



# HMAS Creswell MAGAZINE 2007



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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

By CAPT John Vandyke, RAN

It has been my great pleasure, and privilege, to be the Commanding Officer of this very busy Naval establishment since July 2007. Joining in the middle of the year is a rare thing for an establishment CO but in this case was due to the thoroughly deserved promotion of my predecessor, Mark Sander, to CDRE in the first half of 2007.

The first half of the year typified how busy HMAS *Creswell* is with the wide variety of courses conducted here all continuing at an unrelenting pace. A highlight of the first half of the year was the graduation of the largest New Entry Officer Course (NEOC) to ever pass through the College with 123 graduates; indeed I was privileged to be present at the Passing Out Parade for NEOC 36 as the first day of my handover.

The redevelopment of *Creswell* also progressed apace under CDRE Sander during the first half of the year. I would like to take the opportunity to acknowledge the great work that CDRE Sander did and the leadership

he provided to *Creswell* during his 18 months in Command.

Another "leaver" that I wish to acknowledge is the Training Commander, CMDR Michael Hickey, who posted out in December to take command of HMAS *Penguin*. CMDR Hickey has spent three years as the TC and throughout that period has made continuous, significant improvements in all areas of his responsibilities. Whilst his passion and leadership will be missed at *Creswell* he is moving on to new challenges in his own command and I wish him every success.

Since joining I have been impressed, on a daily basis, by how much happens here and the quality of the people; uniformed, Defence civilian and contractors that make it all happen as well as it does. The training load is continuous throughout the year and all play a role at various times in instructing, administering, managing and participating. I have occasionally used the analogy of an *Anzac* Class frigate for *Creswell* – just like an *Anzac* everyone pitches in to make it work. Another thing that continually impresses is the obvious passion that exists for *Creswell* and the important role it plays in training the leaders of the future.

This passion extends to two other important areas of *Creswell*, the Waterfront and the RAN School of Survivability and Ship Safety (RANSSSS). The Waterfront, in addition to providing training to

NEOCs in boat work and the Sea Familiarisation week, also provides vital support to the Fleet that operates in the East Australian Exercise Area to seaward of *Creswell*. Similarly the RANSSSS provides vital training to the RAN in such disciplines as damage control and fire fighting. The statistic of 2500 students passing through *Creswell* to attend training at the RANSSSS tells its own story of just how busy that facility is.

2008 promises to be just as busy with a large NEOC starting in late Jan of around 125 new officers. The redevelopment is going to ramp up with the commencement of the detailed design phase and some construction work later in the year. Finally it is the 50th anniversary of the return of the College to Jervis Bay and its commissioning as HMAS *Creswell*. Several events are in the planning stages including a Freedom of Entry of Nowra with HMAS *Albatross* in February, a Rededication in March, and an open day in October.

I would like to thank all the *Creswell* staff for their hard work and dedication throughout 2007. I look forward to 2008 and the challenges it will bring.

## EXECUTIVE OFFICER'S REPORT

By CMDR Donnelly, RAN

I was genuinely excited to be posted as XO HMAS *Creswell*, and this report is a great opportunity for me to reflect on my first 12 months here.

I set two goals once I had settled in. One was to sharpen the focus on the Executive Department's provision of support to the Royal Australian Naval College in particular and more generally to the Fleet and our lodger units. The second was to ensure the \$83.6 million redevelopment was best situated to provide lasting positive outcomes for the future generations of Officers and sailors who will work and train here. How have we done?

There have been some terrific challenges in maintaining high levels of support to the elements I have listed above. The first is probably just how darn busy it is here. There are always multiple balls to keep in the air, with a high throughput of trainees through the College and the RAN School of Survivability and Ship Safety, literally hundreds of visits to arrange and coordinate, a constant level of Fleet support demands to be met, and the day-to-day management and functioning of a busy Navy establishment.

Fortunately, we have some terrific people on our team to help deliver the full gamut of support that we do. I'd like to especially thank my assistant, Mrs Jacqueline Leahy, for keeping me organised and keeping the paperwork ticking over and the Visit Liaison Officer, Mr Paul Slater, whose calm demeanour and



outstanding professionalism in the face of a constant barrage of visits is inspiring. Their unstated secondary duties include acting as a sounding board and sanity check for some of my more left-field ideas, so you all probably owe them a bigger vote of thanks than you know. Mr Michael 'Bunya Nut' Grisceff has made great inroads as our first Command Occupational Health and Safety Manager, and the Coxswains, PT staff, and Waterfront element have also been noteworthy for their self-driven professionalism and initiative.

I'd also like to acknowledge and thank the various committee members from the Wardroom Mess Committee, Welfare Committee, and the Safety and Emergency Management Committee. There is a lot of great work here that would not get done were it not for the dedication and enthusiasm of the (quasi) volunteers in these groups.

The Executive Department could not achieve the day-to-day running of the Establishment or provision of support without the Defence Support Group and key contractors, SSDS, DMM and DMS. While aligning varying organisational structures and goals brings challenges, much of the good work that is done by these teams is due to the individuals who head them up at local level. I'd particularly like to thank Mr

Steve Ryan (DSG) and Mr Bob Pritchard (SSDS) for their support and subject matter expertise.

My other goal was shepherding the redevelopment. While I have been actively and enthusiastically engaged in its progress, and it remains on track to deliver a terrific result to Navy, I can claim no credit here. LCDR Tony Beauchamp, our Redevelopment Liaison Officer, has done such a thorough and professional job that he has left me little to do except nod and smile. Thanks Tony, and thank you too for your mentoring.

There are some great challenges unfolding over the next 12 months as well—the redevelopment will pick up pace as we move towards 100% design and construction, there are changes afoot in the relationships between Navy and its supporting elements that will require careful change management to bed down successfully, and the trainees just keep on coming!

In closing, I'd like to wish all who train here, and whose lives we as staff touch so briefly, fair winds and following seas as you pursue your careers and goals. I'd also like to once again thank all of the staff with whom I have had the pleasure of serving. You should be proud of the culture to which you contribute — professionalism is very much 'the way we do things around here'.

## TRAINING COMMANDER'S REPORT

By CMDR Michael Hickey, RAN

Writing this report is one of my last tasks before completing my posting as Training Commander. What a privilege it has been to serve here in such a vibrant and busy time in RANC's history. I am proud to have been part of a dynamic team which over the past three years has contributed to enhancing Navy's capability.

The effects of RANC training can be measured in many ways. During my watch RANC has trained record high numbers of new Officers, both to the Permanent Force and the Reserve, and we have also provided an unprecedented number of Officers and Sailors with vital continuation training in leadership and management. Our training is well regarded by trainees (at least by those who come here expecting to work). It is also increasingly evident our programs are valued by the wider Navy, as all our courses are now firmly embedded as waypoints in career progression. RANC programs are supported by expert guest lecturers who come from a broad cross section of the Australian Defence community to lecture and interact with our trainees at Jervis Bay. Our curriculum is robust, passing external AQTF audit and meeting requirements for civilian accreditation. Recruiting and retention are critically important aspects to Navy's capability and RANC is recognised as a high performing element of the RAN

Systems Command in this regard.

RANC training is dynamic and contemporary, designed to be relevant to the task of training Navy leaders for today and tomorrow. During 2007 our training culture was closely scrutinised as part of the Military Justice Inquiry Team's investigation of the ADF's 'learning culture'. RANC welcomed the opportunity for review, and it was unsurprising our training practices attracted favourable comment from the Inquiry team. As Training Commander I emphasise the need for our staff to ensure assessment processes are procedurally fair. It is also self evident, given the variety of trainees joining us, our policies supporting "Strength through Diversity" make sense. However in a contemporary context we also jealously guard some traditional elements of our Navy culture. One good example of this is the prominence of our Navy values. Fundamentally honesty, honour, courage, integrity and loyalty underpin our professional conduct at RANC. The practical leadership assessments of all our courses project these values in very obvious ways.

The Navy cherishes the heritage aspects of HMAS *Creswell*, but old buildings bring modern challenges. The redevelopment of *Creswell* is an eagerly awaited opportunity to create modern training facilities. There has been an enormous amount of effort by training staff



over 2007 in articulating the Navy's user requirements to the Project team and a myriad of contractors. This critical, and sometimes frustrating task has been overlaid on our hectic training schedule. I thank the staff who contributed to this exacting process and I am sure we all look forward to revisiting *Creswell* in the future to see the results of our efforts.

I mentioned in last year's magazine the unifying aspect of RANC training is its focus on teams. I discussed the 'all of one company' training experience, irrespective of PQ or specialisation. This year I would like to pay tribute to the staff team who make training happen. RANC staff is a first rate group who provide training second to none. The team is diverse in age and Navy experience, and there are probably more Reservists and APS now than any time previous in RANC history. However, the quality of the training is undeniable and I cherish my involvement in the team's efforts on a daily basis. There are many standout performers but I especially acknowledge the

contributions of LCDRs Charles Bourne and Terry Bird who provided outstanding leadership to their faculties in 2007, and CPOB "Jethro" Ellis and LEUT Desmond Woods who are passionate about their work and extraordinarily gifted natural instructors. The influence of all the instructional team at RANC cannot be understated. Our trainees will remember key members of staff and their conduct helps shape the Navy's culture. I congratulate the following members of the training team who attracted special recognition in 2007 for their efforts:

***LCDR Doug Cornish***

– *CANSC Commendation*

***LEUT Sean Newman***

– *CO Commendation*

***CPOPT Tony Chapman***

– *CO Commendation*

***SBLT Sarah Mills***

– *CO Commendation*

***ABBM Brooke Summers***

– *CO Commendation*

***LSBM Dan MacQueen***

– *CO Commendation*

In closing I acknowledge the leadership of our two Commanding Officers in 2007. CDRE Mark Sander and CAPT John Vandyke are outstanding role models, and both have worked tirelessly to provide RANC with a plan for a bright future.

RANC deserves its reputation

for excellence. This reputation is improved by the positive experiences of our trainees. I thank those who have worked hard to achieve this during my time as Training Commander, and I wish you well in your future careers.

***CPOB Ben MacQueen***

– *Peter Mitchell Sailor of the Year (as OHS Instructor)*

***CMDR Ben Spurgin***

– *CANSC Commendation*



## OFFICER INITIAL TRAINING FACULTY

By LCDR Charles Bourne, RAN

The year was a highly challenging, yet immensely satisfying period for the faculty with record numbers of new Officers successfully graduating from all courses. This outcome was due to the outstanding professionalism, dedication and tenacity of the OITF staff to provide the highest possible standard of training.

The year commenced with the initial arrival of the WOSSEOC, RMITEOC, UEOC and ADFA Direct Entry classes. Even before February had commenced, the OITF had already graduated 96 Officers through 6 courses and the NEOC class hadn't even arrived yet!

NEOC 36 hit the College like a proverbial freight train with 139 new officers arriving to commence their Naval careers in late January. This number was a record for the College and presented the OITF staff with a daunting task. The fact that the College successfully graduated a record 123 is testimony to the hard work of the staff in achieving the aim and overcoming many hurdles and issues. Despite some poor weather during the graduation week, the class successfully graduated in late June with Chief of Navy, Vice Admiral Shalders, AO, CSC, RAN present as the reviewing Officer.

With the usual short two week break over, the OITF saw the arrival of NEOC 37 in mid July. With 'only' 66 new Officers in the class, it appeared that the remainder of the year would be reasonably



straight forward to manage. This idea quickly disappeared as an influenza outbreak required approximately a third of the course to be quarantined during ITP for a number of days. Despite this setback, all lost instruction was recovered and the course continued unaffected. The second major setback was the loss of *Kanimbla* as a training platform only four days before the students were scheduled to depart for their Sea Training Deployment (STD). Once again, after some hasty re-arrangements and discussions all students were embarked in *Tobruk* and the STD was successfully completed. By early December, the course had been completed and 61 new Officers graduated successfully with CN once again present at the Graduation as the reviewing Officer.

By the end of the year three further classes (46 Officers) had also graduated from the College. These included two ADFA Direct Entry courses and the second WOSSEOC of the year. This pushed the total number of graduates from the OITF to 338 for the year (a 20% increase in trainees from 2006) and emphasised the ability of the OITF staff to be able to adapt and overcome to accommodate the increased numbers.

By the end of year, the OITF had successfully graduated over 450 trainees. Given the small number of staff at the College, this achievement is simply outstanding and highlights the calibre of the personnel working at *Creswell*. There were significant changes made to various course structures, timings, exercises and policy which will greatly improve the training delivered in the future, and also provide staff will further respite due to the crowded schedule. The extra numbers did emphasise the need for the *Creswell* re-development however, which will commence in 2008 to expand and update facilities. On completion of the work, *Creswell* will be very well positioned to regularly accommodate the increased numbers of trainees, and deliver very high quality training.

*Creswell* has always been the original home of Naval Officer training and has set the standard for training quality. In 2007, the staff of the OITF through their endeavours, have unequivocally confirmed and enhanced *Creswell's* reputation as a centre for training excellence in the RAN and ADF. As Head of the Faculty I am immensely proud to have led such a talented team.





