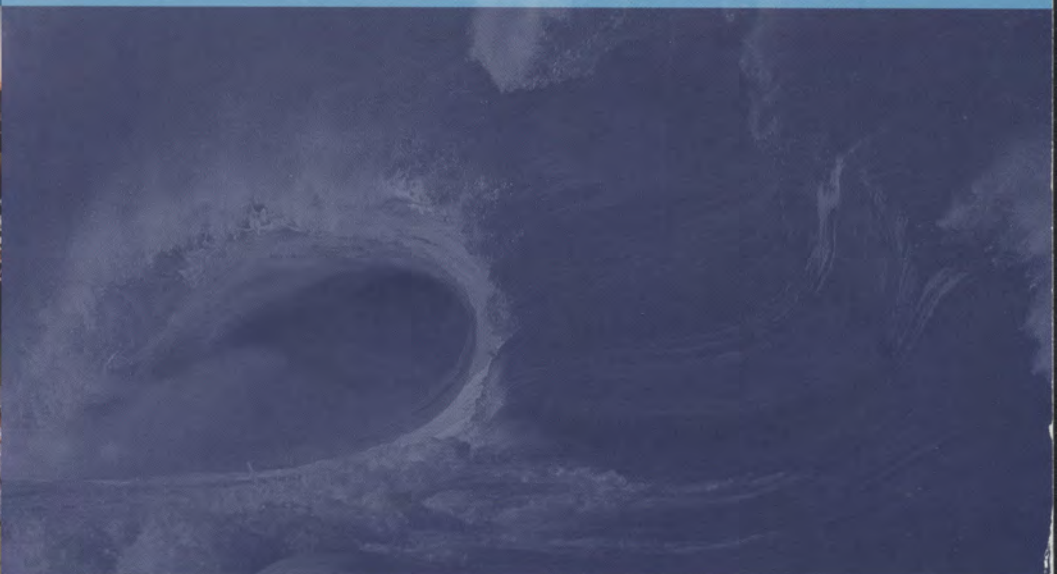




HMAS CRESWELL

2009 Magazine





ACKNOWLEDGEMENTS

Published by the Royal Australian College and HMAS *Creswell*.

The Contributors:

Articles as bylined by the contributors, Photographs by HMAS *Albatross* Photographic Centre, additional photographs as bylined by contributors.

Front cover photograph (top) Fleet Concentration Period Sports Day. Photograph above, Fleet Entry into Sydney Harbour. Photograph right, HMA Ships *Darwin* & *Arunta*.

Graphic Design and DTP by Diane Bricknell

Editor LEUT Chris McConachy, RAN

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CAPTAIN'S FOREWORD

by CAPT John Vandyke, RAN

It is with more than a tinge of sadness that I write this foreword to the last College magazine I will contribute to. My two and a half years in command has been one of the highlights of my career and there has been the additional bonus of spending my 30th year back where I began my career as a Senior Entry in 1979.

As with all years at HMAS *Creswell* it seems, 2009 has been another very busy one indeed. Training continued apace with increased numbers undertaking the suite of courses conducted at RANC. Most notably this was apparent in the larger intake for NEOC 41, which for the second time included officers who will go on to the Royal Melbourne Institute of Technology to study engineering. Noting that ADFA entry aviators now enter via the NOYO scheme, the cessation of the RMITEOC scheme (for junior sailors) means that, for the first time, all officers now undertake NEOC prior to commencing further specialist training. This is a significant milestone in initial entry officer training and will guarantee that all junior officers will have received the same training to prepare them for their future service.

I mentioned in my foreword last year about ongoing work on a revised Sailors' Leadership, Management and Personal Development (LMPD) continuum. That work continued in earnest throughout 2009 and saw the first courses in the new continuum conducted in the last quarter of the year. These courses were the new Leading Seaman Promotion Course and Petty Officers' Promotion Course conducted at the Sailors' Leadership and Management Faculty (East). It was decided to focus the efforts of the course developers on these two courses first as our junior personnel were not being adequately prepared for the next rank while the Chief Petty Officers' Leadership Development Program (CLDP) was a mature course achieving its aims in its current form. Work will now focus on the senior sailors' courses with the revised Warrant Officers' and CPOs' Promotion courses scheduled to be introduced in 2010.

The new Sailors' LMPD is well on track to provide the right training at the right rank at the right time (if I may



borrow the Training Commander's phrase). All involved in this important initiative should be congratulated for their diligence, attention to detail and professionalism.

2009 also saw the reorganisation of the Navy under the auspices of New Generation Navy. The most immediate impact of this on TA-ITLM was the establishment of the new position of Commodore Training in Fleet Command, our new superior. Whilst the roles and responsibilities of TA-ITLM have not changed, there was a significant amount of work that was required to bed down the new organisation. This has been a relatively smooth transition for TA-ITLM noting our role, for the most part, fits at the beginning of all training continua.

The Redevelopment of *Creswell* has also commenced in earnest with the construction phase beginning in July of this year. The official commencement was marked by the turning of the first sod at the site of the new accommodation block, behind Dowling House, by RADM Gilmore in one of his last official duties as the Commander Australian Navy Systems Command. Later in the year the Fleet Commander approved the proposal that this building be named Griffiths House in honour of RADM G.R. Griffiths, AO, DSO, DSC, RAN (Retd). It was privilege to have RADM Griffiths visit for a brief on the Redevelopment, RANC and to tour the various sites, including Griffiths House. The Admiral also gave a fascinating brief to the JOLC and

JOMSSC about his experiences in World War II, the Korean War and the Vietnam War. I must thank LCDR Tony Beauchamp for his dogged oversight as the *Creswell* Redevelopment Liaison Officer and for ensuring minimal disruption to *Creswell's* operations.

