for HMAS CRESWELL was centred around the same format he used so successfully on the rugby pitch and as CO of HMAS CANBERRA – the three

P's approach to leadership:

- Be Passionate
- Be Positive
- Be Professional

### FUNNY OLD THING

– Tony Aldred has actively demonstrated these attributes not only in his last game here at CRESWELL but throughout his VERY SUCCESSFUL career.

This short speech wouldn't be complete without reference to the fourth P of leadership often used by Tony Aldred:

To PALAVER - Desmond Woods definition of palaver is;

1. Profuse and idle talk
2. To cajole or flatter or
3. To hold a conference all of these could describe Tony Aldred!

### FUNNY OLD THING

We certainly have been very fortunate indeed to have been at CRESWELL and to serve under CAPT Tony Aldred, he is a coach who brings out the very best in his team with excellent results to match – he displays integrity above all else, puts team before self, he exudes confidence not arrogance, has stewardship not ownership, leads with conversation not denigration and at all times with humility.

Ladies and Gentlemen – CAPT Tony Aldred – goodbye and good luck Sir. Now after 29 years of waiting I have great pleasure in following up on your RANC Rugby colours by presenting you with a RANC First 15 jumper – wear it with pride at the Police Academy – how good would it be if there was an annual rugby match between the RANC and the NSW Police academy for the Tony Aldred Cup!





EXERCISE MATAPAN

*Our new officers getting the 'right' experience during Matapan*



## CAPT ALDRED'S ADDRESS TO LIONS / RSL EROWAL BAY SERVICE - SATURDAY 8 OCTOBER 2005

*Veterans, Members of the Lions Club of Jervis Bay, Ladies and Gentlemen, girls and boys.*

Sixty years in the life of an individual or, indeed, of a young nation is a long time. After such an interval the true significance and contemporary relevance of great events can be fully appreciated. It is probably true that no event in Australia's history was more intensely emotional than the moment 60 years ago when our people knew that the struggle in the Pacific was over and World War 2 was finally over after six long, tumultuous years. The jubilation and joy of young and old dancing in the streets of our cities was vividly captured for posterity on newsreel film. These timeless images are a permanent reminder of the exhilaration that transformed this country when the burden of wartime anxiety and apprehension was lifted.

The revellers had good reason for unbounded happiness. Australia's surviving POWs who were hanging onto life by a thread, despite starvation, disease and brutality, were now reclaimed from South East Asia and Japan and given a chance to recover

from their physical and mental wounds and start their lives anew. Many other young Australians who would have lost their lives if the Pacific war had persisted for the rest of 1945 and into 1946 were saved. They were now free to return from steaming jungles and the high seas to be reunited with loved ones who waited anxiously for them. Fortunately for me, my father was one of those who returned safely from service in the Pacific theatre and post-war minesweeping operations off Japan in HMAS SHOALHAVEN.

Now that the war was over, Australians understood that this nation would continue to be a free sovereign state, able to make its way in the world without being attacked or intimidated by a brutal enemy determined to build an Empire of subjugated people in this region. Only three years earlier in 1942 it was by no means obvious that the Allies could prevent Japan from cutting the sea-lanes that connected Australia to the free world.

With the spectre of Japan's demolition of the American Pacific Fleet at Pearl Harbor fresh in everyone's minds, the indomitable Captain Hec Waller led the fine ship's company of HMAS PERTH with utmost gallantry, fighting to the last shell at the Battle of the Sunda Strait in January 1942, selflessly forfeiting his and his shipmates' lives in the process. The gallantry of PERTH's company was not unique in those dark days. Though totally out-gunned, the tiny sloop HMAS YARRA, under the

command of LCDR Robert Rankin made an heroic, but futile, stand in defence of her convoy. Captain Frank Getting, Commanding Officer of HMAS CANBERRA was mortally wounded at the Battle of Savo Island. Knowing that he was beyond help, he stayed at his post on the ship's bridge to lead his team, while calmly directing that the other wounded men be treated ahead of him. Later when Getting's men fought in HMAS SHROPSHIRE they stencilled CANBERRA's name on the breaches of their guns in memory of their old ship and her great Captain. Notably, SHROPSHIRE's gunners fired 32 eight-gun broadsides in fourteen minutes, contributing to sinking the Japanese battleship YAMASHIRO at the Battle of Surigao Strait and, in so doing paying the ultimate honour to the memory of their old shipmates.