## BASS DIVISION

*Back Row: MIDN J. Hughes, MIDN B. Smythe, MIDN A. Guest, MIDN, R. Plater, MIDN M. Whanslaw, MIDN A. Wedd, SBLT R. Lobbe, SBLT A. Konigsberg  
 Third Row: MIDN M. Kerr, MIDN B. Shultz, MIDN P. Milroy, MIDN R. Uzzell, MIDN L. Pugsley, MIDN J. Heaton, MIDN I. Fisher  
 Second Row: MIDN N. Brewer, MIDN S. Eddes, MIDN A. Rayner, MIDN S. Munn, MIDN A. Duong, MIDN M. Booth  
 Front Row: SBLT S. Davey, LEUT C. Doyle, MIDN S. Reilly, MIDN R. Jones, LEUT T. Thomsen (DO), SBLT K. Ploszczyniec*



## COOK DIVISION

*Back Row: MIDN S. Charlton, MIDN K. Brown, MIDN A. Todd, LEUT T. Skousgaard, LEUT S. Finlayson, MIDN C. Brooker, MIDN M. Norris, MIDN J. Cooper  
 Third Row: MIDN R. Cross, MIDN S. Blackmore, MIDN M. Law, SBLT S. Nelson, MIDN M. Power, MIDN C. Harvey  
 Second Row: MIDN J. Bardon, MIDN M. Lee, MIDN C. O'Grady, MIDN M. Tabulo, MIDN K. Stuart, LEUT P. Hudson (DO)  
 Front Row: SBLT H. Ramsey, MIDN R. Osbourne, MIDN D. Briguglio, MIDN E. Land, MIDN S. McDonagh, MIDN A. Collins*



## FLINDERS DIVISION

*Back Row: SBLT P. Bartholomeusz, LEUT M. Liston, MIDN K. Pua, MIDN S. Amor, MIDN S. Roberts, SBLT P. Davison, SBLT A. Pettingell-Ward*

*Third Row: MIDN K. Yong, MIDN M. Coutts, MIDN A. McLeod, SBLT M. Donaldson, MIDN T. Whyte, MIDN P. Ryan*

*Second Row: MIDN A. Colrain, SBLT B. Marsh, MIDN B. Peric, MIDN N. O'Toole, MIDN M. Turrill, LEUT P. Smith*

*Front Row: MIDN P. Velu, MIDN M. Carey, MIDN H. Cameron, MIDN R. Jordan, LEUT E. Close, SBLT M. Spaccavento, LEUT B. Ikimau (DO)*



## JERVIS DIVISION

*Back Row: CHAP J. Wright, MIDN P. Waring, MIDN S. Lytton, MIDN A. Colebourn, MIDN T. Rue, SBLT D. Bruce*

*Third Row: MIDN T. Carlson, SBLT C. Maynard, MIDN J. Williams, MIDN M. Blain, MIDN T. Geraghty, SBLT A. Bhandal*

*Second Row: MIDN N. Peters, SBLT D. Czaja, MIDN J. O'Keefe, MIDN D. Leary, MIDN D. Hodge*

*Front Row: LEUT L. Weston (DO), MIDN N. Ward, MIDN J. Leeds, SBLT L. Maughan, MIDN C. Green, MIDN A. Woodger*



## PHILLIP DIVISION

*Back Row: SBLT B. O'Connor, LEUT C. Lyttle, MIDN S. Dennis, MIDN J. O'Brien, SBLT T. Frewin, MIDN K. Phelps*

*Third Row: MIDN J. Abbott, SBLT P. Kirkpatrick, LEUT O. Pope, MIDN T. Craig, MIDN N. Smith, MIDN J. Evain*

*Second Row: MIDN M. Rhys-Jones, MIDN A. Tait, MIDN J. Fearnley, MIDN J. Dover, MIDN T. Colson, MIDN M. Cramp, LEUT C. Ward (DO)*

*Front Row: LEUT Z. Woodcock, SBLT C. Rice, SBLT J. Zhang, MIDN V. Whitley, MIDN L. Bernard, MIDN M. Dickenson*







## COOK DIVISION



*Third Row: SBLT J. Brown, MIDN J. Brandreth, MIDN D. Barlow, MIDN F. Davis, MIDN L. Clear, MIDN J. McLoughlin*

*Second Row: MIDN S. Gilan, 2LT G.H. Koh, MIDN A. Zorin, SBLT W. Lynch, MIDN W.K. Low, MIDN E. Walters*

*Front Row: SBLT M. Ricamora, SBLT E. VAN Hecke, MIDN M. Crannage, SBLT J. Swinton, SBLT K. Smith, LEUT M. Colling (DO)*

By SBLT Warren Lynch, RAN

The seventeenth day of July 2007, would be etched into the minds of 22 new Naval Officers. This was the day where we, Cook Division or Cookies would begin the journey into the Royal Australian Navy at HMAS *Creswell*.

We started with 10 seaman officers, 4 pilots, 2 pussers, 2 lawyers, an observer, an engineer, a schoolie, and an exchange officer from Singapore and we came together to be challenged over the next 22 weeks. Our Divisional Officer, a submariner, LEUT Maddy Colling would put us through our paces to challenge us all to become Naval Officers.

Our journey began with Initial Trainin Period (ITP) that lasted 4 weeks. The routine for this was, let me say repetitive and challenged us to manage our time well to ensure all our tasks were completed. Our day would begin at 0530 with the traditional Wakey Wakey on the Bosuns Call, where we then did Physical Training. After breakfast, we fell in every morning for Both Watches and Colours. This ceremony would give us time to think about the challenges and our priorities for the day ahead. After a day of classes,

we would have dinner and 'cleans'. Following this, we were put through Rounds which meant inspection of our cabins and communal living areas. This would often last 1 to 2 hours and let me say was one of the challenging times during NEOC.

The last 2 days of ITP was Exercise Sunda Strait. After much hype, we were released from *Creswell* to raft across the bay, to then pack march 16km and end up back at *Creswell* to help villagers in washed out rivers, carry logs to build new buildings and set up camp for the night. At the end of Sunda Strait, we felt a sense of relief to know that ITP was all over and it meant one thing, LEAVE!

After this, we began practical instruction that covered a wide range of areas. We began with first aid and survival at sea, combat survivability, boat work and weapons handling in Canberra. Much fun was had in Canberra with Chief Ellis and his team in the National Capital. Following this we spent time studying hard learning essential information about Navy life. This knowledge would be the beginning of information we needed to be Naval Officers.

One of the biggest surprises from NEOC was when Cook Division took out the Cock Trophy. On the completion of all the activities, if you were a betting man you would say we were a long shot. But after exceptional performances in our exams, Cookies manage to snaffle the trophy from Flinders and Jervis, GO COOKIES!

There were a few funny incidents that must be talked about. Firstly, was when 2LT Koh (our Singaporean exchange Officer) decided to dry his socks by using his wall heater in his cabin. The heater decided to cook the socks that set the smoke alarm off and meant we all had to evacuate. Cookies became well versed in Reasons in Writing and by the end of NEOC we had all written at least 3 of them with the record being 7.

When I look back at our time at *Creswell*, I think of the challenges and triumphs that were put in front of us. For all the Cookies, graduation was a sense of relief and the beginning of our Naval careers. I wish all members of Cook Division fair winds and calm seas in the years ahead.



Back Row: MIDN R. Morris, MIDN G. Burgess Third Row: MIDN D. Vyas, SBLT C. Bobridge, MIDN S. Flett, MIDN D. Buys, SBLT J. Wade, MIDN R. Gardiner  
 Second Row: SBLT L. Gaylor, SBLT J. Benson, MIDN J. Nuttall, MIDN T. Knack, MIDN T. Wells, MIDN J. Davison, MIDN S. Laarkamp  
 Front Row: MIDN V. Lim, MIDN C. Yaperth, SBLT K. Allan, SBLT S. McIntosh, MIDN K Feighan, LEUT B. Ikimau (DO)

## FLINDERS DIVISION

We arrived on the coldest day in 21 years. Shortly after our arrival, it was suggested that Jervis Bay was the wettest place in Australia. Sixty six new entry officers stepped off a bus and into the unknown. They divided us into three Divisions: Flinders, Jervis and Cook; and we all embarked on a 22 week journey that would bring us together as a group and challenge us mentally and physically.

The routine that would be with us for months began in earnest at 4am on our first day. We were awoken, bleary-eyed and scared by a fire alarm and ordered to muster outside in the freezing pre-dawn. The college staff was giving us a taste of what was to come! ITP began that day and pushed us with its punishing schedule. Outside of classes, drill and evening rounds, we all became masters of toilet cleaning, polishing brass and ironing our uniforms. Our drill started badly, got a little worse with time, and the less said about it now the better!

As a division, our diversity was something of a strength and a disability. We hailed from every state in Australia, and from India, Singapore, New Zealand, Papua New Guinea and the USA. We ranged

in age from a tender 18 years to a worldly 43. Our strength as a division blossomed in the crucible of Exercise Sunda Strait, an overnight exercise that capped off ITP, and saw us using hoochies to sail across Jervis bay in deflating rubber boats and carrying giant logs for three hours on a beach.

Following ITP and the opening of the Gunroom, Flinders Division awoke a little wobbly and unable to fully comprehend the new found freedom that we had been given. The instruction continued though, with practical training that allowed us to prove our skills at the firing range. Our sea training deployment commenced in late October, taking us to the Top End for 4 weeks aboard HMAS *Tobruk*, participating in Operation Resolute. The Divisions were brought together as a NEOC for the first time, experiencing life as a junior sailor and developing a new found appreciation for air-conditioning...the memories of '8-troops' will haunt us forever.

As we come to the end of our time here at *Creswell* we can reflect on the strange and wonderful moments we have had here, and marvel that we're still here at all!! Jackie Chan walked amongst us, scaring the pants off Divisional Officers with lethal salutes. We gained a new

appreciation for the versatility of the word 'sensational!'. We discovered that the golf-course is the quickest way back to Farncomb House but it comes at a muddy price!! We learned that mobile phones and swimming pools don't play well together, and there is more than one use for a pineapple; a crocodile hand puppet can order beer and play the drums; a 'flag of the day' does not necessarily have to be a flag; and we discovered the fire brigades response time in an emergency shortly after learning that 25 minutes in the microwave is too long for the average frozen pizza. . .

Whilst we are all excited about the next phase of our careers, we can't deny that we will miss *Creswell*, the staff and each other, as we scatter to our various PQ's. Those occasions where we were convinced it was the end of the world as we knew it, are a distant memory now. They have been replaced by senses of pride, mateship and achievement, and all the good times we had developing them. The nervous and bewildered group that stepped off that bus all those months ago, has grown up. . . transformed by a very special place.

Thank you HMAS *Creswell*  
 GUTPLA GUTPLA NOGUT TRU!!  
 (Pigeon English) = SENSATIONAL!!





## JERVIS DIVISION

By MIDN Nic Tidyman, RAN

*Back Row: MIDN C. Daley, MIDN C. Standen*

*Third Row: MIDN J. Miller, SBLT B. Zappia, MIDN I. Phillips, SBLT A. Burt, MIDN C. O'Brien, MIDN G. Wickens*

*Second Row: MIDN M. Gibson, MIDN B. Fairall, MIDN M. Packer, MIDN N. Tidyman, MIDN P. Rhodes, SBLT M. West*

*Front Row: MIDN K. Hanlon, SBLT R. Altham, SBLT S. Crosby, MIDN M. Cairncross, SBLT M. Delauney, SBLT M. Gazzar, MIDN K. Trevethan, LEUT C. Ward (DO)*

Life for Jervis Division began on the 17th of July 2007. Although only a group of strangers at that point, we were to become an extremely solid unit quite quickly in the piece. We were greeted by a rather distinctive character that identified himself as our Divisional Officer, Lieutenant Craig Ward. We found him to be a man that commanded respect but never demanded it, consequently we formed a strong foundation for an amazing rapport that was never shaken.

Our first major Field Exercise, Sunda Strait, was designed to emphasise our skills in teamwork. It did just that and more. When we found that the water was maybe just a touch too cold for the more slight members among us, we banded together in aid of each other. We learned a couple of important lessons as a result of that evolution: a) there is no such thing as too long a hug and b) there is nothing wrong with going around the buoy and/or double-duffing. The staff also learned a valuable lesson and sent no more NEOC's into the briny sea that day.

Jervis Division was blessed throughout NEOC 37, with a few special occurrences that served to add to our already phenomenally high morale. First of all, we took out the Pixley Cup at the end of our first week. It was a crowning moment for us all as we underwent the process of becoming a Jarven family. We were again set apart during our week on Seahorse Horizon. Due to excellent weather conditions, we ventured all the way into Sydney Harbour. The late hour gave us the opportunity to observe the incredible atmosphere of the location as we slowly traversed the channel.

Another unique feature of Jervis is that we are the only Division here at the RANC to have its own trophies for the special mentions among us. We kept the long held tradition of the awards this NEOC, with one very important addition. The Phillip Rhodes Golden Pipe Award for the Quiet Achiever was created to honour our most amusing moment on the Jervis deck. The night before MIDN Rhodes was to undergo his first stint as our Duty

Divisional Leader he was plagued by dreams of "kit musters and the fiery wrath of a ginger-bearded DO" before awaking to observe minute 45 on his alarm clock. In a panic, he frantically piped 'wakey, wakey' - so loud that not only Collins Block was violently roused, but the members of Farncombe House as well. Unfortunately for our young Midshipman, he did not pause to observe the hour. Otherwise he would have noted that midnight was probably an inappropriate time to be piping.

Our time here at NEOC has served to challenge and shape us as we undergo the process of becoming future leaders. It has also served to bond twenty-two people together as friends, brothers, sisters and strangely enough, nieces and nephews. We have come to understand the sentimental value that all officers, regardless of rank, hold in respect to their NEOC Division. We as a collective now possess this very emotion and will hold strong in our loyalty for Jervis.