Whilst on the subject of VIP visits, it was also a tremendous honour and privilege to welcome Air Chief Marshal Houston, AC, AFC, the Chief of the Defence Force, to *Creswell* for the first time as the Reviewing Officer for the NEOC 41 Passing Out Parade in December. He was most impressed by what he saw and commented to CN how well the Navy "does" graduation parades with just the right amount of formality.

The Waterfront and Beecroft Weapons Range personnel have similarly been very busy indeed this year in the conduct of their routine business. Notably the Waterfront has again provided the Sea training Familiarisation for NEOCs, giving the majority of them their first experience of life at sea. On occasions these two organisations are sometimes overlooked but they both serve a vital role in *Creswell's* other important role of support to the Fleet. They are both to be commended for their ongoing professionalism and hard work.

The year has also been marked by the recognition of some outstanding people who work at *Creswell*. LCDR Kerry Rohrsheim, the Head of the Officer's Initial Training Faculty, was awarded the Lord Nelson Sword for leadership excellence; the Training Commander, CMDR John Douglas, was awarded a Fleet Commander's Commendation; Warrant Officer Sharon Campbell, formerly a CLDP instructor, was the Peter Mitchell Prize winner as the most outstanding senior sailor in the RAN; and, LEUT Rodney Skinner was awarded the first COMTRAIN Commendation to be awarded in recognition of his outstanding performance as a NEOC Divisional Officer. Additionally, Navy System



CAPT Vandyke with his Shoalhaven Boss of the Year - Defence Category Award

Command Commendations from the out-going Navy Systems Commander were awarded to LEUT Bob Walker, for his dedicated contribution to *Creswell* and the College; and, collectively to Rod Webb, Fiona Goodman and Ray Burt, for their consistent excellence in the Course Planning Cell.

To conclude I must acknowledge the efforts of all of my ship's company, the defence civilians and contractors that make up the *Creswell* community. It has been a tremendous pleasure and privilege to work with you for the past two and a half years. I have been constantly impressed by, and grateful for, your passion, your sheer hard work, your cheerfulness, your professionalism, your initiative, your obvious pride in *Creswell*, and, your sense of humour!

To the other "leavers", thank you all for all that you have done whilst here and I hope you look back with much fondness on your time at this busy Naval establishment. To all of you, thank you for a tremendous time over the last two and a half years; you have made Dana, Alec and I feel very welcome (and you have looked out for Murphy!). Serving at *Creswell* is indeed a special thing. I wish you all the very best for the future and I look forward to meeting you again in the years to come.

EXECUTIVE OFFICER'S REPORT

by CMDR Fiona McNaught, RAN

2009 has been a busy and rewarding year from my perspective as Executive Officer. After conducting my handover from the outgoing XO, CMDR Richard Donnelly, in December 2008, I enjoyed some leave over the Reduced Activity Period and then hit the ground running a week into January.

I was extremely lucky this year to have the support of a number of dedicated staff members who work together as an exceptional team. This certainly made my transition into the role of XO a lot easier than it otherwise may have been. In particular I would like to acknowledge the outstanding work of the Visits Liaison Officer (Mr Paul Slater), whose hard work under my predecessor saw him awarded in January with a well-deserved Commander Australian Navy Systems Command commendation. The year ended on a little bit of a sad note with the departure on Leave Without Pay of Ms Jacqueline Leahy, who moved interstate in December with her family after eight years of dedicated service as the Executive Officer's Assistant. Jacqui will be sorely missed by all *Creswell* staff, both for her competence and her ability to get along with others. I have also very much enjoyed the company and counsel this year of the Command OHS Manager, Mr Michael Grischeff, and the *Creswell* Redevelopment Officer, LCDR Tony Beauchamp.

Support to Fleet and ADF Operations

One of the areas within the Executive Department is that of the support *Creswell* provides to the Fleet and other ADO and civil organisations through the operations of the waterfront. The Port Services Organisation, along with Defence Maritime Services, have been kept extraordinarily busy by the many and varied requests for support for such activities as trials, courses, exercises and Readiness Evaluations. The range of organisations supported this year was wide, including Special Forces units, Mine Warfare and Clearance Diving units, Parachute Training School, Defence Material Organisation, various Police groups, and many more. The Fleet Concentration Period in February/March was an extremely busy period for the waterfront, and

Creswell played host once again for the annual Fleet Sports Day (unfortunately won by a Kiwi ship's company).

CRESWELL Redevelopment

The long-awaited *Creswell* Redevelopment began construction in the second half of the year, with the sod for the first new building turned by Rear Admiral Steve Gilmore (at that time Commander Australian Navy Systems Command) on 25 June. Approval was given for this building, a 32-cabin accommodation block, to be named Griffiths House, in honour of Rear Admiral Guy Griffiths Retd. This project is an important milestone in *Creswell's* life, representing Defence's ongoing commitment to retaining and indeed improving the capability of the Royal Australian Naval College and the establishment which supports it. When complete, the Redevelopment will provide modern and far more capable training facilities, including classrooms, office space, computer rooms, an auditorium, a gymnasium with indoor swimming pool, a new Survival At Sea classroom, and an Armoury. The trainee accommodation blocks will be refurbished, and the Gunroom re-established in the base of Cerberus house. Extensive infrastructure works will also take place to support this new infrastructure and rectify the issues we have been facing with buildings and infrastructure nearing a century in age. All this work will be done with due regard



to the heritage and environmental considerations which make this establishment so beautiful and unique.