Some successes were also achieved, such as in the Battle of the Coral Sea, where our Navy played an important role as US Navy-led Task Forces made it impractical for the Japanese to blockade Australia or take New Caledonia, Fiji and Samoa as they intended. Also in 1942 the Navy contributed significantly to the heroic defence of the Kokoda track.

Our troops were taken safely to the fight by sea and supplied by convoys armed and guarded by the RAN. Allied Naval forces then cut off the Japanese troops in New Guinea from their supplies. This helped immeasurably in preventing the Japanese advance



on Port Moresby. The victory in New Guinea was pivotal to turning the tide in favour of the Allies during 1943 and 1944. By 1945 the RAN was not only engaged in defeating the Japanese at sea but was also supporting Australian troops landing in Borneo and other islands so they could mop up enemy resistance ashore.

The Pacific theatre of war was the largest maritime campaign in world history, and the most costly in men and ships. Australia paid in full measure on land, in the air and at sea. The toughest ship in the RAN surely emerged during this campaign, aptly named HMAS AUSTRALIA. The RAN's flagship, AUSTRALIA was "the cruiser that would not die". Her Captain, Emile Dechaineaux and his staff were killed in October 1944 when AUSTRALIA's foremast and conning position were hit by a kamikaze. AUSTRALIA was subsequently repaired and fought on, only to be hit by five more kamikazes in January 1945. Her decks were so littered with aircraft wreckage that one cartoonist portrayed her as a Japanese aircraft carrier, but she shot down many more aircraft than the number of hits sustained.

RAN casualty statistics for all World War 2 campaigns are sobering. The RAN lost three cruisers, four destroyers, two sloops, a corvette and a minesweeper to enemy action. A total of 1784 officers and sailors were killed in action or died of wounds and 379 more from other causes. Almost 600 more were listed as wounded.

This was a heavy toll for such a small force. Indeed, it represented more than half of Australia's warships and one fifth of the RAN's mobilised manpower in 1939 and one tenth of the Navy's strength after three years of war. The vast majority of these ships and men were lost fighting against Japan in the immediate defence of Australia and our sea lines of communication.

We need to reflect on the debt we owe to these great Australians who lost their lives over sixty years ago to enshrine the freedoms we enjoy today. More is needed than the annual floral tribute or a passing newspaper editorial. In truth we owe them, and those who survived to lead their lives among us, a debt of honour that we cannot repay. By assisting to win back command of the Pacific theatre from an able and implacable foe they kept the enemy's main force far from our shores. We, our children and all the generations of Australians yet to come cannot discharge that debt except by guarding and exercising the liberty they fought and died for.

Today in this tranquil setting we do well to pause and reflect on the sacrifice of those Australians of all three services who have no known grave but the sea or a far-flung battlefield. Roses do not bloom on their graves, nor do family tributes adorn their resting-places. We remember those who received physical and mental scars, to be carried for the rest of their lives. We also

remember the grief that the loss of so many of our sailors, soldiers and airmen's lives caused to their parents, wives, children and sweethearts. Though sixty years have passed, there are those amongst us who still cherish the last dockside image of a young sailor, soldier or airman about to go into harm's way and be lost to his family and country and thereafter known only to God.

We remember them all here today, sixty years on, with affection, with gratitude and with deep respect. We who serve in uniform are their professional heirs and successors. We strive to match their dedication to the task of serving the nation in peace, as they would no doubt have wished us to do. The enduring values they espoused undoubtedly match our Navy's 21<sup>st</sup> century values of honour, honesty, loyalty, integrity and courage. We uphold these values - they have served us well in peace and war.

These values bring credit to us today and honour the men and women, who 60 years ago showed us their true meaning through the lives they lived and the battles they fought for us and for Australia.

In closing, I congratulate the President and members of the Lions Club of Jervis Bay for organising this community commemorative service for the 60<sup>th</sup> anniversary of the Victory in the Pacific and I thank you for inviting me to speak to you today.



## MIDN OLGA POBEREZOVSKA

Each year thousands of young Australians apply for a career in the Navy. Some want to drive ships, others prefer making the ships run from within the engine rooms and some want to view those ships from a slightly different angle and elevation. I am one of the many aspiring pilots who seek the challenge of flying a helicopter off a pitching and rolling deck.

I dare say most of us remember who they wanted to be when they grew up. I personally remember wanting to be in the military when I was little and I also remember wanting to be a pilot. Both of those things seemed preposterous at the time, considering it was the 80s' and I was living in Ukraine.