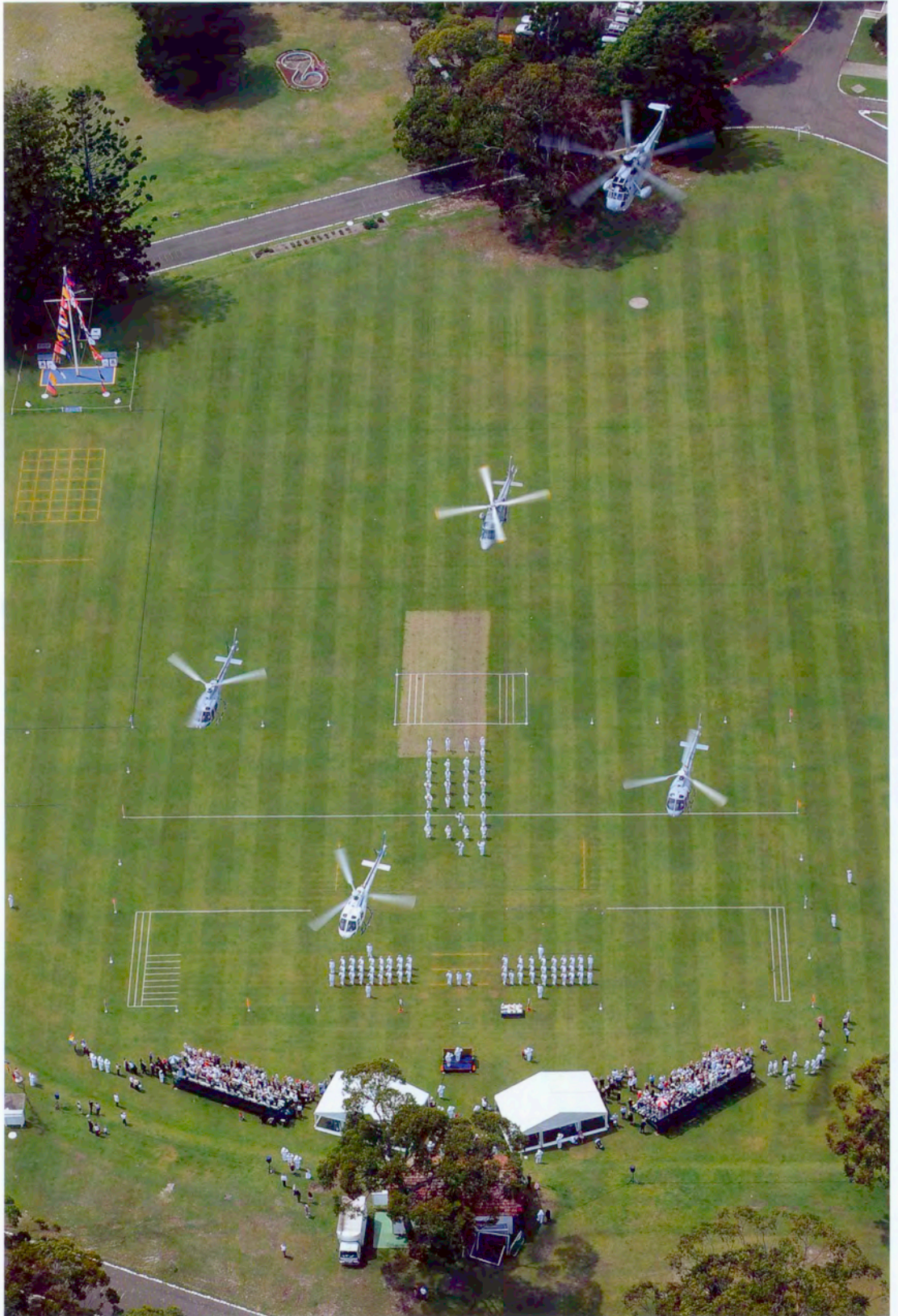


*There is a difference between leadership and management. Leadership is of the spirit, compounded of personality and vision; its practice is an art. Management is of the mind, more a matter of accurate calculation, of statistics, of methods, timetables and routine; its practice is a science. Managers are necessary. Leaders are essential.*

*Viscount Slim of Burma*









## NEOC 36 PRIZES

### Prizes for Officer Like Qualities and Contribution

Royal Australian Naval College Prize awarded to CHAP Jason Wright.  
E.S. Cunningham Prize awarded to MIDN Sally Blackmore.  
Rear Admiral Hammond Memorial Sword awarded to MIDN Jake Hughes.

### Prizes for Academic Accomplishment

Commodore Sir James Ramsay Prize awarded to LEUT Tristan Skousgaard.  
Naval Historical Society Prize awarded to MIDN Sally Blackmore.

### Prizes for Athletic Accomplishment

Governor General's Cup awarded to MIDN Sally Blackmore.  
Commander Robert Gray Perpetual Cup awarded to MIDN John Abbott and MIDN Maeghan Dickenson.

### Prize for Sea Deployment

Department of Defence Cruise Prize awarded SBLT Benjamin Marsh.

## NEOC 37 PRIZES

### Prizes for Officer Like Qualities and Contribution

Royal Australian Naval College Prize awarded to MIDN Theresa Wells.  
E.S. Cunningham Prize awarded to MIDN Michael Gibson.  
Rear Admiral Hammond Memorial Sword awarded to MIDN Jarrod Davison.

### Prizes for Academic Accomplishment

Commodore Sir James Ramsay Prize awarded to SBLT Kelly Allan.  
Naval Historical Society Prize awarded to SBLT Kelly Allan.

### Prizes for Athletic Accomplishment

Governor General's Cup awarded to MIDN Ian Phillips.  
Commander Robert Gray Perpetual Cup awarded to MIDN Alexander Zorin and MIDN Samantha Gilan.

### Prize for Sea Deployment

Department of Defence Cruise Prize awarded to MIDN Richard Morris.







**WOSSEOC 1/07**

*Rear Row: LEUT D. Lane, SBLT R. Harris, SBLT M. Klohs.*

*Fifth Row: LEUT P. O'Hara, LEUT C. Reimer, SBLT G. Burns, SBLTR L. Gratton, SBLT A. Thorpe*

*Fourth Row: SBLT C. Summers, SBLT R. Pozzebon, LEUT W. Gallina, LEUT S. Hill, LEUT T. Stecum*

*Third Row: LEUT A. Wilkinson, LEUT J. Rombouts, SBLT N. Dunn, LEUT I. Donovan, LEUT G. Sparkes, SBLT M. Wernas*

*Second Row: SBLT K. Poulsen, SBLT D. Weychan, LEUT B. Baiton, SBLT A. Attwood, LEUT P. Bird, LEUT D. Nagle, LEUT M. Buckley*

*Front Row: LEUT R. Wells, LEUT B. Doyle (Course Officer), LCDR C. Bourne (H-OITF), LEUT D. Baker, LEUT R. Bourke*



**WOSSEOC 2/07**

*Rear Row: SBLT C. Stockman, SBLT T. Shroud, SBLT J. McCarthy, SBLT J. Stewart, LEUT M. Doncaster*

*Third Row: SBLT G. Peterson, LEUT S. Savy, SBLT R. Delacruz, SBLT M. Taylor, LEUT P. Savage, SBLT M. Quintieri*

*Second Row: SBLT N. Krauklis, LEUT K. Longman, LEUT P. May, LEUT S. Cottam, LEUT A. Fenn, LEUT R. Elsom, SBLT A. Convery, LEUT D. Kingdom, LEUT P. Pelczar*

*Front Row: LEUT P. Jones, LEUT M. Martin, LEUT T. Themsen (Course Officer), LEUT P. Whitehead, LEUT D. Jeffs, LEUT M. McGuinness*



DE 1A 2007

*MIDN N. Davies, MIDN N. Denning, MIDN K. Dexter, MIDN A. Hartikainen, MIDN A. Jameson, MIDN G. Melad, MIDN G. Payne, MIDN C. Randall, MIDN K. Rensford, MIDN R. Sked, MIDN I. Turner, MIDN D. Williams.*



DE 1B 2007

*Rear Row: MIDN A. Hartikainen, MIDN A. Jameson, MIDN D. Williams, MIDN K. Rensford, MIDN G. Payne  
 Second Row: MIDN K. Dexter, MIDN I. Turner, MIDN R. Sked, MIDN N. Denning  
 Front Row: MIDN C. Randall, LEUT M. Henry (Course Officer), MIDN G. Melad Absent: MIDN N. Davies*



DE 3A 2007

MIDN S. Bates, MIDN M. Brockway, MIDN L. Eggins, MIDN T. Ford, MIDN N. Harrison, MIDN J. Mack, MIDN C. Newton,  
MIDN S. Rosier, MIDN E. Roslan, MIDN K. Sukumaran, MIDN C. Wise.



DE 3B 2007

Rear Row: MIDN S. Bates, MIDN J. Mack  
Second Row: MIDN L. Eggins, MIDN S. Rosier  
Front Row: MIDN S. Kuvendran, MIDN C. Wise, MIDN T. Ford, MIDN E. Roslan, MIDN N. Harrison, LEUT T. Themson (Course Officer)



*RMIT Ph 2 2007*

*Rear Row: MIDN D. Hodgkinson, MIDN D. Berens, SBLT M. Loiterton*

*Third Row: MIDN B. Davis, MIDN D. Matcott, MIDN B. Rhodes, MIDN L. Piper*

*Second Row: MIDN L. Belson, MIDN A. Brown, MIDN W. Raymond, MIDN J. Robertson*

*Front Row: SBLT A. Bush, MIDN M. Rosewarne, MIDN R. Trigg*



*RMIT Ph 4 2007*

*Rear Row: MIDN B. Grossi, MIDN M. Malone, MIDN E. Ruffin*

*Second Row: MIDN P. Shirley, MIDN D. Kessels, LEUT R. Bosdyk (Course Officer).*

*Front Row: MIDN A. Berry, MIDN M. Eglen, MIDN L. Bogan, SBLT W. Langworthy (Absent).*

## NAVAL RESERVE INITIAL ENTRY TRAINING TEAM (NRIETT)

2007 has been a busy and productive year for the team at NRIETT. 2007 saw the two largest REOC courses ever undertaken at Creswell, with 29 participants on 01-07 and 24 participants on 02-07. Trainees undertaking the flexible Reserve Entry Officer's Course have been progressing through their training in an timely manner, with one member from the 02-07 course completing his training in seven (7) weeks. Through the active management of NR training, we have reduced the Reserve training liability from 157 Officers under training to 120 at the end of 2007.

This course continues to be known as 'Hunter Division' - named for Vice Admiral John Hunter, the second Governor of New South Wales. Although large, the Division worked well together and appreciated their refined, packed program which kept them busy throughout the days and well into the evenings with instruction and task book activities. Course 02-07 was divided into two divisions and



the second division adopted the name 'Martin Division' in honour of Sir David Martin. Sunda Strait and Coral Sea were conducted over two separate days. Feedback from course members indicated that they not only appreciated the insight that these evolutions gave them into their own capabilities, but that they considered these aspects to be highlights of the course. It is anticipated in 2008 the two courses will run over two consecutive days with an overnight camp.

Three Phase 3 courses (sea prerequisite) was managed by NRIETT with thirty one Officers completing their training.

The Reserve officers come from a wide variety of backgrounds – from ex PN officers and Warrant Officers, to doctors, lawyers, journalists, maritime specialists, psychologists, nurses, dentists, teachers and engineers. Their ages range from the early 20s to late 50s – as diverse as their experience. They are united by a strong desire to serve and to give something back to their country.

The Reserve officers appreciate the training experience and are prepared – and fully expect – to enjoy every aspect of their training. Enthusiastic and motivated self-starters, the NR entry officers are a pleasure to work with.





*REOC Ph1 1/07*

*Rear Row: SBLT D. Penny, SBLT S. Richards, LEUT J. Thomson, LEUT C. Maul, LEUT P. Webster, LEUT D. Mallett, SBLT A. Farrell  
 Fourth Row: LEUT B. Van Haefen, LCDR A. Dilley, LEUT S. Trappett, LEUT G. Hutcheson, LEUT B. Patterson, LEUT M. Johnson, LEUT D. Corkery, LEUT R. Walker  
 Third Row: LEUT K. Lunt, LEUT S. Copeland-Heath, LEUT M. Stapleton, LCDR A. Borwick, LEUT V. Meadth, LEUT I. Traise,  
 LEUT A. Kane, LEUT L. Hocking, LEUT D. Smith  
 Second Row: LEUT K. Jamieson, LEUT R. Brown, SBLT K. Boundy, LEUT A. Sharma, LEUT T. Cannard  
 First Row: CPO R. Timms (Instructor), LCDR D. Cornish (H-NRIETT), LEUT Collinson*



*REOC Ph1 2/07 MEDICAL SPECIALISTS*

*Rear Row: LCDR R. Labrom, LCDR M. Richardson  
 Fourth Row: LEUT T. Penfold, LCDR C. Hastie, LEUT L. McMahon, LEUT J. Graham  
 First Row: LCDR R. Long, LEUT A. Clark, CDRE M. Garvan, SBLT S. Waayers, LEUT R. Hewitt*



*REOC Ph1 2/07*

*Rear Row: LCDR R. Labrom, SBLT A. Ragless, LEUT A. Silver, LCDR M. Richardson*

*Fourth Row: LCDR R. Long, LEUT F. Cahill, LCDR C. Hastie, LEUT T. Penfold, LEUT L. McMahon*

*Third Row: LEUT D. Chitty, SBLT L. Laird, LEUT A. Clark, SBLT G. Meilison, SBLT S. Waayers, LEUT D. White*

*Second Row: LEUT J. Steele, LEUT A. Eckhold, LEUT J. Graham, LEUT R. Hewitt*

*First Row: LEUT K. Truill, SBLT N. Gallagher, LCDR H. Walker (Course Officer) LCDR D. Cornish (H-NRIETT), CPO R. Timms (Instructor), SBLT R. Campbell, SBLT J. Macklin, SBLT C. Hamilton*



*REOC Ph3 1/07*

*Rear Row: SBLT P. Gipson, LEUT J. Forsaith, LCDR A. Holley, CHAP A. Watters, LEUT M. Wheeler*

*Second Row: CHAP T. Lam, LCDR B. Lister, LEUT J. Pedder, CHAP R. Schack, LEUT B. Peek, SBLT C. Rogerson, SBLT T. Peterson*

*Front Row: LCDR D. Cornish (H-NRIETT), LEUT M. Manetta, LEUT J. Paul, LEUT M. Grieve, LEUT G. Zupan, CHAP G. McGregor, LEUT A. Glover, LEUT A. Loadman*



*REOC Ph3 2/07*

*Rear Row: SBLT A. Farrell, LEUT J. Thomson, SBLT S. Richards*

*Second Row: LEUT M. Stapleton, LEUT D. Mallett, LEUT S. Trappett, LEUT I. Traise*

*Front Row: LCDR H. Walker (NRIETT), LEUT R. Brown, SBLT K. Lunt, LEUT M. Gore, SBLT K. Boundy, LEUT T. Cannard, LCDR D. Cornish (H-NRIETT).*



*RMIT Ph 1 2007*

*Rear Row: MIDN B. Gall, MIDN S. Martin, MIDN B. McGlashan*

*Third Row: MIDN M. Green, SBLT R. Williams, MIDN W. North, MIDN A. Stilburn*

*Second Row: MIDN M. Karrow, MIDN D. Tugwell, MIDN J. Armanios, SBLT D. Wagstaff, LEUT R. Bosdyk (Course Officer).*

*Front Row: MIDN N. New, SBLT J. Raward*



## MANAGEMENT & STRATEGIC STUDIES FACULTY

By LCDR Terry Bird, RAN

2007 has proven to be another busy year for the Management and Strategic Studies Faculty (MSSF). With the majority of staff continuing on from 2006 our settling-in period post Christmas was not as daunting as previous years. The team was very ably managed by LCDR John Sime until July when he was called back to his core role at 817 Sqn. LCDR Terry Bird wearing the duel hat of H-TS and H-MSSF was deputised on his departure. October saw another posting when one of our JOLC officers LEUT Brad Doyle posted down to the Sea Training Platform. He was replaced by reservist LEUT Mark Johnson who decided to come back to the 'senior service' after stints in the ARA, RAAF and APS. The faculty was overseen by our CIOs LEUT Tess Cunningham until July then replaced by LEUT Richard Bosdyk for the remainder of the year.