Community Engagement & Public Relations

HMAS *Creswell* maintains close ties with the local community, including Jervis Bay Territory, through a number of means. This includes, amongst other things, membership of various boards and groups, participation in Anzac Day commemorations around the region and the hosting of local community leaders at functions such as NEOC Training Cocktail Parties. Additionally, the fact that a number of our children attend Jervis Bay Primary School means that uniformed members of staff interact regularly with our community neighbours from Jervis Bay and Wreck Bay Villages. Some of the particular Community Engagement highlights from 2009 included:

- HMAS *Creswell's* participation in the Freedom Of Entry into the City of Sydney, where we paraded a sizeable contingent. A great day was had by all.
- The annual hosting of the Anzac Day Dawn Service in Remembrance Park, which is attended by visitors from throughout the region. Jervis Bay and Point Perpendicular provided a spectacular backdrop for the sunrise on completion of the service, and NEOC 40 impressed with the standard of their drill, thereby ensuring a memorable event for the attendees.
- *Creswell* staff provided significant assistance with the Jervis Bay School Fair, which was highly successful in raising money to improve classroom amenities and fund an excursion to Uluru for the senior classes at the school.
- We also hosted the annual Shoalhaven Camp Quality over the Reduced Activity Period, along with a number of youth development camps from the local area throughout the year.

VIP Visits

As always, *Creswell* did not suffer for lack of high-profile visitors. Of note this year, we hosted Chief of Navy's Senior Leadership Retreat, the ADF Chaplain's Retreat, and ADF Parliamentary Program visits by four Members of Parliament. We hosted a number of visits by foreign military officers, including the Indian Flag Officer Sea Training and NATO SG7 delegates. Of course, there were numerous visits by members of Navy's Senior Leadership Group to address course groups and attend functions. The Chief of the Defence Force, Air Vice Marshal Angus Houston, was the Reviewing Officer for the NEOC 41 Graduation Parade.

Looking Ahead

2010 is sure to be and even more challenging and exciting year. The redevelopment will be in full swing, with some of the new buildings due for completion by the end of the year. The transition to the Base Accountabilities Model will no doubt bring with it some implementation challenges, but I am confident that with the excellent relationship Navy has with the Defence Support Group team at HMAS *Creswell*, we will rise to these challenges and further improve the way we do our business providing support to capability.

TC'S SITREP 2009

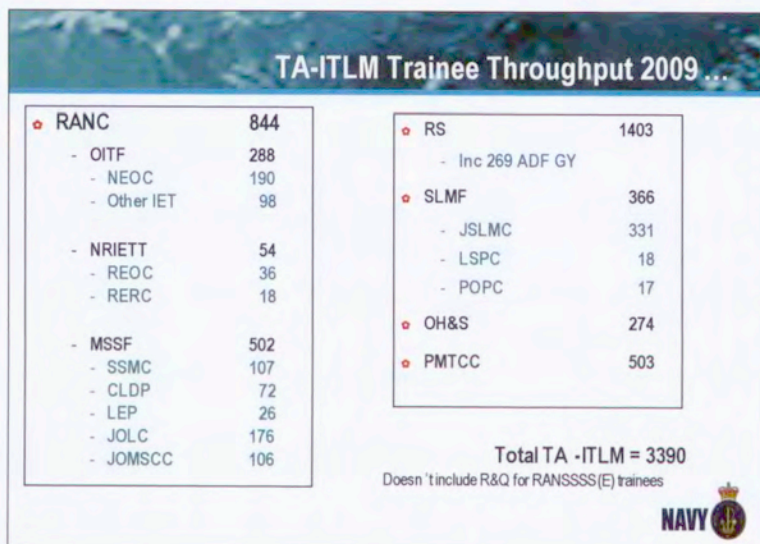
by CDR John Douglas, RAN

And I thought 2008 flew by...sheesh! The adages 'time flies when you're having fun' and 'idle hands are the devil's workshop' ring true*. Satan certainly didn't get a look in as 2009 was a cracking year for *Creswell*, given the hectic optempos of both the College and the wider TA-ITLM. Some hard fought goals were kicked in the process.

*Not only do old adages ring true these days, but so does the RANC clock in the Clocktower Gym, courtesy of the *Creswell* redevelopment.

'2009 – An even busier year!'

The trainee throughput figures for 2009 which follow, underscore how busy the College and the TA have become:



The Commanding Officer has stolen much of my thunder in his comprehensive preface of 2009 activities, especially in relation to the standing up of the heavily re-vamped Sailors' LMPD Training Continuum; NGN embracement; the *Creswell* development; and his recognition of those staff who received awards.

The singular most important achievement for TA-ITLM during 2009 was the announcement at CN's Symposium of the new promotion courses and their subsequent phased introduction. I like to extend the 'Just In Time Training' principle to "Just Right Training....the right training, to the right people, at the right time." While the challenges were many, the benefits to Navy of the new training continuum cannot be overstated. To LEUT Scott Warne, who honchoed this significant body of work, and staff of SLMF and MSSF, who have taken on the task of making it happen, I salute you.

The Captain's words on NGN focused on the considerable work in reorganising the Navy and the standing up of COMTRAIN and the Navy Training Force. TA-ITLM has also been intimately involved in the inception and drafting

of the new Navy Leadership Model and doctrine; as well as the development of graduated Leadership & Ethics packages for all courses across both the Sailors' and Officers' LMPD Training Continua. Similarly ITLM representation has been strong in a number of NGN Culture Program working groups, most significantly the bedding in of Navy's newly adopted Signature Behaviours.