Eleven years ago my family and I first set foot on Australian soil. For all of us it marked a beginning of a new life with new opportunities – I never thought that it could be possible for me to fly outside of the dream realm. Almost two decades later, in less than a week's time from writing this article I will join 52 new Naval Officers on the Parade Ground of HMAS CRESWELL receiving our Graduation Certificates. In just over a month from now I will embark on the first phase of my flying training.

As so many that have gone through NEOC will agree – the course marks the initial transition, from the life we had to the life we've chosen. For some, it's been difficult, for others, a breeze. As for me – it's given me an insight as to what I thought Navy would

be like, what I imagined it could grant me and what kind of person I have to be to become part of this strong, proud and respected family. I am honoured to have this opportunity to express what this means to me – the graduation, my future career and my dreams for the future.

I was raised in a family of mountain climbers, individuals who reached for heights despite the obstacles, both real and imagined. They were a family – people from different walks of life, united by one passion, by the hardships they endured, the pride and satisfaction they gained. This was something I felt that I lost when we emigrated from Ukraine. This is also something that I feel I've found again in the proud and professional team that is the Royal Australian Navy. I want to fly, as much as I did when I was a child, but I also want to be part of a group that is capable and passionate about what do and why they do it. I need to contribute to something bigger, to serve and protect this country that has opened so many doors for me and given me so much and did not ask for anything in return.

The next 5 years will be hard labour to prove that I'm capable

of operating at the professional level required to fly for the Royal Australian Navy. The years that I see after that will be nothing but filled with challenges, triumphs and hurdles, working with a highly skilled team, doing my absolute best and loving every minute of it. I can see no better workplace and no better employer to be working for.

*Olga was born in Ukraine and immigrated to Australia in December, 1994 at the age of 12. She finished McKinnon Secondary School in 1999, deferring from Bachelor of Computer Science/ Business Management to work as an Executive Assistant to raise money for flying lessons. She also concurrently trained and worked as a Sports Massage Therapist, being selected as part of the Australian Triathlon Age Group Medical Support Team at the Triathlon World Championships in New Zealand, 2003.*

*Prior to joining the Navy, Olga was based in Nelson, New Zealand, studying the Diploma of Aviation Science and working towards a Commercial (Helicopter) Pilots License. Olga's family is based in Melbourne, Victoria.*





## ADMIRAL KARL DOENITZ & HIS LEADERSHIP OF U-BOATS IN WWII

By Midshipman A.R.N. HUME



*"Admiral Doenitz was a great naval officer; our main regret should be that he was not on our side. He and a few thousand men in submarines came very nearly defeating the Allies through interdiction of sea lanes."*

Admiral Raymond H. Bass,  
Submarine Commander,  
World War II<sup>1</sup>

Grand Admiral Karl Doenitz is considered by many as one of the greatest naval tacticians and strategists of WW II. His vision, ingenuity and pioneering tactics in submarine warfare came close to costing the Allied powers final victory in Europe.

A native son of Germany, Doenitz was born on 16<sup>th</sup> September 1891 in Grunau bei Berlin<sup>2</sup>. He received his commission as an officer in the

Kriegsmarine (German Navy) in 1913 and saw active service as a submarine officer in both world wars. In 1935 the Commander-in-Chief of the Kriegsmarine, Admiral Raeder tasked Doenitz to begin a covert build-up of German submarine strength, a direct contravention of the treaty of Versailles. With the outbreak of hostilities in 1939 Doenitz, with limited capability and resources, nearly succeed in isolating the British Isles from resupply via U-boat blockade.

His leadership, innovation and dedication whilst commanding the U-boat arm, and eventually the entire Kriegsmarine, made a significant contribution to achieving Germany's wartime goals in the European Theatre.

### WHAT WERE THE MOST SIGNIFICANT ACHIEVEMENTS AND FAILURES OF GRAND ADMIRAL DOENITZ?

Upon the outbreak of hostilities in the Atlantic, Germany's initial success against merchant shipping pressured Allied forces to invent new means to counter the growing U-boat threat. This saw the development and introduction of the convoy system, radar, improved ASDIC and several other advances in anti-submarine warfare and maritime asset protection. These improvements were the direct result of tactics employed by U-boats under Doenitz's direction. From this Doenitz indirectly facilitated the creation of these technologies and tactics.