The Junior Officers Leadership Course started the year with a double course made up predominantly by Seaman Officer trainees. This busy period proved to be the 'norm' for the JOLC course officers LEUTs Doyle and Rankine (who became LEUT Druery when she married Brian in October). While this and future course kept both instructors and students busy, they had many opportunities to enjoy some of the best facilities the navy has to offer. A total of 10 JOLCs were conducted in the year with 172 students graduating.

The Junior Officer Management and Strategic Studies Course (JOMSSC) continued to go from

strength to strength this year largely due to the outstanding efforts of the course officer, LEUT Desmond Woods. The reputation of JOMSSC has been enhanced through the attendance of well credentialed guest lecturers from both tertiary institutions and government departments. The very good reputation of the course is demonstrated by full classes each time it is run. 2007 saw six courses conducted with 96 graduates for the year. A wonderful bonus for this course was the exceptional help provided by the assistant JOMSSC officer LEUT Trine Themsen. Unfortunately she was also recalled to the aviation world at the end of the year.

The CPO Development Program is another course in the faculty which attracts good attendance numbers. This can be attributed in the main by the professionalism of the course officers WOs Mark Tandy and Sharon Campbell. Mark was posted to RAN Staff Course and subsequently DSCM and replaced by WO Brian Collins in July. The year saw five courses and 56 graduates of this course.

SSMC staff underwent a number of changes in the year with LEUT Richard Bosdyk swapping jobs with LEUT Tess Cunningham in July and several Senior Sailors within the section posting throughout the year. SSMC graduated 117 personnel in the year. The CLDP and SSMC instructors continue to perform an integral role as part of the TA-ITLM team. The use of their considerable



experience to teach across all LMPD courses including NEOC, JOLC and JOMSSC is appreciated by all staff.

In summary, 2007 has been a very successful and busy year for the MSSF and its staff and we are expecting 2008 to be no different. The faculty has benefited greatly this year by committed, professional and enthusiastic staff; their efforts has ensured all LMPD courses are now relevant for the navy's requirements. It is thoroughly enjoyable working in a team environment where people continue to strive for their best and show full support for command and each other.

## JUNIOR OFFICERS MANAGEMENT AND STRATEGIC STUDIES COURSE (JOMSSC)

The purpose of the course is to provide an insight into management practices and organisations within the Defence, to examine Australia's place in the Maritime and Strategic environment and to assess the ability of each student to provide both a written and oral contribution.

The JOMSSC, in line with the Leadership and Management and Personal Development (LMPD) Officer Training Continuum, focuses on further developing managerial understanding and maritime and strategic awareness. The primary contextual focus of the course is at the organisational and strategic level.

The course encourages students to critically evaluate RAN and Defence structures, policies and procedures, and culture. The benchmark for critical evaluation is best theory and practice existing in outside industry and other defence forces. In order to capitalise on the variety of backgrounds and experience levels of students, a high level of participation is expected from students.

The JOMSSC is a highly sought after course and the selection process is competitive. As the course is a prerequisite for promotion to LCDR all members are encouraged to consider nominating for this course at the earliest opportunity.

In 2007 LEUT Desmond Woods was the Course Officer and 96 students completed the course.





**JOMSSC 1/07**

*Back Row: LEUT P. Carter, LEUT A. Milburn (Hugh Thring Winner), LEUT I. Murphy*

*Third Row: LEUT M. Ayton, LEUT N. Field, LCDR A. Duff, LEUT M. Kenna*

*Second Row: LEUT J. Gale, LEUT D. Hughes, LEUT T. Cox, LEUT M. Ryall, LEUT J. Flage, LEUT S. Immerz, LEUT R. Patton*

*Front Row: LEUT L. Trainor (ANI/Raytheon Winner), LEUT D. Woods (Course Officer), LCDR J. Sime (H-MSSF), LEUT C. Kyle, LEUT M. Cicchini*



**JOMSSC 2/07**

*Back Row: LEUT A. Gutierrez, LEUT D. Leraye, LEUT D. Simpson, LEUT T. Kelly*

*Third Row: LEUT R. Kann, LEUT E. Seymour (Hugh Thring Winner), LEUT L. Webb, LEUT G. Anesbury*

*Second Row: LEUT A. Hough, LEUT D. Kean, LEUT P. Stretton (ANI/Raytheon Winner), LEUT J. Walker, LEUT M. Abela*

*Front Row: LEUT D. Woods (Course Officer), CAPT P. Leavy (D-SPCA), LCDR J. Sime (H-MSSF).*



*JOMSSC 3/07*

*Back Row: LEUT G. Eadie, LEUT C. Cochrane, LEUT D. Peel, LEUT G. Crewford, LEUT N. Ellul, LEUT J. Mitchell  
 Second Row: LEUT G. Coleman (Hugh Thring Winner), LEUT A. Binns, LEUT M. Simmonds, LEUT M. Wakefield (ANI Winner), LEUT A. Melville  
 Front Row: LEUT D. Stephens, LEUT D. Woods (Course Officer), CAPT P. Leavy (DSPC-A), LEUT S. Pickup*



*JOMSSC 4/07*

*Back Row: LEUT B. Wellfare (ANI Winner), LEUT I. Harvey, LEUT L. Benning, LEUT E. McDonald-Kerr, LEUT N. Jager  
 Second Row: LEUT R. Howard, LEUT H. Crawford, LEUT W. Miles, LEUT B. Baiton, LEUT E. Ellul, LEUT R. Levitt (Hugh Thring Winner)  
 Front Row: LCDR J. Youngman, LCDR T. Bird (H-MSSF), CAPT P. Leavy (DSPC-A), LEUT D. Woods (Course Officer), LEUT D. Talbot*



JOMSSC 5/07

Back Row: LEUT G. McGinley, LEUT M. Reeves, LEUT S. Franklin, LEUT S. Hassard, LEUT E. Thompson (Thriving Award Winner), LEUT M. Winner, LEUT K. Corner, LEUT T. Tippett

Second Row: LEUT B. Butler, LEUT M. Buckley, LEUT E. Ellison, LEUT D. Allan, LEUT R. Green, LEUT P. Mulquiney, LEUT R. McSwan (ANI Winner), LEUT P. Ukhoff

Front Row: LEUT G. Fairs, LCDR R. Mortimer, LEUT T. Themsen (Assistant Course Officer), LCDR T. Bird (H-MSSF), LEUT D. Woods (Course Officer), LEUT E. Twine, LEUT S. Zohar (Absent) LEUT P. Anderson



JOMSSC 6/07

Rear Row: LEUT J. Coles, LEUT A. Hughes, LEUT M. Stott LEUT D. Curtis (Thriving Award Winner), LEUT J. Choat

Third Row: LEUT A. Jenkins, LEUT C. Coke, LEUT R. Wells (ANI Winner), LEUT C. Reimer, LEUT D. Syrett, LEUT S. Chitty

Second Row: LEUT K. Metcalf, LEUT B. Learoyd, LEUT K. Beumer, LCDR J. Mangan, LEUT S. Hill, LEUT M. Wright, LEUT I. Goodson

Front Row: LEUT R. Bosdyk (CIO), LCDR T. Bird (H-MSSF), CAPT P. Leavy (D-SPCA), LEUT D. Woods (Course Officer), LEUT K. Sannazzaro

## JUNIOR OFFICER LEADERSHIP COURSE

By LEUT Mark Johnson  
& LEUT Shannon Druery, RAN

The aim of the JOLC is to professionally develop Junior Officers to prepare them to lead and manage at a Divisional level whilst enhancing their core RAN values and knowledge. The course contains a variety of Maritime and Strategic Studies, Divisional and Leadership subjects as well as OHS, Equity and Diversity, ADAC and Service Writing. Included in the course is an EXPED (Exercise Blackhorse) utilised to provide practical training in organisational and leadership skills.

DGNPT has amended ABR 6289 and successful completion of JOLC is now a mandatory requirement for promotion to LEUT. JOLC has now been included within most PQ application courses.

During 2007 a total of 10 courses were conducted with approximately 184 students completing training. The Huw Paffard Award is presented to the student considered by their fellow course members to have contributed the most to the aims of the course. During 2007 the award was presented to the following course members: LEUT D. Lane, LEUT B. Baiton, LEUT J. Carter, SBLT K. Hanlon, SBLT N. Williams, SBLT S. Goldfinch, SBLT



*JOLC Exercise Blackhorse*

P. Bywaters, SBLT J. McKee, LEUT I. Spencer and SBLT M. Quintieri.

One highlight of the course is the EXPED Exercise Blackhorse. Courses 10/11-07 ventured to Beecroft Lighthouse, for sea kayaking and mountain biking. These pictures display some of the lighter moments of the activities!!



JOLC 1/07

Rear Row: LEUT D. Lane, SBLT M. McDonald, SBLT T. Baird

Fourth Row: LEUT D. Brown, LEUT R. Cousins, LEUT M. Paes, SBLT B. Dobson

Third Row: LEUT M. Buckley, LEUT L. Miller, LEUT R. Wells, SBLT D. Thompson, LEUT P. Bird

Second Row: SBLT A. McMahon, SBLT K. Poulsen, SBLR E. Gilbert, SBLT A. Withers, LEUT L. Bond, SBLT D. O'Connor

Front Row: SBLT C. Summers, LEUT S. Rankine (Course Officer), LCDR J. Sime (H-MSSF), LEUT B. Doyle (Course Officer), LEUT T. Stecum



JOLC 2/07

Rear Row: LEUT C. Reimer, SBLT D. Hamilton Fourth Row: SBLT S. Langmaid, LEUT T. Doherty, LEUT B. Baiton

Third Row: SBLT J. Parker, SBLT D. Phillips, SBLT C. Cooper, SBLT A. Stafford, LEUT D. Nagle

Second Row: SBLT J. Stephens, SBLT K. Bugden, LEUT W. Gallina, SBLT L. Sturzaker, LEUT A. Wilkinson

Front Row: LEUT D. Baker, SBLT J. Kenyon, LCDR J. Sime (H-MSSF), LCDR M. Burton (Course Officer), LEUT M. Geurtsen, LEUT R. Bourke (Absent)



*JOLC 4/07*

*Rear Row: SBLT B. Churcher, LEUT W. Edwards, LEUT J. Carter (Huw Paffard Winner), LEUT T. Tippett  
 Second Row: MIDN D. Allen (DUX), SBLT I. Walker, LEUT D. Fulton, SBLT T. Jeffery, LEUT J. Mentlikowski, LEUT K. Storen  
 Front Row: SBLT M. Colling, LEUT B. Doyle (Course Officer), LCDR J. Sime (H-MSSF),  
 SBLT A. Clyne, LEUT M. Wakefield, LEUT T. Themsen (Absent)*



*JOLC 5/07*

*Rear Row: SBLT M. BEWSHER, SBLT M. RADFORD.  
 Fourth Row: SBLT G. Vine, SBLT S. Singh, SBLT D. Worthington, SBLT C. Walker, SBLT J. Mitting  
 Third Row: SBLT T. Velnoweth, SBLT S. Moffat, SBLT L. Van Aaken, LEUT T. Shuh, SBLT K. Hanlon (Huw Paffard Winner), SBLT J. Jenner-O'Shea  
 Second Row: SBLT A. Devene, SBLT A. Logan, SBLT J. Kastoniotis, SBLT M. Sheekey, LEUT H. Affandi, SBLT E. Mayberry, SBLT A. Kriening  
 Front Row: SBLT G. Simon, SBLT A. Auld, LCDR J. Sime (H-MSSF), LEUT S. Rankin (Course Officer), SBLT M. Williams*





JOLC 6/07

Rear Row: LEUT C. Thomson (DUX), SBLT A. Johnson, SBLT A. Masters

Fourth Row: SBLT J. Clifford, SBLT K. Neech, SBLT L. Walters, SBLT M. McKenzie

Third Row: LEUT D. Greene, SBLT T. Knight, SBLT S. Chapman, SBLT M. Skinner, SBLT R. Pidduck, SBLT B. Morgan

Second Row: SBLT S. Griffiths, LEUT K. Brown, SBLT D. Cartledge, SBLT D. Coleman, SBLT N. Lee, MIDN T. Craig, SBLT A. Slattery, SBLT N. Connew