With respect to the *Creswell* redevelopment, I too would like to thank the *Creswell* Redevelopment Liaison Officer, LCDR Tony Beauchamp, for

championing *Creswell's* cause. Similarly, the Course Planners (Rod Webb, Ray Burt and Fiona Goodman) deserve acknowledgement for their vigilance in keeping a weather eye on the construction schedule and proactively de-conflicting potential training / accommodation concerns.



LCDR Kerry Rohrsheim,
 CMDR Douglas, CAPT
 Vandyke, CHAP Ian Lindsay
 and LCDR Helen Walker

While the CO was generous in his recognition of higher award winners, his gratitude for the efforts of all at *Creswell* during his command is a given. In reiterating my sentiments of last year, the impressive trainee throughput figures tabled above do not do justice to the tempo of training and other *Creswell* activities; the achievements of the trainees; or the professionalism of the staff involved in its delivery, administration and support (whether uniformed, APS and contractor). I am sure readers of this 2009 Annual will get a sense of the human face of this workload and of the close-knit *Creswell* community from the articles herein. I remain humbled by the gross goodwill and work ethic of all who have contributed to the success of both *Creswell* and the TA during 2009.

Setting Sun

In closing it would be remiss of me not to acknowledge the inspiring leadership of the out-going Commanding Officer and TA-ITLM. CAPT Vandyke will be long remembered for his stewardship of *Creswell* and his progressiveness as TA. He has worked tirelessly to dispel the

"CAMP CRESWELL" myth; to further RANC's fine reputation and rich history; and to ensure that soon-to-be-promoted sailors are better prepared for the rigours of their next rank.

One other award winner requires due recognition. CAPT John Vandyke was the very worthy recipient of the 2ST / PowerFM Shoalhaven Boss of the Year Award (Defence Category); an award that all *Creswell* would agree was thoroughly deserved!



CHAPLAIN'S REPORT

by CHAPLAIN Ian Lindsay, RAN

A Time for Everything Under Heaven

"Turn! Turn! Turn! (to Everything There is a Season)", a great song composed to music by Peter Seeger yet better known as the third single by the American Folk –rock band The Byrd's released on October 1, 1965 by Columbia Records. The lyrics in this song were lifted from the Old Testament book of Ecclesiastes 3:1- 8 which in part reads "There is a time for everything and a season for every activity under the heaven: a time to be born and a time to die, a time to plant and a time to uproot, a time to kill and a time to heal, a time to tear down and a time to build" and so on.

As I prepare this annual report for the year ending 2009 it will soon be *time* for me to move on to a new ministry as the posting cycles kick in. This *timed* movement will not only impact upon me, but several people in HMAS Creswell and many Officers, Sailors and Families across Navy. Being part of the RAN, personnel movements are common place as people post in and out of ships and establishments; Creswell being no different.

As Chaplain, most people tend to see you in a religious light with a whole host of names attached and for example; 'Padre', 'Chappie', and a few more some I won't mention here. For myself I am quick to share with others that I am not into religion and as an ordained Clergyman in the Anglican Church of Australia, this can set some folk wondering. No, I am not into religion and never have been I am into relationships the relationship that I have with God through Christ Jesus and the relationships I have with the many people I come into contact with each day. This I believe is what Jesus and the Christian faith is truly about.

As the Chaplain at RANC HMAS Creswell over the past three years, I pray that I have been able to develop and build good relationships with the many New Entry Officers and College Staff who have posted in and out. Relationships can take a long time to build. Getting to know someone, gaining their trust so as people feel they can confide in you. On the other hand, these relationships

like any can be undone in no time flat if trust is broken or people feel let down.

During my posting as Chaplain in HMAS Creswell, I have had the privilege of sharing with some 500 (+/-) New Entry

Officers, young (and some not so young) men and women who have passed through the College on their 22 week New Entry Officer Course. Let me say there is nothing better when visiting a ship or another establishment and hearing the words "Padre' or Chappie" in an affectionate tone as Officers / Sailors welcome you aboard re-establishing relationships which were formed over *time* months or years ago.

The role of Chaplain no matter where posted is truly a privileged position but none more so than the posting in HMAS Creswell where relationships are formed, nurtured and I pray maintained over *time* for years to come in this great family we know as the Royal Australian Navy.

I give thanks to God for the privilege it has been to serve in HMAS Creswell and look forward to my next posting and the opportunity to make new and renew relationships that will stand the test of *time*.

There is a time for all things under God's heaven.

God bless you and keep you.



OFFICER INITIAL TRAINING FACULTY (OITF)

by LCDR Kerry Rohrsheim, RAN

2009 was an incredibly busy year for the Officer Initial Training Faculty and an immensely satisfying period for Faculty staff.

The year commenced with the arrival of WOSSEOC, RMITEOC, UEOC and ADFA Direct Entry classes. By mid February, OITF had graduated 49 Officers, and a further 42 Officers completed these courses by year's end.

The end of January saw the arrival of 123 trainees and the commencement of NEOC 40. After a busy 22 week training program, the class successfully graduated in late June. The 113 graduating Officers were reviewed by the Commander Australian Navy Systems Command, Rear Admiral Gilmore, AM, CSC, RAN.

NEOC 41 commenced in July with a record number of 90 trainees. A total of 77 Officers graduated in December with the parade being reviewed by the Chief of the Defence Force, Air Chief Marshal Houston AC, AFC. Chief of Navy, Vice Admiral Crane, AO, CSM, RAN was also in attendance.

In addition to the hectic OITF training schedule, five Faculty staff were married in 2009 and four babies were born! This is incredible considering the size of the Faculty and the high training tempo!