With the advent of the convoy system individual U-boat attacks soon became ineffective. Pre-war exercises and advances in

submarine technology allowed Doenitz to introduce the concept of multiple submarines attacking simultaneously, which soon became known as 'Rudel' or wolf packs<sup>3</sup>. Shortly thereafter, Allied losses increased significantly and were facing the real prospect of losing the war. In the period of May to October 1942 alone, U-boats sunk 287 ships with a total volume of 1 450 878 tons<sup>4</sup>. It was during these years that Doenitz's flexibility when directing operations allowed him to maximize the assets available to him to constantly keep the Allies on the defensive.

When considering the maritime conflict, Doenitz wanted to avoid direct confrontation with Allied surface ships and air assets, due to their superiority over the German surface fleet. He chose instead to concentrate offensive operations on what Germany correctly perceived to be Britain's greatest weakness; the vulnerability of her merchant fleet. The loss of these vessels combined with an effective U-boat blockade would have removed Britain from the war and denied the Allies a launch point for a Western Front against the Reich.

By favouring a submarine orientated Kriegsmarine, Doenitz overcame the strengths of Allied forces, and minimized the logistical and resource problems of basing a surface fleet in the Atlantic. As the resources and time required to construct, base and maintain a submarine were significantly less than that of a warship Doenitz was able to field an increasing number of U-boats in a short time.

Doenitz constantly campaigned for greater



resources to be dedicated to U-boat production and research. Combined with his comprehensive training requirements, he aimed to provide his men with the best equipment and weaponry possible. By the end of the war German submarine technology was unparalleled. This level of expertise was evident with the production of the next generation diesel-electric submarine, the type XXI U-boat. These vessels were developed too late in the war to alter the outcome, although when captured by Allied forces they became the model for American and Soviet submarine design for years to come.

Doenitz unwittingly aided in the destruction of many of his own vessels. His command and control system required constant communication with his platforms, often requiring contact up to seventy times a day with a single U-boat<sup>5</sup>. The triangulation of radio transmissions when reporting their situation combined with the Allied ability to read submarine communications led to many vessels being located and destroyed.

### **WHAT STYLE OF LEADERSHIP DID GRAND ADMIRAL DOENITZ ADOPT AND HOW SUCCESSFUL WAS HE?**

Doenitz achieved an unprecedented level of success against the Allies when commanding Germany's U-boat flotillas during WW II. This however did not stem solely from a dynamic personality, rather his style of leadership. Doenitz believed in well considered strategy, innovative tactics and the best possible training and

equipment for his men. Being placed in charge of a disheartened submarine arm and implementing these beliefs, saw a change to a highly trained, motivated and a capable implement of Reich policy, that came close to single handedly altering the outcome of the war in Germany's favour.

When the United States entered the war in December 1941, Doenitz predicted they would be lacking in modern Anti Submarine Warfare (ASW) platforms, training and effective doctrine to combat a U-boat threat. Based on this assessment Doenitz launched *Operation Paukenschlag (Drum Beat)*, an offensive against Allied shipping on the eastern seaboard of the United States. Consisting of only five U-boats, and supported by newly developed long range supply submarines, they were able to sink over 750 000 tonnes of Allied shipping in less than two months<sup>6</sup>. The foresight and audacity shown by Doenitz in conducting this offensive showed him to be a leader who was not only capable of directing forces in a specialised field of operations but who also had a sound grasp of turning the strategic shortcomings of an adversary into a tactical advantage.

### **WHAT WAS GRAND ADMIRAL DOENITZ'S RELATIONSHIP WITH HIS SUBORDINATES AND SENIORS?**

Doenitz was an advocate of leadership through personal interaction and took a 'hands on' approach to many aspects of his command<sup>7</sup>. Due to the pre-war limitations placed on German submarine production

numbers, Doenitz concentrated on the training and tactics of his crews to maximize the effect of his few available units. He placed an emphasis on training his crews in warlike conditions whenever possible. Officers and sailors alike took pride in their heightened level of capability that the intensity and relevance of this instruction produced. Doenitz's training, dedication and professionalism created a strong feeling of confidence in his abilities from his subordinates and superiors alike. This confidence allowed him the free reign he required to effectively employ the U-boats under his command to maximum effect.

### **WHAT INTELLECTUAL QUALITIES DID GRAND ADMIRAL DOENITZ BRING TO THE TASKS HE WAS SET?**

Although Doenitz was an unrepentant believer in Nazi ideology, he did not allow this to bias his tactical and strategic analysis. He applied sound logic and lateral thinking when evaluating Allied strengths and vulnerabilities and finding ways in which to exploit them. Doenitz's had the rare ability to convert military theory gained from recent experience into viable tactics employed by his U-boats.