Front Row: SBLT A. Frape, LEUT B. Doyle (Course Officer), LCDR T. Bird (H-MSSF), LEUT S. Rankine (Course Officer), SBLT N. Williams (Huw Paffard Winner)



JOLC 7/07

Rear Row: SBLT N. Streher, SBLT R. Carmichael, LEUT M. Cooke (DUX)

Fifth Row: SBLT D. Van Putten, SBLT P. Van Neutegem, SBLT A. Littlejohn, SBLT S. Monaghan

Fourth Row: SBLT S. Christensen, SBLT B. Harrington, SBLT B. Power, LEUT C. Okely, SBLT S. Goldfinch (Huw Paffard Winner)

Third Row: SBLT A. Hays, SBLT D. Kanjiraparambil, SBLT C. White, LEUT V. Jnitova, LEUT C. Holloway, LEUT K. Mouritz

Second Row: SBLT M. Ryan, SBLT K. Bitossi, SBLT K. Venn, SBLT W. Ross, SBLT A. Brown

Front Row: LEUT B. Doyle (Course Officer), LCDR T. Bird (H-MSSF), LEUT S. Rankine (Course Officer)



JOLC 8/07

Rear Row: LEUT J. Grimshaw, SBLT S. Callinan, SBLT B. Petryczkowycz

Fourth Row: LEUT J. Grinnell (DUX), LEUT M. Stott LEUT A. Hughes, LEUT V. Yee

Third Row: MIDN A. Dushko-Jane, SBLT A. Walter, SBLT M. Forsythe, SBLT P. Beaver, LEUT S. Hill (WOELC)

Second Row: MIDN M. Rann, SBLT G. Lawes, MIDN M. Gore, SBLT P. Bywaters (Huw Paffard Winner), LEUT S. Knox, MIDN G. Crane, LEUT D. Aiello

Front Row: LEUT R. Bosdyk (CIO), LCDR T. Bird (H-MSSF), LEUT M. Johnson (Course Officer)



JOLC 9/07

Rear Row: LEUT J. Cockerell, SBLT F. Wall, MIDN M. Olsson

Fifth Row: SBLT W. Dehnert, MIDN R. Weeks, LEUT B. Robinson, SBLT J. McKee (DUX & Huw Paffard Winner)

Fourth Row: SBLT W. Hartridge, MIDN M. Seizovic, SBLT S. Blume, LEUT E. Mobbs, MIDN J. Crane

Second Row: SBLR R. Dean, LEUT B. Fuller, SBLT T. Williams, LEUT J. Bicontin, SBLT H. Ramsey, MIDN B. Glover, MIDN K. Robbins

Front Row: LEUT R. Bosdyk (CIO), LCDR T. Bird (H-MSSF), LEUT S. Rankine (Course Officer)



JOLC 10/07

Rear Row: LEUT D. Kingdom, MIDN S. Carter, SBLT T. Nicholas, LEUT M. Radunz, SBLT T. Stroud, SBLT J. Stewart  
 Second Row: LEUT D. Rowlands, LEUT B. Martin, LEUT M. Richards, LEUT F. Sullivan, LEUT C. Thurling, SBLT A. Harrington, SBLT P. Tucker,  
 LEUT M. McGuiness, SBLT A. Thorpe  
 Front Row: LEUT I. Spencer (Huw Paffard Winner), LEUT R. Bosdyk (CIO), LCDR T. Bird (H-MSSF), LEUT M. Johnson (Course Officer), SBLT N. Kauklis



JOLC 11/07

Rear Row: LEUT K. Longman, LEUT G. Peterson, SBLT P. Dargan, LEUT J. Linehan, SBLT L. Dennard, SBLT R. Delacruz  
 Second Row: SBLT M. McLean, SBLT L. Williams, SBLT C. Stockman, SBLT M. Quitieri (Huw Paffard Winner), LEUT S. Graney, SBLT K. Robson  
 Front Row: LEUT P. O'Hara, LEUT R. Bosdyk (CIO), LCDR T. Bird (H-MSSF), LEUT S. Druery (Course Officer), SBLT P. Davison

## CHIEF PETTY OFFICERS LEADERSHIP DEVELOPMENT PROGRAM

The Chief Petty Officers Leadership Development Program (CLDP) is a three-week residential course run at HMAS *Creswell*, which is a pre-requisite course for promotion to Warrant Officer. In 2007, five courses were conducted with 55 students successfully graduating.

CLDP 03/07 completed on 20 July, 2007; and it was tinged with sadness, because on completion of the course it was time to say goodbye to WO Mark Tandy. WO Tandy has been selected for the Navy Component of the Australian Command Staff Course before he takes up his new position at DSCM. WO Tandy's replacement is WO Brian Collins who joined from HMAS *Success*.

CLDP 03/07 was also the first CLDP to have a member of the Navy Senior Leadership Group (SLG) visit them for face to face discussions on current Navy issues. Deputy Chief of Navy (DCN) RADM Crane stated that a member of the SLG will endeavour to meet with all CLDP courses in the future; DCN again came to HMAS *Creswell* to meet with CLDP 05/07. This has lifted the already high profile of the CLDP.

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 presentations from WO-N, WOCM, Workforce Planning and many other lecturers who visit from the local area and from Canberra.

Chief Petty Officers and Petty Officers on completion of the CLDP and having demonstrated competencies by achieving a satisfactory Sailors Performance Appraisal Report, satisfy the requirements for the award of a Diploma of Business (Frontline Management) BSB51004 and a Diploma of Government (Management) PSP51104. These are civilian accredited qualifications.

Personnel wishing to nominate for the CLDP may do so via course nomination form PT115. Six courses have been scheduled for 2008, with the first commencing on 25 February. CLDP is a pre-requisite 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 pre-requisite course for CLDP.

Sharon and Brian look forward to welcoming you to the 'CLDP Challenge' at the RANC.



CLDP 1/07

Back Row: CPO A. Bertoncin, CPO D. Wheeler, CPO S. Walters, CPO A. Pincott, CPO M. Goulding  
 Third Row: PO S. Wykes, CPO W. Watherston, CPO W. Intihar, PO G. Schultz, CPO G. Hetzel  
 Second Row: CPO D. Kirgan, CPO P. Royal, CPO D. Faunt, CPO S. Lynch, CPO A. Clark, CPO G. Cruickshank  
 Front Row: WO M. Tandy (Course Officer), WO S. Campbell (Course Officer).



CLDP 2/07

Back Row: CPO D. Watkins, CPO K. Geslik, CPO L. Davison (ANI Winner).  
 Second Row: CPO A. Spencer, CPO A. Bexton, CPO G. Dhu, CPO C. Williams, PO T. Evans-Boylen, CPO P. Chaplin  
 Front Row: WO M. Tandy (Course Officer), LCDR J. Sime (H-MSSF), WO S. Campbell (Course Officer).



CLDP 3/07

Back Row: CPO R. Charles, PO A. Morrissey, CPO D. George, PO B. Matson  
 Second Row: PO S. Mernin (ANI Winner), CPO S. Prothero, CPO P. Robertson, CPO R. Day, PO T. Van Dongan  
 Front Row: WO M. Tandy (Course Officer), LCDR T. Bird (H-MSSF), WO S. Campbell (Course Officer).



CLDP 4/07

Back Row: PO S. Moss, CPO M. Yearley, PO L. McNally  
 Third Row: CPO E. Close, CPO D. Appelbee, CPO G. Gibney (ANI Winner), PO D. McCrabb  
 Second Row: CPO M. Woodall, CPO S. Brown  
 Front Row: WO B. Collins (Course Officer), LEUT R. Bosdyk, WO S. Campbell (Course Officer)



*CLDP 5/07*

*Back Row: PO P. Gruner, CPO R. Thwaites, CPO M. Guthrie, CPO M. Olson (ANI Winner)*

*Fourth Row: CPO B. Campbell, CPO A. Doherty, CPO D. Young*

*Third Row: CPO G. Meadowcroft, CPO A. Clark, CPO M. Trower, CPO D. McLean*

*Second Row: PO N. Cole, CPO W. Humphrey*

*Front Row: WO B. Collins (Course Officer), LCDR T. Bird (H-MSSF), WO S. Campbell (Course Officer).*

## SENIOR SAILORS MANAGEMENT COURSE

The Senior Sailors Management Course (SSMC) is aimed at the level of newly promoted Petty Officers to prepare them for the role of divisional Senior Sailor. In 2007 a total of 144 students completed the SSMC.

The course is a 12 month distance education course, which is designed to be self-paced ensuring that it gives the flexibility to manage all of your other roles as well as completing the course.

The SSMC is designed to bring together your knowledge and experience and provide you with the tools to act as a divisional Senior Sailor, manage your sailors, and produce the appropriate documents to support your sailors' needs.

The course consists of the following four modules:

- ◇ Module 1 – Planning & Time Management
- ◇ Module 2 – Effective Communication
- ◇ Module 3 – Defence Writing
- ◇ Module 4 – Divisional

In 2007 the SSMC Course Officer was LEUT Richard Bosdyke and then LEUT Tess Cunningham. Senior Sailors employed within the SSMC section throughout 2007 included POB Al Morrissey,

CPOCK Gareth Bexton, CPOB Alan Neil, POB Greg Watsford, POCK Dave Pope and POB Tinker.

The SSMC staff are also tasked in delivering written, oral and interpersonal communication training to all RANC students including NEOC, JOLC, REOC and CLDP students.



*Seahorse Horizon*



## RAN SCHOOL OF SURVIVABILITY & SHIP SAFETY

*The RANSSSS is part of the  
TA-MW Organisation*

The function of RANSSSS is to support the fleet with combat survivability training. Training consists of:

- Fire Fighting,
- Leak Stopping and Repair,
- Helicopter Fire Fighting, and
- Chemical Biological Radiological Nuclear
- Defence training

RANSSSS Training Facility-East (TF-E) is located about 4km to the South East of HMAS *Creswell* on Wreck Bay Rd. The Training Facility Manager is a Warrant Officer in rank with the Senior Instructor being a Chief Petty Officer Marine technician. There is currently 22 staff at TF-E. There are three Training Facilities throughout Australia, TF-East located at HMAS *Creswell*, TF-West located at HMAS *Stirling* and TF-South located at HMAS *Cerberus*. TF-East is the largest of the three facilities with 2800 personnel being trained throughout 2007. There were a combined total of 5400 students trained in Damage Control disciplines throughout 2007 through all three facilities.

Training Facility East consists of the following facilities:

- 4 Classrooms
- 2 Gas Fired Fire Fighting Units
- Leak Stopping & Repair Training Unit
- Practical Instruction Area for: Explosive Power Tool, Ultra

Thermic Cutter, Extinguishers, Pipe Repair, & Portable Pumps

- Command & Control Classroom (DC Incident Board Plotting)
- Mask Testing Facility
- There is also a galley & dining area where all staff & students are supplied lunch, &
- Transport is supplied for all students attending courses at TF-East, transport consists of 1 bus that departs from the Junior/Senior Sailors mess for Junior/Senior Sailors at 0730 and from the *Creswell*/Wardroom for officers at 0735 & departs TF-East at 1610 on completion of instruction daily.

There are a number of courses taught at TF-East and they consist of:

- Advanced Combat Survivability,
- Standard Combat Survivability,
- Advanced Combat Survivability Re-qualification,
- Damage Control Instructor,
- Helicopter Fire Fighting,
- Protection Officer,
- Monitoring & Cleansing,
- Pre Workup Training for Fleet Units, &
- Assist Police, Rural Fire Service & Navy Cadets.

All three Facilities are co-ordinated by the RANSSSS Management Cell (MC) which is located at HMAS *Creswell*; the function of the MC is to provide:

- Development, Delivery and evaluation of CS training



- Provision of appropriate subject matter expertise
- Management and audit of all training under the auspices of RAN Training Systems Registered Training Organisation and Quality Endorsed Training Organisation criteria.
- Management of Competency Based Training and Assessment
- Staff professional and personal development
- Administration of RANSSSS Training Aid Requests, Training Equipment Proposals and facility upgrade requirements.
- Course Co-ordination (centralized)
- Nomination, paneling and completion of course results into PMKeyS RPL/RCC processing.



*From left: Rodney Webb, Fiona Goodman and Ray Burt*

## RANC COURSE PLANNING TEAM

*By the Training Support Team*

2007 was an extremely busy year for the training support team. With the many changes in service personnel occurring over the year, the civilian staff were required to "break in" the new staff members, especially introducing them to the systems in place to program the various courses held at the College. They approached this task with enthusiasm, ensuring that morning teas were maintained as SOP's being the most efficient method of getting the job done.

The team of course programmers, consisting of Ray Burt, Fiona Goodman and Rodney Webb, set to work very early in the year with preparations for the upcoming onslaught of trainees. As one group was leaving we were preparing for the next group. We were anticipating record levels of trainees and ready or not they were on their way.

We programmed 48 courses with 793 trainees, coordinated 70

external lecturers (many of which returned again and again) and an amazing 16,662 course hours and 24,252 instructor hours. When you look back you can see that this is a phenomenal amount of training with the limited resources we have. LEUT Bob Walker provided relief for the incumbent OPSO and relied heavily on the knowledge and support of the team for the second half of the year.

The training development and quality control section have undergone numerous staff changes over the year but it has now stabilized with PO Ken Elliott and LEUT Jim Kelly as the full time training gurus. The H-TS (LCDR Bird) returned in February following his 6 month sojourn in Iraq and was happy to show us all the 'holiday' snaps he managed to take whilst away. Much time was also spent working out the intricacies of the

RANC courses. With some hard work and a number of audits and validations this team is going from strength to strength and ready for another year ahead.

This team really is an integral component of the RANC, the glue binding the faculties together.

2008 promises to be bigger and better with yet more trainees anticipated to come through our doors, which I am sure will keep us all on our toes. The key to a successful training support section is great people and remembering that life is like a cocktail, you have to mix it right to get the most out of it.