In total OITF graduated 288 Officers in 2009 which is a significant achievement given the small size of the Faculty. This highlights the amazing calibre of staff working in OITF, and their dedication, professionalism and enthusiasm for training high quality graduates. Of note, OITF could not have achieved these excellent results unassisted. The contribution from uniformed and non-uniformed staff at *Creswell* has been outstanding, particularly during the leadership and teamwork exercises. Thank you for your on going support and assistance to OITF.

Finally a word of thanks to the OITF staff. Your professionalism and tireless



Chief of Defence Force, ACM Houston, AC, AFC, inspects the NEOC 41 Graduation Guard, accompanied by CO HMAS Creswell, CAPT Vandyke, RAN.

dedication has enabled OITF to uphold *Creswell's* reputation as a centre for training excellence in the RAN and ADF. As the Head of Faculty I am extremely grateful and proud to have led such a committed and talented team.

LCDR Kerry Rohrsheim leaves her posting as H-OITF having done an exceptional job. There could not have been a more fitting role model for NEOC 38-41. LCDR Rohrsheim made mention of the baby-boom within OITF. She proceeds on maternity leave in Mar 10....and all *Creswell* staff wish her, and husband Andrew, well.



OITF Staff on the Quarterdeck

PRACTICAL LEADERSHIP TRAINING (PLT)

by LCDR Dave Jones, RAN

It was an interesting year for the PLT Cell with staffing changes and shortages and revamping and refining just about every exercise. The sequence of training, from teamwork to leadership and from simple scenario to complex operational setting remained but the emphasis was on developing exercises that focussed more on learning than assessment.

The initial training period is all about self discovery and working in a team. Exercise Coronel (later to evolve into Exercise Dandanelles) is the first look at a demanding team evolution. In 2009 it was redesigned to be a mental as well as a physical challenge and debriefing for team lessons was a feature. Lessons such as 'listen to each other' and 'know and use the talents of each member' were well learned while struggling to find the best way to carry bulky gym mats up the steep sandy slopes of heartbreak hill without touching the ground. The historical significance of the name Dardanelles was very evident at the debrief of NEOC 41 exercise which was conducted on Seaman's beach. Four sand models of the submarine AE11 built by each division provided a backdrop for a minute's silence in memory of those gallant submariners.

At the end of the Initial Training period (ITP), Exercise Sunda Strait provided the opportunity to practise all the teamwork lessons learned in the classroom and in the blocks. This full day (two nights) exercise allowed time to instruct in fieldcraft subjects, basic navigation skills and radio voice procedures. For NEOC 40 the abandon ship swim at Seaman's beach was the highlight whilst for NEOC



NEOC 40 Truck push - a real slog



NEOC 40 Which way? (without GPS)

41 the debrief in Hangar 2 at Jervis Bay Airfield (JBAF) was most entertaining. Divisions were required to give a 10 minute presentation on the Battle of Sunda Strait from information gathered from various checkpoints during the day. The presentations were informative and entertaining as trainees simulated torpedo attacks by dashing across the floor at groups of other trainees pretending to be various ships! Appropriate reverence was then retrieved as

they remembered the many lives lost in the action.

Divisions were split into mixed groups for Exercise Coral Sea. Adventure Training activities were conducted at West Nowra in the Flat Rock Dam/ Nowra Creek area which included Raft building, Rogaining, Canoeing and Abseiling. The other half of NEOC were involved in set piece leadership evolutions in a circuit around JBAF. Each trainee had two opportunities to lead the team and receive detailed assessment and feedback. Some fortunate trainees received extra tuition and coaching as they required. Evolutions were diverse, ranging from pushing a broken truck, building a dipole antenna from cryptic clues, crossing a minefield on planks and rescuing a downed pilot.

The final NEOC exercise is 6 days in a United Nations operational setting in fictitious Creswillia and Beecroftonia. Named Exercise Matapan, NEOC deployed in teams of approximately 20 trainees and received tasking from their HQ. 24hr scenarios included a Suspected Illegal Entry Vessel (SIEV), UN Compound construction and peace talks, Beach survey and Local village security. For NEOC 40 the exercise was conducted on the Booderee peninsula and JBAF but due to a clash with an ADFA exercise NEOC 41 was deployed by sea (TRVs, workboats and rhibs) to Beecroft Weapon Range and surrounding areas. Matapan concluded with a cultural experience where the local Chieftain (Chaplain Lindsay) was paraded and entertained by song and dance and a march past.



NEOC 41 Sand tracks makes portage a challenge



NEOC 41 MATAPAN cultural closing ceremony

Unlike many preceding years every exercise in 2009 was run in fine weather, much to the disappointment of the leadership staff!

ARMOURY & PARADE TRAINING

2009 again saw an extremely busy time for HMAS *Creswell* Armoury. The start to the New Year saw movement within the department with LS Lawrence being promoted to PO (Dec 08) and the post-in of LSBM Troy Nicoll from HMAS *Tobruk*.

During the course of the year the staff trained approximately 180 personnel in the F88. Due to changes in the NEOC Sea Training Deployment (STD), all personnel from NEOC 40 were able to achieve the proficiency on the F88 at Holsworthy. This alone, was a very busy time for the Armoury staff, as they had to get in excess of 100 personnel through the weapon in four days. There were approximately 30,000 rounds of 5.56mm and 40,000 rounds of 9mm fired during the calendar year. This work could not have been achieved without the support of personnel such as CPOB Alan Neil, POB Mal Shand and Beecroft Weapons Range (BWR) personnel.