### **WHAT DIFFERENCE DID GRAND ADMIRAL DOENITZ MAKE TO THE COURSE OF HISTORY FOR WHICH HE DESERVES TO BE REMEMBERED?**

The offensive operations of Doenitz's U-boats were arguably the largest threat to Allied victory



in Europe. His direction of the U-boat war was nearly successful in isolating Great Britain. If not for the slow but steady advances in Allied ASW technology this blockade would quite possibly have stymied the Allies ability to launch a western offensive for several years or perhaps not at all.

After U-boats were forced from the Atlantic, Doenitz still had a role to play in Germany's future. In 1945 he was made Führer of the Reich on the authority of Hitler's last will and testament<sup>8</sup>. During his twenty days in power, Doenitz focused his efforts on ensuring the remnants of German forces surrendered to the Allies, rightly fearing reprisals from Soviet troops. Although Doenitz later defended the Nazi ideology, he was not a fanatic, and the support shown to his U-boat crews was applied to a nearly defeated German people. However, the Allied powers refused to recognise any new government and on 23<sup>rd</sup> May 1945 Doenitz and his administration were captured and arrested by British forces<sup>9</sup>. He was later convicted of War Crimes at the Nuremberg Trials for the issuing of controversial orders regarding the rescuing of prisoners at sea and served ten years in Spandau prison.

## CONCLUSION

The focus of a commander in the modern battlefield is often based on managing subject matter experts to achieve specific tasks in aid of a wider strategic aim. Doenitz monitored and directed his forces at all levels, which is seemingly an uncommon trait in modern commanders, allowing his forces to achieve a decisiveness

rarely seen in the maritime environment. He was given complete discretion in nearly all facets of U-boat operations and was an advocate of fighting 'smarter not harder'. His ability to constantly identify and exploit the weaknesses of his enemy came close to altering the outcome of the entire Second World War. The courage, ingenuity and fighting spirit he imbued in the German U-boat arm showed in their impact on the European theatre and thus the wartime actions of Doenitz remain a relevant model of leadership today.

The most valuable lesson we can derive from Doenitz's wartime leadership is aptly summarised in his memoirs "We shall derive knowledge for the future only if we recognise our past failures and admit them"<sup>10</sup>. Doenitz died of natural causes on 24th December 1980<sup>11</sup>, a revered and respected naval officer the world over.

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## (Footnotes)

<sup>1</sup> Admiral Karl Doenitz: A legacy of leadership, p 13

<sup>2</sup> <http://www.adolfhitler.ws/lib/nsdap/Doenitz.html>

<sup>3</sup> <http://www.answers.com/topic/karl-d-nitz.htm>

<sup>4</sup> Admiral Karl Doenitz: A legacy of leadership, p 108

<sup>5</sup> <http://www.answers.com/topic/karl-d-nitz.htm>

<sup>6</sup> Admiral Karl Doenitz: A legacy of leadership, p 13

<sup>7</sup> Admiral Karl Doenitz: A legacy of leadership, p 16

<sup>8</sup> <http://uboat.net/men/doenitz.htm>

<sup>9</sup> <http://www.answers.com/topic/karl-d-nitz.htm>

<sup>10</sup> Admiral Karl Doenitz: A legacy of leadership, p 96

<sup>11</sup> <http://uboat.net/men/doenitz.htm>





*The Ceremonial Sunset for NEOC 32 was unfortunately 'washed out,' the atrocious weather meant that the event was abandoned, with much regret.*





# NEOC 33



HONOUR COURAGE HONESTY INTEGRITY LOYALTY



CEREMONIAL SUNSET NEOC 33



PASSING OUT NEOC 32







*The Australian White Ensign (AWE) came into existence in 1967. Prior to that the White ensign of the RAN was identical to that of the RN, the Union Flag with the Cross of St George. The principal reason for making the change was to distinguish the ships of the RAN operating off Vietnam from the Royal Navy's ships operating elsewhere in South East Asia. Australia was contributing ships to the Vietnam War. The UK was not engaged and there was a latent risk of misidentification. By mutual agreement between the UK and Australia the change was made. The RNZN also changed at the same time and for the much the same reason.*



HONOUR COURAGE HONESTY INTEGRITY LOYALTY