## PHYSICAL TRAINERS REPORT

HMAS *Creswell* Physical Training (PT) staff are responsible for facilitating Physical and Adventurous Training activities for Junior Officers under training and Ship's Company.

The PT Staff provide an in depth program to enable Junior Officers to reach and maintain high levels of fitness and opportunities to develop their leadership skills.

Each year HMAS *Creswell* runs two New Entry Officer Courses (NEOC), commencing in January and July. The NEOC schedule begins with one of our most taxing times, the Initial Training Period (ITP). During the four week ITP, the PT and College Staff push the NEOC trainees through their paces and assist them in achieving levels of performance most of them have never encountered before. They are taken for Early Morning Activities (EMA) at 0545 every Monday, Wednesday and Friday morning. The EMA format assists in promoting a routine for the trainees and also gives them an opportunity to get up to speed for their numerous Fitness Tests during the course. During the remainder of NEOC the trainees continue to enjoy EMA three days every week in conjunction with scheduled PT lessons; however the tempo is gradually shifted to introduce sporting events to promote team development.

The major sporting events on the NEOC calendar are the Pixely Cup and the CMDR Dalton Cup. The Pixely Cup is a beach event, traditionally run on Captains Beach, with individuals and teams competing in each component. The highlights of Pixely Cup include the individual Iron Man and Iron Woman as well



as the sand sculpture competition. The Dalton Cup is a team relay event taking place all around HMAS *Creswell*. The relays are structured to give everyone a fair go, as they jockey for that elusive lead position.

In addition to raising and maintaining the fitness levels of Junior Officers the PT staff are also highly involved in the coordination and conduct of the RANC Leadership Exercises including:

- Exercise Coronel
- Exercise Sunda Strait
- Exercise Coral Sea
- Exercise Matapan
- Exercise Blackhorse

All things said, done and clichéd, NEOC is but one part of our day to day life at the Gymnasium. During the year we have seen through our gates 11 Junior Officer's Leadership Courses, several Reserve Entry Officer Courses, CPO Leadership Development Program students, Warrant Officer and Senior Sailor Entry Officer Courses and many others. Each course involves fitness assessments and many and varied sporting matches.

The PT staff are also dedicated to maintaining the fitness and morale of the ships company. Weekly fitness tests are conducted for Ships Company as well as Departmental sport, Inter-mess sport, an annual Cross Country and various other sporting events.

Here at the Gymnasium we

pride ourselves on our ethics and integrity, which allow us to continually provide a level of service beyond our paper capacity. We have a rare opportunity to work amidst one of nature's masterpieces here at Jervis Bay. It takes a lot of work to put together a year like ours, but the satisfaction and achievements is worth every effort.





## CHAPLAINS REPORT

*Chaplain Ian Lindsay, RAN*

Will your anchor hold in the storms  
of life,  
When the clouds unfold their wings  
of strife?  
When the strong tides lift and the  
cables strain,  
Will your anchor drift,  
or firm remain?

*Priscilla Owens, 1882.*

As I reflect over the year that was, I give thanks to God for the great privilege it has been to share with both the New Entry Officers, other course participants along with the ship's company of HMAS *Creswell*.

As I greet the New Entry Officers for the first time, I remark to them that I am not into religion and nor do I believe was Christ

Jesus. On the contrary, Jesus would become annoyed at times with the religious hierarchy of His day. No, I am not into religion but relationships. The relationship which I have with God through Christ Jesus and the relationships I look to develop with the New Entry Officers and all onboard *Creswell*.

From the classroom to the field exercises from the Chapel to the waterfront and right across the Base, the Chaplain moves about sharing and developing relationships that will I pray carry on across the Fleet for many years to come. It is always a great feeling for me to be welcomed by the greeting "G-day Chappie or Padre" as I step aboard an RAN Ship on which past trainees and members of *Creswell* now serve.

It can take a long time to build a trusting relationship yet this can be undone very quickly. How important it is for us all to develop trusting relationships which

will carry on for very long time. Relationships which will help us work together in the one team – Team Navy. However, no matter how strong, our relationships might be, they will be subjected to what I might call, "The Storms of Life". Those every day events that can upset us and cause us pain and suffering. The words of this old hymn remind me of the importance of a firmly grounded anchor when the storms blow hard. My uniform shoulder insignia are a constant reminder that my anchor in life is indeed firmly grounded in the Cross i.e. the Cross of Christ who calms those "Storms in my Life". Will your anchor hold, is it ground fast or will it fail you causing you to drift aimlessly?

I give thanks to God for the Honour and the privilege of being able to share with you.

May God bless and keep you.

## HMAS CRESWELL LIBRARY

Sandra Turner  
Library Service Manager –  
Shoalhaven (Nowra)

The HMAS *Creswell* Library is one of several Defence Libraries in an Australian Wide Network.

*Creswell* comes under the banner of DLS-Nowra which consist of 3 Defence Libraries, *Albatross*, *Creswell* and the Australian Hydrographic Office which is located in Wollongong.

The Library belongs to the Defence Support Group (DSG) and is a critical part of the Australian Defence Organisation. Our purpose at *Creswell* Library is to support Students and Academic Staff with their educational and training requirements. We also provide library services to the wider *Creswell* Staff.

Ellen Hottelmann joined our team in March whilst Clare Steve was on Maternity Leave. Anna Kemp also joined us at the beginning of 2007.

Belinda Saunders from Hydrographic Library provided valuable support (electronically) with various projects including reference queries for *Creswell*, and worked in compiling materials and reference points for all the courses the Library supports at RANC. This has been wonderful, and certainly made our busy days much easier to cope with. Ellen also reorganised many repetitive tasks in the Library, and this will be particularly noticed with recurring courses in the future.

Dawn Smith and Sandra Turner spent most of their time going between *Albatross* and *Creswell* Libraries providing

support and undertaking their normal library activities.

One of our biggest issues in the Library is the lack of funds (and staff). Sandra spent many hours juggling the book budget. Fortunately for *Creswell* Library, they got the biggest slice of the book budget.

2007 was yet another busy time for us. Our Statistics show just how busy we were at *Creswell* Library with, 6766 customers through our doors, 498 Complex Reference Queries answered, 787 Simple Reference Queries answered, and 770 attending Reader Education Services. Then of course there were the loans, and inter-library loans. All of which are time consuming and all loans need to be returned to the shelves (or returned to lending libraries) afterwards, so lots of shelving and mail activities for staff, particularly Dawn and Anna.

In December, we bid a sad farewell to Ellen Hottelmann, who left not only Defence Library Service, but the Department of Defence. Clare Steve will be back (part-time) in January.

Unfortunately *Creswell* Library is now off the Stage 1 Redevelopment Activities for RANC. This is disappointing, however, we look forward to Stage 2!

We are always very happy to see our customers, and all are welcome to visit.



## HMAS CRESWELL MEDICAL CENTRE

HMAS *Creswell* Medical Centre (MC-C) caters for a full time dependency of 210 staff and students, and a part time dependency for up to 350 people at any given time. The medical centre, in addition to the core population of HMAS *Creswell*, provides medical services and support to Royal Australian Navy School of Survivability and Ship Safety (RANSSS), Jervis Bay Faculty Range (JBFR) the Royal Australian Naval College (RANC), Beecroft Range Facility, Fleet Support Cell, the Fleet, deployed operational units and training exercises. This can mean that over 10,000 people per annum are treated at MC-C

MC-C is manned by a very experienced and dedicated team that consists of;

AB Leona Nichols  
LS Rachel Burns  
LS Tania Nathan  
LS Steve Glynn  
Ms Mary Oswald (RN)  
Leut Greg Davis  
Ms Claire Baker (Physio)  
Dr. Ken Yagmur (MO)

The medical centre operates from 0700-1700 hours Monday to Thursday and 0700-1300 hours on Friday. Whilst we are closed for lunch 1200 – 1300 urgent cases are seen at any time during working hours.

An after hour duty Medic is available from 0700-0730 hours and 1600-1700 hours. A Medic or RN who is available within 30 minutes provides on-call coverage 24 hours per day seven days per week.

Whilst MC-C is "fitted for" we are not "fitted with" Dental Staff and as



such dental services are provided by staff from the Medical Centre *Albatross* (MC-A) located at NAS Nowra. These services are provided either at MC-C dental surgery or at MC-A NAS Nowra. All appointments are booked on ext: 1675.

Pathology specimens are collected between 0700-0900 hours Monday to Friday. Specimens are processed off-base by local pathology laboratories and results are usually returned within 24 hours.

Routine x-rays are performed at MC-A between 0800-1200 hours and 1300-1600 hours Monday to Thursday. Specialist x-ray examinations such as ultrasounds are performed by civilian practices located in Nowra. Patients can use an ADF vehicle and self drive to appointments or a contract driver can be provided as required.

Physiotherapy Services operates from 1000-1300 hours on Wednesdays and Thursdays and Tuesday 1000 – 1600. Appointments are made on referral from the MO and are booked by health staff on ext: 7843.

When required, patients can access physiotherapy appointments at MC-A or a private physiotherapy practice at St Georges Basin but these must be booked through MC-C. Services provided incorporate

rehabilitation and a range of treatment modalities including manual therapy, ultrasound, hydrotherapy, traction, acupuncture, plastering and splinting.

The health centre has a limited supply of pharmaceutical items, which are replenished by the pharmacy department at MC-A. Turn around time for prescriptions is generally 24 hours so it is important to have all prescriptions in early Thursday to cover weekend requirements.

Psychological services are not available at MC-C and all appointments are held at MC-A or in civilian practices. Members may self, or a MO or DO refer, to psychologists. Bookings are made through ext 1639.

Staff at MC-C work very hard to support it's members in remaining Individually Ready but need your cooperation to maximise their effectiveness. Resources are limited and need to be used economically so please remember;

Plan ahead – book appointments well in advance,

If you need to cancel an appointment ring and give as much notice as possible

If in doubt communicate with MC-C staff, they are a wealth of information.

## KALKARA FLIGHT (Aboriginal for Storm Bird)

2007 was the last year that KALKARA Flight existed as a lodger unit of HMAS *Creswell*. The Flight was located at the Jervis Bay Range Facility (JBRF) and responsible to Maritime Headquarters as a part of Naval Aviation FEG. The end of the Kalkara project was also the end of the RAN's responsibility for the provision of Unmanned Aerial Targets (UAT's) for the ADF.

It all began on 07 February 1967 when Jindivik N11-496 was launched by a RAAF detachment from Woomera where the Jindivik was invented in the late 1950's. After some 12 years the Jindivik operations were permanently move to JBRF in August 1975. The last Jindivik flight occurred on 25 June 1998 and was followed the next day by the first Kalkara flight on 26 June 1998. On 04 December 2007 the last Kalkara Flight was conducted ending 32 years of UAT operations from the Jervis Bay Airfield.

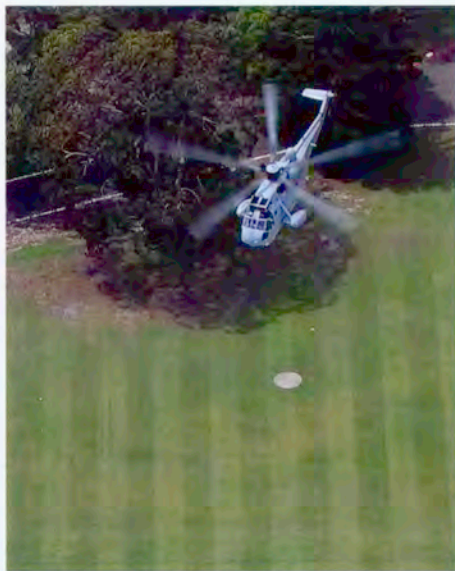
Kalkara was a jet powered, remotely-controlled Unmanned Aerial Target System (UATS) that was used for evaluating weapons system performance for a range of missiles and self defence systems carried by RAN warships and RAAF fighter aircraft. The Kalkara could be recovered into the ocean or onto land after its flight and then refurbished for the next flight. The Unit was a fully self contained operation that deployed to other bases including remote sites if required. Home base was HMAS *Creswell* with other permanent facilities including launch sites located HMAS *Stirling*, WA; and Woomera

Weapons Range Facility, SA.

Kalkara Flight was manned by a mixture of uniformed and civilian personnel under a variety of contracts. The RAN component consisted of LCDR "birdie" Bob Ferry, CPO Don "Guzzler Mug" Waples and AB Jason "burgler" Klaff, and supplemented by Reservists CMDR Ian "Wakka" Payne, CPO Greg "Yogi" Neasbey and LS "maid" Marion Webb as required for operations or difficult admin tasks.

This was a difficult year for the Unit in that with an uncertain future past December 2007 it was required to maintain a level of morale, readiness and proficiency to enable a mission to be conducted at any time with only 72 hours of notice. Some of the noteworthy achievements for the year included the system being the first ADF UAV to obtain an Operating Certificate under the new Airworthiness regulations, completing HMAS *Sydney's* ESSM firings which saw the FFGUP program completed. Over its 9 year history Kalkara participated in the introduction of three new weapons systems into the ADF's inventory. As all work and no play is bad for morale the KFLT uniformed staff took an active interest in the management of the HMAS *Creswell* Golf Club and was rewarded with all personnel being selected to represent *Creswell* in the Sir David Martin Golf competition and the OIC achieving selection in the NSW Interservice team.

As 2008 will see HMAS *Creswell* without access to Kalkara Flight warm and vertical bodies the



*Sea King helicopter over Creswell*

Watch-Bill Keepers will be under severe pressure to fill the holes which were consistently occupied by the "K" team guys in 2007.

## DEFENCE SUPPORT GROUP



*Captains Beach*

Defence Support (DS) is a vital part of the Australian Defence Organisation. DS personnel are essential in supporting HMAS *Creswell* personnel, in all that they do. Making *Creswell* an ideal place to both work & play all year round.