Graduation parades saw Reviewing Officers the likes of DCN and CANSC (Jun 09) and CDF (Dec 09). NEOC 40 graduation parade was of special note as they had only arrived back at *Creswell* on the Wednesday night of their graduating week, due to the significant changes to the STD. Both of these parades went off without a fault. Of note was the spectacular fly past provided by aircraft based at HMAS *Albatross*. During the December 2009 graduation, we were able to achieve thirteen aircraft from three different squadrons. This was even more impressive than the Fleet Freedom of Entry March that occurred in the streets of

Sydney in March 2009. This event saw approximately 6,000 uniformed members of the ADF take part in the parade. *Creswell* was well represented with most members of NEOC 40 taking part in the march.

Throughout 2009 there were many discussions on the issue of weapons training for New Entry Officers. Toward the end of 2009, the decision was made that there was a requirement for New Entry Officers to be taken to Temporary Weapon User Category (TWUC) level. This was an increase in the workload placed upon the already busy Armoury staff, but it was taken onboard and the increase in workload accepted. It also saw the need to have a mechanised range built at BWR. The proposal left *Creswell* and is now in the hands of TA-MW for submission to CINSAC later in 2010.

2009 came to a close with a very tired but happy Armoury staff. During the NEOC training that took place in 2009 there was always at least one member of the Armoury staff actively involved, ranging from Initial Training Period through small arms training to STD.



NEOC 40 - BASS DIVISION'S NEOC EXPERIENCE

by Midshipman D.E. Phillips, RAN
NEOC 40 - Bass Division

When first tasked with the responsibility of writing this article of Bass Division's experience during NEOC, I believe I underestimated how hard it would be to write on behalf of all of us and try to describe our experiences in two pages. We have all changed in some way, some more than others but there is no doubt that it was a life changing experience, a very positive change.

For most of us, no for all of us, the start of NEOC was full of anxiety about what sort of activities the military had lined up; would we be screamed at, forced to run through mud with rifles over our heads shouting some sort of horribly catchy tune, fortunately this was far from our experience. Although Bass' first encounter with the Physical Training staff would leave us thinking otherwise. Told we were running late for our swim test by our divisional staff despite having no control over our schedule and coincidentally every other division running late, we were made to do push ups until exhaustion; the PTs very quickly let us know where we stood with phrases such as "for the next 22 weeks we own you" etc. Even now I can't help but be afraid of the consequences of so openly reminiscing on this experience.

Bass' experience was one which in some regards was quite unique in that we were split across two decks, half of us in Collins house, the other half in Farncomb. We don't intend to mention this simply to air our plight, but it did give us a different NEOC experience. As much as we like to deny it we were effectively two divisions in one quite often having arguments for hours over which order we would put our hats in, or would our drawers be a ruler length open or two fists; but if we use fists we would all be different lengths, but someone had lost their ruler etc. Despite this we were a stronger, more resilient division for it.

Coronel and Sunda Strait were very challenging at the time, which was excellent as they taught us a lot



Bass Division - Coronel

about ourselves; even now we can look back on these experiences and realise just how far we have come. Sunda Strait marked the end of a month of challenges during the initial training period, a month spent in PT rig. I think it'd be hard to match the feeling felt throughout the division when we put on our whites for the first time and marched for the CO's Divisions. We no longer required twenty four hour supervision from our divisional staff, which was very positive but on the same token it meant we no longer required the help from our two divisional staff, CPOET Anderson and LSBM Kratzmann, two very talented and capable sailors who had a profound impact on us during the early days of NEOC.

Bass division was fortunate enough to be able to participate in the Freedom of Entry march in Sydney, representing HMAS *Creswell*. This was an extraordinary experience and a great introduction to the Naval community; we realised just how big the Navy was and were proud to be a part of such an organisation.

A more recent experience was that of our sea training deployment. Two from our division, myself and MIDN

NEOC 40 - BASS DIVISION'S NEOC EXPERIENCE *continued...*

Putney were fortunate enough to spend a couple of weeks aboard HMAS *Manoora* along with eight other NEO's. We participated in exercise COMMANDO RAJAH with British and American ships and spent a few days alongside in Kota Kinabalu and Singapore. This was a most valuable and exciting experience, being a part of the crew and taking part in ship activities such as a swim-ex and a replenishment at sea (RAS) with a British replenishment vessel, this was an eye opener, as we came alongside at attention, ready to begin the RAS and their ship's company were sunbaking on deck chairs on their flight deck.

The rest of Bass, after some rescheduling, are at the time of writing this article, on HMAS *Tobruk* sailing from Darwin to Sydney. They have let us know that they are thoroughly enjoying the experience and learning a lot about ship life.

Bass Division is a diverse group, but something we now all have in common is that we were the first Bass Division, NEOC 40, we will not only remember this for the rest our careers in the RAN but I'm sure we will have very fond memories for years to come.



Bass Division - Pixley Cup.



NEOCs at war memorial in Borneo.