Here at *Creswell*, DS is a small group of loyal & dedicated people, led by the cheerful Site Manager Steve Ryan.

Working in the Contract Management Office is Ken Sheen, CPO Rebekah Day and POCK Lorene (Ned) Kelly. CMO is the place with all the answers that no ones likes!!

Information Technology (IT) section is headed by Wally Lendrum and assisted by Lucy Bell. IT will be handing over to a contractor in May and Wally and Lucy will be moving to new adventures. Wally has been at *Creswell* for 14 years and aided by Lucy for 9 years. We all wish them the very best in the future.

The *Creswell* Registry is managed by Jo-anne Seibright

and assisted by a new addition to the team is SMNWTR Jo-anne.

All finances are well taken care of by our Finance Officer Jorge Valdivia.

PONPC Sandy Boak and LSNPC Alex Ormaechea are our Naval Police Coxswains controlling all the movements and leave.

The Customer Service Centre girls Karen, Rachel, Lee and Una, come and go but are always here to help with any enquiries you have about your pay and personal administration needs.

In the library services keep us up to date with the latest publications and books. Sandra Turner and Dawn Smith.

The Defence Publishing Services are managed by Rob East.

Last but not least is the Naval Stores Section that is left in the capable hands of Ian Cook (Cookie) and assisted by the very cheerful Cheryl Peck.

Defence Support – Jervis Bay is a customer-focused

group, we are here to ensure that your stay, services and facilities live up to your needs.

Any comments can be emailed to <CRE.ContractMgt@defence.gov.au>

The Infrastructure Division is managed by Chris Lawrence.





## Ceremonial Sunset Introduction

Ladies and Gentlemen, on behalf of the Commanding Officer, HMAS *Creswell*, I welcome you to this evening's performance of Beat to Quarters and Ceremonial Sunset, by the Royal Australian Navy Band and the Graduating Guard of New Entry Officer Course 37 under the command of Midshipmen.

The Beat to Quarters and Ceremonial Sunset you will witness tonight are derived from amongst the oldest of Naval Ceremonies, dating back centuries to the age of sail. Originally, the ship's drums were beaten as a call for the Ship's company to man the quarters, or action stations, when battle was imminent. Ceremonial Sunset reflects the world wide naval tradition of saluting the lowering of the Ensign at sunset each day in ships in harbour and shore establishments.

The Royal Australian Navy Band will commence tonight's ceremony with a marching

display, on completion of which the drummers will advance and Beat to Quarters as their ancestors once called the Ship's Company to man the guns and prepare the ship to fight. Tonight's ceremony of Beat to Quarters honours the courage and sacrifice of the men and women of the Royal Australian Navy through eight decades of war and peace in the service of our country. On completion, the drums will retire to the band and the guard will advance to commence the Ceremonial Sunset.

At "Five minutes to Sunset", the Evening Hymn, 'The Day thou Gavest Lord is Ended' will be played. There will be a volley of shots fired by the guard during the rendering of this hymn. This is an echo of a very old practice to salute the knell of parting day.

At one minute to Sunset, heralding the onset of darkness, the 'Evening Gun' will be fired. The Evening Gun Drill

will tonight be performed by Boatswain Mate sailors serving in HMAS *Creswell*, the gun itself is a 3 lb Naval Saluting Gun.

At Sunset, the Bugle will sound the 'Alert'. The guard will 'Present Arms' at which time the Band will commence the harmonised version of the Bugle Call 'Sunset' as the Australian White Ensign is slowly lowered.

'Song of Australia' will then be played as the Australian White Ensign Party carry out a ceremonial flag fold. To be followed by the Australian National Anthem. All guests are asked to stand during the anthem.

On completion, the Guard Commander will seek permission to carry on the Guard and Band, and the Graduating Guard and The Royal Australian Navy Band will retire.

Ladies and Gentlemen, the Royal Australian Navy's rendition of the traditional ceremony, 'Beat to Quarters and Ceremonial Sunset'.





## Address to the Training Mess Dinner

*LEUT Desmond Woods, RAN*

### Mr President, XO, College Officers and Trainees

Training Mess Dinners are a feature of all our RAN Entry Officer Courses – NEOC, REOC and WOSSEOC. You are here dining where the very idea of an RAN Officer Corps was born and nurtured. The RAN College is the cradle of the culture of the commissioned officers of the past, present and future fleet. We dine here where our forebears dined. Here we are an intergenerational bridge maintaining the history and traditions of the service and offering them to those who come here to train and to learn. The traditions of the Wardroom are an important plank in that bridge and that is why we include a Mess dinner in every Entry Officer Course. They are also great fun.

Seaman must have contributed more expressions to the language than any other single occupation. We are all familiar with the term "slush fund", particularly the lawyers among us. Slush was what the ship's cook saved from meals and sold ashore to make a bit of unauthorised extra cash for the ship's company to spend discreetly. For them that would be a windfall an expression derived from a rush of wind coming down from high land – a bit of luck. To go by the board means to be swept away completely. It is reference to a ship losing her mast over the side or the board.

A Son of a Gun was a baby born



onboard of uncertain paternity. Nowadays we might use it to mean a tough character but it started as a way of casting aspersions on a man's parentage. In the days when enterprising young women were allowed on board during a ship's stay in port, the gun decks were often the scenes of debauchery; 450 women came aboard HMS Prince on her return to Portsmouth. Only 50 of them were wives. The rest presumably were interested in naval architecture and gunnery. When a male child was born on board, there were often many possible fathers, so the lad was called a Son of a Gun. An old description of such a man was: "begotten in the galley and born under a gun: every hair a rope yarn, every finger a fish-hook, every tooth a marline spike and his blood right good Stockholm tar." He was sometimes known as Bill Backstay. Some boys grew up at sea with no connection to the land at all.

To be at loggerheads means be are in a serious state of friction. Loggerheads were heavy iron balls with carrying handles which could be made red hot in the galley and then placed in barrels of pitch

to melt it without risk of fire.

Scuttle butt is loose talk. The drinking water butt had a scuttle or hole cut in it half way up to ensure that the days fresh water was rationed. Men gathered around the scuttled butt to drink and gossip. In WWI Australian soldiers gathered around the mobile drinking water tanks made by the Furphy company. The same idea.

Leaving the sailors gun decks and moving aft we pass the Marines Barracks and the Midshipman's gun room. Where junior officers awaited a bloody war and a sickly season if they were to have a chance of promotion. The name wardroom itself bears discussion. Before about 1700 each officer lived and messed in his own quarters, cramped as they were. The captain's cabin, on the other hand, was known as the Great Cabin. Under it was the wardrobe, a locker often used to stow articles of value taken from prizes. When not in use for that purpose the officers used it to hang their spare uniforms. It is first spoken of as being used as a general officers' mess about 1750, at which time it was of much greater size than a locker, and officers dined

in it. It was renamed the wardroom.

The customs observed there were supposed to be those of a good gentlemen's club. I remember a time when an officer could be called to account if he was discussing, women, religion or politics in the Wardroom. Clearly this rule was to avoid ill feeling and division growing between officers in an age when ones religion and ones political convictions were very personal and mattered more than perhaps they do today. However it is still true that no subject of conversation should be perused to the point where it is causing genuine embarrassment or hostility in anyone. That is common sense and common courtesy.

All wardroom drinking should be social. Solitary drinking is considered taboo. It is customary to provide drinks for other officers before being served oneself. Now we move from the Bar and the Ante room to the dining table itself.

Good food and good fellowship are among the best of life's experiences. The Naval Mess dinner brings the best of friends together to enjoy the best of food. That tradition has not changed down the centuries. Good food is not incidental but fundamental to naval morale. Contrary to received wisdom great efforts were put into providing nutritious plain wholesome food at sea. Samuel Pepys the administrator of the C17th Navy wrote in 1668 on the subject of victualling the fleet as follows:

Sailors love their bellies above anything else, and therefore it must always be remembered that to make any abatement in the quantity and agreeableness of their victuals is to discourage and provoke them in their tenderest point, and will sooner render them disgusted with naval service than any other

hardship that can be put upon them. *Not much change there in four hundred years.*

The RAN's Gunroom and Wardroom Mess traditions date to a time when a special dinner was much anticipated and looked forward to, particularly by permanently hungry young Midshipmen.

Entertainment was provided by mess members for each other through their anecdotes and songs. Fines were extracted from officers unable to account for their frailties, alleged errors or judgement or perceived breaches of service customs. Their obligation to attempt to explain themselves or pay up were a source of amusement to all, as they will be tonight. Wit and the ability to think on the feet was valued as the distinguishing mark of a good mess member, and it still is. Wise and sagacious officers always have a tale to tell which they can offer as a plea in mitigation for their manifest failings.

The ability of the ship's Master and Commander to provide his guests with good food and a memorable evening in his Great Cabin was appreciated by his Lieutenants and Midshipmen alike. Then, as now, the Captain was regularly invited by his officers to be a guest at their Wardroom and their Gunroom dinners but a Captain is not an ex officio member of the mess. Dinners were washed down with claret, madeira, port and brandy in quantities which would cause all round failure of the random breath test today. The loyal toast and the toasts of the day were drunk as a way of reminding the company of what they held dear in life, their sovereign, their country, their ships, their men, the opportunity for professional

fulfilment, and their families and friends at home. Remarkably little has changed in that respect either.

Much else abides in our wardroom customs from that distant age of fighting sail and the wooden world of the pre industrial age navy. Then as now the bonding effect of officers regularly dining together formally paid dividends in the daily life of the ship. The heightened sense of mutual obligation, companionship and loyalty between officers which comes from the enjoyment of good food and wine in the Wardroom is an essential component in the good order and discipline of the whole ship's company. A happy wardroom is the first and essential ingredient for a harmonious ship's company. If the Wardroom contains an integrated band of happy officers then everything else at sea becomes easier. If officers are not in harmony with each other then they cannot expect to lead effective departments and efficient divisions. Fellowship and fun, expressed in the mess dinner, is the necessary relish that goes on the salt beef and hard tack of officers, and senior sailors daily duties, and arduous responsibilities. Fellowship and trust in the mess are not peripheral but central to the life and work of a good naval officer.

Now I have been asked to explain a few of the more arcane mess dinner customs that we will be respecting tonight as they have been passed on to us by our professional ancestors. I shall be brief as I doubt not that these are well known to you.

### **Passing the port to the left.**

The Naval Protocol and Customs booklet of the RAN College explains:

Following the President, those with decanters in front of

them remove the stoppers, place them in the holders provided in front of them and pass the decanters smoothly to the left.

Passing the port along the table. The custom of not lifting the decanter from the table when passing it to the left does not appear to be set down as a definitive rule in naval books of protocol; nevertheless, we adhere to it for good practical reasons, it prevents the crystal decanter sliding off a table in a moving ship. The decanter is raised from the table for pouring from and then slid along the table to the safe hand of the next officer.

At a mess dinner it is forbidden to propose a toast before the Loyal Toast to the Sovereign. In civilian circles it is permissible to drink toasts in water but naval superstition presupposes death by drowning for the personage toasted. Likewise a glass that rings tolls the death of a sailor; stop the ring and the Devil takes two soldiers instead. This will explain why naval officers never clink glasses in drinking a toast.

### Remaining Seated for the Loyal Toast.

The most probable explanation for this relates to a tall King and a low deck head. King William IV, was over 6'1". He served at sea as a young man under Nelson. He came to the throne in 1830 and was known as the 'Sailor King'. He would have had years of direct experience of the inconvenience of trying to stand up in a confined space, often in a pitching and rolling Great Cabin, to toast his father George III, when holding a glass of port. When King he therefore ordered that naval toasts to the sovereign be drunk seated. Some sources say he announced this change thus: "Gentlemen, please be seated –

your loyalty is not in question".

New officers are advised that the privilege of being seated for the loyal toast is only applicable in a naval mess. The loyal toast is drunk standing in other army and air force messes and naval guests should courteously conform to the local rules. Toasts to other heads of State are always drunk standing.

The seven evening toasts are simple and straightforward, except perhaps for the Thursday and Friday toasts.

*Monday is "our ships at sea".*

*Tuesday has always been "our men". In this mess we have moved with the times to "our sailors" to better reflect the welcome inclusion of women at sea.*

*Wednesday: "ourselves" – and many add – "as no one else is likely to be concerned with our welfare".*

*Thursday: "a bloody war and a sickly season", which thinned the ranks and made promotion of more likely in a peacetime navy.*

*Friday: "a willing foe and sea room" – if we are given an enemy who is just as willing, and sufficient ocean in order to bring about a battle – we may show our ships qualities and our mettle.*

*Saturday: "wives and sweethearts" – some add "and may they never meet".*

*Sunday: "absent friends". Here we particularly think of those we left behind ashore and also those ship mates whom we once knew but see no more.*

are now open to you, as a newly commissioned RAN officer. You belong to the finest, most extensive and most welcoming club in the world. The price of admission is the same courtesy, tolerance, good manners and respect for the traditions and sobriety which you have no doubt exemplified throughout your civilian careers. Those personal characteristics will help you fit into any Wardroom no matter how senior its members. Being an excellent listener and a cheerful companion will see you through to a time when the Wardroom of your ship is your second home and its occupants are not only your colleagues but also your ship mates your good friends and your trusted brother and sister officers.

Fair winds and following seas to you all.

The Wardrooms of the RAN, and indeed the Navies of the world

## An Essay on Colonel Count Claus Von Stauffenberg and the 1944 Plot to kill Hitler: An Exemplar of Moral Courage

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*It is now time that something was done. But he who has the courage to do something must do so in the knowledge that he will go down to German history as a traitor. If he does not do it, however, then he will be a traitor to his own conscience.*

*Colonel Count von  
Stauffenberg<sup>1</sup>*

### INTRODUCTION

The 20 July 1944 plot to kill Adolf Hitler, led by German Army Colonel, Count von Stauffenberg, appears an abject failure, yet Stauffenberg's actions set an enduring standard for moral courage against tyranny. Stauffenberg, like many Germans, initially saw the advantages offered by National Socialism (Nazism). However, his experiences of active service, the growing death toll on both fronts and awareness of the Nazi regime's crimes compelled him, despite the immense risks to career, family and life, to tyrannicide. This essay will examine Stauffenberg's leadership of the plot, focusing on his achievements and failures, intellectual qualities, relationship

with seniors and subordinates, evaluation of his success as a leader and historical legacy.