NEOC 40 BASS DIVISION

BACK ROW: MIDN R. Austin-Eames, MIDN M. Driver, MIDN D. Phillips

3rd ROW: MIDN C. Telford, SBLT W. Carter, MIDN M. Kennedy, MIDN L. Sondergeld, MIDN D. Lefel, MIDN C. Lewis

2nd ROW: MIDN E. Manfield, MIDN E. Putney, SBLT S. Tanner, LEUT M. Inggs, MIDN M. Foyster, MIDN F. Pow, SBLT J. Divakar

FRONT ROW: DO LEUT M. Paes, MIDN K. Loosz, SBLT G. Humphris, SBLT S. Payet, ASLTT. Ross, MIDN S. Gollan, MIDN A. Constable, MIDN M. Loadman



NEOC 40 COOK DIVISION

BACK ROW: MIDN J. Leonard, MIDN D. Shephard, MIDN D. Pratt

3rd ROW: SBLT S. Curic, MIDN D. Newbeck, MIDN T. Davies, MIDN S. Francis, MIDN B. Cromie, MIDN B. McConville

2nd ROW: MIDN M. Lawley, MIDN M. Bell, SBLT J. Carman, MIDN J. McCullagh, MIDN G. Watkin, MIDN J. Webb, MIDN B. Carroll

FRONT ROW: MIDN J. Ferrari, SBLT E. Cho, LEUT S. Benton, LEUT S. Cochrane, MIDN T. Brown, MIDN J. Chee, SBLT L. Reid

ABSENT: DO LEUT K. Love, MIDN S. Bacon

NEOC 40



NEOC 40 FLINDERS DIVISION

BACK ROW: MIDN J. Shegog, MIDN P. Collins, CHAP R. Schack

4th ROW: MIDN V. Kortlang, LEUT A. Evans, MIDN M. Johnson, SBLT S. Wallace, MIDN L. Catterson, MIDN G. Moran

3rd ROW: MIDN M. Davies, MIDN P. Dore, MIDN B. Smith, SBLT D. Stepchenkov, SBLT V. Watson, MIDN M. Bruce, MIDN L. Hinschen

2nd ROW: LEUT S. Godfrey, MIDN E. Shepherd, MIDN G. Peard, MIDN A. Jones, SBLT J. Birch, MIDN S. McKellar

FRONT ROW: SBLT G. Lam, MIDN C. Bond, DO LEUT A. Eddy, MIDN T. Brauer, MIDN B. Andrew



NEOC 40 JERVIS DIVISION

BACK ROW: SBLT J. Kapelj, MIDN L. Walker, SBLT H. Riddle

3rd ROW: MIDN J. Gibson, SBLT M. Buks, SBLT B. Jenel, MIDN J. Kerin, MIDN J. Stahlhut, MIDN C. Griffiths

2nd ROW: MIDN A. Butler, MIDN D. Watkins, SBLT C. Marchant, MIDN J. Shaw, MIDN R. Martin, MIDN T. Corlis, MIDN D. Cahill

FRONT ROW: SBLT T. White, MIDN G. Casserly, DO LEUT J. Carter, MIDN E. De Lanty, MIDN O. Leonello



NEOC 40 PHILLIP DIVISION

BACK ROW: MIDN A. Hoff, MIDN P. Bach, MIDN T. Hales

3rd ROW: MIDN P. George, MIDN E. Wiseman, MIDN A. Goedecke, SBLT N. Sethi, MIDN J. Maher, MIDN D. Mansfield

2nd ROW: MIDN G. Hicks, MIDN M. Tavener, LEUT S. Tongson, MIDN D. Cotter, SBLT T. Nguyen, SBLT A. Robson, LEUT M. Reid

*FRONT ROW: MIDN K. Newson, MIDN C. Guest, LEUT M. Baker, MIDN B. Pike, DO LEUT R. Skinner, MIDN R. Holmes, SBLT T. Kelly,
MIDN E. Snelling, MIDN E. Hull*

RAN Band at NEOC 40 Ceremonial Sunset



**NEOC 40 CEREMONIAL
SUNSET**



NEOC 40 GRADUATION



Commander Australian Fleet, RADM S. Gilmore, AM, CSC, RAN, inspects the NEOC 40 Graduation Parade

NEOC 40 GRADUATION



Commander
Australian Fleet,
RADM S. Gilmore,
AM, CSC, RAN,
inspects the NEOC 40
Graduation Parade



NEOC 40 PRIZE & AWARDS



THE CRESWELL CUP—RANC PRIZE

Awarded to the NEOC graduate who demonstrates the most outstanding Officer Like Qualities, exhibits exceptional leadership, exerts peerless good influence, and demonstrates outstanding dedication to the naval values of honour, honesty, courage, integrity and loyalty whilst on course. Diligent application and success in studies is also considered.

MIDN Leisa Hinschen

E.S. CUNNINGHAM CUP

Awarded to the NEOC demonstrating outstanding leadership, Officer Like Qualities, and good influence amongst colleagues whilst on course. Diligent application and success in studies is also considered.

SBLT Charles Marchant

RADM HAMMOND MEMORIAL SWORD

Awarded to the NEOC graduate who has been distinguished by self-discipline, resolution, undeviating application and good influence among his or her peers.

MIDN Cleo Telford

GOVERNOR GENERAL'S CUP

Awarded to the officer who demonstrates ability, teamwork and outstanding sportsmanship whilst on Course.

MIDN Emily Hull

THE COMMODORE SIR JAMES RAMSAY PRIZE

Awarded for the best academic performance by an officer whilst on course.

LEUT Michelle Inggs

NEOC 40 PRIZE & AWARDS

continued...

COMMANDER (E) ROBERT GRAY DSO, RAN PERPETUAL CUP

Awarded conjointly to both the male and female officers who demonstrate outstanding individual athletic accomplishment and resolve whilst on course.

MIDN Brianna McConville
SBLT Shane Wallace

W.H. HARRINGTON MEMORIAL PRIZE

Best performance of a Sailor Entry on the New Entry Officers' Course.

SBLT Lyall Reid

ERIC ELTON MAYO MEMORIAL PRIZE

Awarded to the officer who has demonstrated the highest levels of perseverance and dedication, and shown the most improvement in their self discipline and Power of Command.