### ACHIEVEMENTS AND FAILURES

The plot's immediate outcome was its failure to kill Hitler, with the resultant coup a chaotic collapse.<sup>2</sup> Stauffenberg was sentenced to death at a summary court martial and executed on 20 July 1944. It has been argued that while the plot was well-intentioned,<sup>3</sup> it did not save lives and failed to influence the war's course.<sup>4</sup> Stauffenberg acknowledged that the plot's chances of success were small, but took the view, along with fellow conspirators, that the plot must be attempted for the sake of 'history and justice.'<sup>5</sup>

Stauffenberg's actions as part of the German resistance, fully cognisant that he was 'engaged in high treason with all the means available,<sup>6</sup> demonstrate that Nazism had not subverted all Germans. His conscience demanded that the honourable and moral action was to remove Hitler at any cost.<sup>7</sup> Stauffenberg's achievement is that the plot was organised and attempted under his leadership, despite tremendous personal risks, without support from Allied

governments<sup>8</sup> and while so many Germans passively observed the Nazi tyranny.

### INTELLECTUAL QUALITIES

Stauffenberg's family, education and career influenced the intellectual qualities he employed in his leadership of the conspiracy against Hitler. Stauffenberg was raised in an aristocratic, Catholic family, and instilled with values of service to State and Fatherland.<sup>9</sup> His family cultivated an awareness of his responsibility as the nobility, which later predisposed him to serving the German people, rather than a totalitarian regime.<sup>10</sup> As a young man, he was inspired by Stefan George's poetry, with its notions of service, fidelity and heroic values.<sup>11</sup>

Stauffenberg was highly intelligent, with natural abilities to manage people, plan, direct and quickly grasp situations. A career army officer, he adhered to traditional Prussian military ethos, that the Army was the embodiment of the nation.<sup>12</sup>

His increasing awareness of



1 Quoted in Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p158

2 Ramsay, A. 2004, 'Claus von Stauffenberg and the German Officers' Plot of 1944', *Contemporary Review*, vol. 285

3 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p285

4 Peifer, D. 2001, 'Commemoration of Mutiny, Rebellion, and Resistance in Postwar Germany: Public Memory, History, and the Formation of "Memory Beacons"', *The Journal of Military History*, vol. 65, no. 4, pp1013-1052, at p1032

5 Fritz-Deitlof Graf von der Schulenburg (civilian conspirator) quoted in Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge, at p234

6 Stauffenberg on 1 July 1944 quoted in Ibid at p242

7 Ibid at p234

8 Winter, P. R. J. 2006, 'British Intelligence and the July Bomb Plot of 1944: A Reappraisal', *War in History*, vol. 13, no. 4, pp468-494 at p476

9 Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge, at pxiix

10 Zwygart, U. 1993, 'How Much Obedience Does an Officer Need?', *Combat Studies Institute*, [Online] Available at <http://cgsc.leavenworth.army.mil/carl/resources/csi/Zwygart/Zwygart.asp>

11 Ramsay, A. 2004, 'Claus von Stauffenberg and the German Officers' Plot of 1944', *Contemporary Review*, vol. 285

12 Anonymous. 2006, 'Nina von Stauffenberg', *The Times* [Online] Available at [www.timesonline.co.uk/tol/comment/obituaries/article704084.ece](http://www.timesonline.co.uk/tol/comment/obituaries/article704084.ece)

crimes committed by the Nazi regime in the name of the German Army, his view that as a General Staff officer, he was co-responsible for the atrocities, and his desire to redeem the Army led him to join the resistance.<sup>13</sup> While Stauffenberg joined the resistance relatively late, he committed fully with his characteristic drive to action,<sup>14</sup> in the belief he had a God-given mission. This provided the certainty that convinced and inspired fellow conspirators.<sup>15</sup>

### RELATIONSHIP WITH SENIORS AND SUBORDINATES

Stauffenberg was highly regarded as the ideal officer: professional, intelligent and holding the respect and admiration of seniors and subordinates.<sup>16</sup> Subordinates perceived him as an officer possessed of natural authority.<sup>17</sup> Stauffenberg listened and counselled, had direct responsibility for briefing generals,<sup>18</sup> inspired the Army and General Staff and appeared destined for higher command.<sup>19</sup> Fellow conspirators regarded him as an inspirational man of action, energy and

decision,<sup>20</sup> representative of 'the younger generals.'<sup>21</sup>

The Nazi regime recognised these personal traits. Albert Speer described Stauffenberg as one of the 'most dynamic and competent officers in the German Army. . . curiously poetic and at the same time precise. . .'<sup>22</sup> A Nazi report written after Stauffenberg's execution recorded him as 'a spirit of fire, fascinating and inspiring all who came in touch with him,'<sup>23</sup> encapsulating the key qualities motivating his leadership of the plot.

Stauffenberg's relationship with his seniors was conflicted. He was required to swear an oath of allegiance to Hitler as an Army officer. However, by mid-1942 his personal honour became directly incompatible with his awareness of the regime's crimes and belief that Hitler was evil.<sup>24</sup> Stauffenberg wished to be 'led by men whose attitude commanded his respect.'<sup>25</sup> However, he was openly contemptuous of the generals, being men with the opportunity to act, but who declined Stauffenberg's approaches to resist against the regime.<sup>26</sup> Stauffenberg's reaction

was: 'Since the generals have so far done nothing, the Colonels must now go into action against Hitler.'<sup>27</sup> Unlike the generals, Stauffenberg had the conviction, courage and, with his appointment to Chief of Staff of the Home Army, the opportunity, to act against Hitler.

### LEADERSHIP STYLE

Stauffenberg was widely considered a natural commander and inspirational leader, capable of making decisions and having his views accepted.<sup>28</sup> As a colonel and 'younger general' prepared to resist, these leadership qualities spurred him to become the plot's driving force. However, the failure of the assassination attempt and coup does not condemn Stauffenberg as an unsuccessful leader.

Stauffenberg's leadership characteristics included energy, resourcefulness, determination, charisma, charm, eloquence, an appealing sense of humour and courage to speak his mind.<sup>29</sup> His entry into the resistance provided the disparate civilian and military conspirators the motivating force for the organisation and planning of the assassination and subsequent coup.<sup>30</sup> His qualities as an officer and leader were successfully utilised in organising the conspirators, such

13 Vogel, R. & Farrell, B. P. (eds) 2004, *Leadership and Responsibility in the Second World War*, McGill-Queen's University Press, Montreal, at p168; Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge, at pxiv

14 Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge, at p282

15 Ibid at p198

16 Ramsay, A. 2004, 'Claus von Stauffenberg and the German Officers' Plot of 1944', *Contemporary Review*, vol. 285

17 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p4

18 Zwygart, U. 1993, 'How Much Obedience Does an Officer Need?', *Combat Studies Institute*, [Online] Available at <http://cgsc.leavenworth.army.mil/carl/resources/csi/Zwygart/Zwygart.asp>

19 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p5

20 Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p9

21 Ibid at p9

22 Albert Speer, Minister of War Production, quoted in Zwygart, U. 1993, 'How Much Obedience Does an Officer Need?', *Combat Studies Institute*, [Online] Available at <http://cgsc.leavenworth.army.mil/carl/resources/csi/Zwygart/Zwygart.asp>

23 Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p9

24 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p33

25 Stauffenberg in a 1939 letter to Brigadier Georg von Sodenstern quoted in Farrell, B. P. & Vogel, R. (eds) 2004, *Leadership and Responsibility in the Second World War*, McGill-Queen's University Press, Montreal, at p170

26 Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p11 and p92

27 Held, J. E. 2003, 'Failed Attempt to Assassinate the Führer', *World War II*, vol. 18, no.3, pp72-74 at p72

28 Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p22; Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p35

29 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p9; Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p68

30 Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p111



that within a year of committing to the resistance, Stauffenberg had achieved the position where the assassination could be attempted.<sup>31</sup>

The plot's failure is partially attributable to Stauffenberg's decision to act as both assassinator and coup leader.<sup>32</sup> The success of the plot depended entirely on Stauffenberg, requiring him to be in Rastenburg to kill Hitler and then in Berlin, three hours away, to direct the coup.<sup>33</sup> From a military perspective, this dual role was flawed: war wounds had severely handicapped Stauffenberg. He had to survive the assassination attempt to lead the coup, but would be absent during the vital first hours. There was apparently no other person willing to undertake the assassination and only Stauffenberg had the authority and leadership necessary to direct the coup.<sup>34</sup> The coup's collapse, resulting primarily from failures to obtain control of all broadcasting and to execute key Nazi personnel,<sup>35</sup> indicates that no plan was evidently in place if the assassination or coup failed.<sup>36</sup> However, even to his execution, Stauffenberg refused to capitulate and conducted himself as though success was possible, not as a man deluded as to the



*Hitler and the Italian dictator Mussolini in 1934 at Venice (courtesy Library of Congress)*

outcome, but one committed unerringly to his mission.<sup>37</sup>

The extent of success of Stauffenberg's leadership should not be defined merely by the obvious failures of the plot's objectives and his subsequent execution. Stauffenberg's leadership characteristics united the disparate conspirators, to the stage where a detailed plan for the assassination and coup could be enacted. Given his indispensability to the coup, it would have been preferable to appoint another as Hitler's assassinator, as this prevented his presence in Berlin in the early hours, where he could have clarified confusion surrounding Hitler's death, or overseen conspirators who later attempted to save themselves by distancing from the plot.<sup>38</sup>

To the conspirators, the plot encompassed more than merely killing Hitler. It was intended to demonstrate that the German resistance was prepared to act to remove Hitler, to proceed despite the costs and high probability

of failure.<sup>39</sup> To the end of his life, Stauffenberg remained the leader of the plot, defiant and prepared to accept sole responsibility. As discussed below, Stauffenberg, through his moral courage in planning and undertaking the plot, achieved success as a leader that transcends the plot's immediate and practical failures.

### LEGACY

It is arguable that Stauffenberg achieved nothing as the assassination and coup failed. It did not end or shorten the war and millions died over the final nine months. Many direct conspirators were executed, along with an estimated 5,000 people, some only remotely connected to the plot.<sup>40</sup> Some dismiss the plot as a mere attempt to escape the consequences of Germany's impending military defeat.<sup>41</sup>

31 Ramsay, A. 2004, 'Claus von Stauffenberg and the German Officers' Plot of 1944', *Contemporary Review*, vol. 285

32 Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge, at p258

33 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p35; Kramarz, J. 1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p7

34 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p35

35 Ibid at p54

36 Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge, at p268

37 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p54

38 Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge at p268

39 Ramsay, A. 2004, 'Claus von Stauffenberg and the German Officers' Plot of 1944', *Contemporary Review*, vol. 285

40 Haskew, M. E. 1998, 'Several of Adolf Hitler's Generals Conspired to Rid Germany of their Führer during the War', *World War II*, vol. 13, no. 3, pp6-6

41 Peifer, D. 2001, 'Commemoration of Mutiny, Rebellion, and Resistance in Postwar Germany: Public Memory, History, and the Formation of "Memory Beacons"', *The Journal of Military History*, vol. 65, no. 4, pp1013-1052, at p1031

After D-Day, Stauffenberg and other conspirators recognised that the plot must proceed at all costs, irrespective of whether it had any practical purpose and even if it did not succeed.<sup>42</sup> It was imperative that the plot was undertaken to show 'the world that some attempt has been made by Germans to rid themselves of these criminals.'<sup>43</sup> Yet the plot was more than a symbolic gesture. If this had been Stauffenberg's sole intention, he could have ensured Hitler's death through a kamikaze-style attack. However, Stauffenberg planned and conducted the plot at all times to be an actual and symbolic success: to kill Hitler, overthrow the regime, redeem the German Army and validate the German resistance.<sup>44</sup> Stauffenberg's intention was to save lives and his lasting legacy, which resonates today despite the plot's failures, is that he risked his career, family and ultimately gave his life, because his conscience demanded that he depose a brutal dictator.

## CONCLUSION

Stauffenberg's intellectual qualities and relationships with subordinates and seniors combined to create a leader with the ability and means to resist Hitler. Stauffenberg was a natural leader, whose conscience and morals compelled him to organise, plan and enact the conspiracy. A fellow conspirator wrote shortly before being executed:

'What we did was inadequate, but in the end history will judge and acquit us.'<sup>45</sup> Today, Stauffenberg is rightly remembered, not as a traitor, but a heroic leader who sacrificed his life attempting to remove a despot for the sake of the German people.<sup>46</sup> Stauffenberg is acquitted as an exemplar of moral courage, who acted decisively as part of the German resistance against totalitarianism. The enduring legacy is not that the plot failed, but that the plot was undertaken.

*This essay is original work written in its entirety by the undersigned except where otherwise stated.*

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42 Major-General Henning von Tresckow (military conspirator) quoted in Kramarz, J.

1970, *Stauffenberg: The Life and Death of an Officer*, Mayflower Books, London, at p147

43 Graf von Uxkull (Stauffenberg's uncle and fellow conspirator) quoted in Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p39

44 Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p39 and p286

45 Fritz-Deitlof Graf von der Schulenburg quoted in Baigent, M. & Leigh, R. 1994, *Secret Germany: Stauffenberg and the Mystical Crusade Against Hitler*, Penguin Books, Middlesex, at p64

46 Hoffmann, P. 1995, *Stauffenberg: A Family History, 1905-1944*, Cambridge University Press, Cambridge at p234



HONOUR COURAGE HONESTY, INTEGRITY, LOYALTY,