MIDN Gideon Watkin

DEPARTMENT OF DEFENCE SEA TRAINING DEPLOYMENT PRIZE

Awarded to the officer who demonstrates the most outstanding officer-like qualities, leadership, peerless good influence and diligent application to task book, journal work and other specific tasks and assignments whilst on Sea Training Deployment.

MIDN Thomas Davies

NAVAL HISTORICAL SOCIETY PRIZE

Awarded for the best researched naval history assignment presented by an officer posted to the New Entry Officers' Course.

LEUT Shannon Godfrey

Other Prizes Awarded Thu 25 Jun 09 prior POP

COCK Division Trophy: Phillip Division

Prize to Division with most points for a variety of events

- 1st: Phillip Division – 69 points
- 2nd: Jervis Division – 55 points
- 3rd: Flinders Division – 53 points
- 4th: Cook Division – 51 points
- 5th: Bass Division – 50 points

Dechaineaux Trophy: Phillip Division

Prize for Sports

Prizes & Awards Information

Naval Historical Society

The Boatshed, Bldg 25, Garden Island NSW 2011

Ph: 02 9359 2372

Email: secretary@navyhistory.org.au

D&F South Coast Trophies and Engraving

3 Burr Ave, Nowra NSW 2541

Ph: 02 4423 0502

Raytheon Australia

Contact: Ms Nicole Minney

nminney@Raytheon.com.au

Ph: 02 6122 0213

Military Shop

65 Kembla St, Fyshwick ACT 2609

Ph: 02 6123 2990

Email: sales@militaryshop.com.au

Boat Books Australia

Contact: Christian Brook

31 Albany St, Crows Nest NSW 2065

Ph: 02 9439 1133

boatbooks@boatbooks-aust.com.au

Australian War Memorial

www.awm.gov.au/shop

Ph 02 6243 4578

NPTC-S

Ms Carly Wade

NPTC-S – TAC

HMAS Cerberus Westerntport VIC 3920

Ph: 03 5931 5336

NEOC 41 REPORTS

COOK DIVISION & ITP

by MIDN Sarah West, RAN

On the first day of the New Entry Officers Course (NEOC), Cook Division was very much a group of individuals. There was 22 of us, with ages ranging from 17 to 42; all from vastly different backgrounds, with varying degrees of work and life experience. We were brought together under the command and direction of our new Divisional Officer: LEUT Kristy Wilson. Her mission for the four week initial training phase (ITP) of NEOC was to turn these 22 individuals into a well-oiled team of Naval Officers – an undoubtedly daunting prospect. We, the wide-eyed newly-enlisted, were about to get a crash course in all things Navy.

The old adage 'a steep learning curve' is a pretty good description of ITP. A typical day during the phase featured 30 second showers, speed-eating, marching, frantic cleaning routines, more marching, ironing (uniforms and racks), standing for what seemed like an eternity during rounds, mobile phone and television separation anxiety, lessons in naval jargon and etiquette, and very little sleep. We were also issued our new uniforms, received inoculations 'cattle-call' style, survived swine flu, and began the un-relentless task of getting fit for the RAN. With the exception of sleeping, we 22 new entry officers did everything together, and it didn't take us long to realise that working as a team made seemingly impossible tasks achievable.

By the end of ITP Cook Division had transformed into a strong unit, working together to achieve common objectives, developing respect for each other and forming strong friendships along the way. And as a demonstration to the rest of NEOC of how far we'd come as a team (and of our sporting superiority over the other divisions) - we took out the Pixley Cup! As a reward the Cook Division flag was hoisted over the HMAS Creswell Quarterdeck. It was a great way to cap off the exhausting first four weeks of our careers as Naval Officers.

FLINDERS DIVISION ON CS, SMALL ARMS, PARADE/CEREMONIAL, PT, FORMAL FUNCTIONS

by MIDN Jessica O'Brien, RAN

NEOC 41 took part in a week of combat survivability damage control activities such as shoring for a flooded compartment, fire fighting and protection from chemical agents. This week was both fun and challenging as provided a basic understanding of the situations we may face in our future careers. Another week long module we undertook was small arms training which involved basic training in the Austeyre F88 and Browning 9mm pistol. After learning basic fire arm procedures and safety precautions we went to Beecroft firing range where the NEOCs were able to demonstrate their shooting skills. NEOCs officer like conduct during formal functions were tested during two cocktail parties where we entertained and conversed with senior naval officers and college staff.

As physical fitness is important part of our sea readiness the NEOCs participated in early morning activities three mornings a week as well as regular Physical Training sessions which involved circuit training, boxercise cross country and sport. All NEOCs were encouraged to develop their own personal fitness routines and maintain a high level of physical fitness. A significant part of Australian Naval heritage is parade and ceremonial drill. NEOCs are required to be the Daily Divisional Leader and parade commander to learn how to lead a squad and develop their power of command. The pass out parade ceremony culminated 22 weeks of drill and ceremonial practice.

JERVIS DIVISION ON PRACTICAL LEADERSHIP EXERCISES

by ASLT Patrick Van Order, RAN

NEOC 41 participated in four practical leadership exercises, structured to maximise the effectiveness of theoretical instruction and personal development provided by the

NEOC 41 REPORTS continued...

RANC Staff. Each exercise was centred around a significant battle or mission participated in by the RAN which added a level of historical appreciation.

The initial two practical leadership exercises were focused on bringing each NEOC Division together as a team. These exercises were titled Dardenelles and Sunda Strait and were themed incorporating the experiences of AELL in the Dardenelles and HMAS *Perth* at Sunda Strait. Effective team management, delegation of responsibilities, time management and leadership skills were all introduced and developed during these exercises.

Exercise Coral Sea drove growth in individual leadership skills and fine tuned team work, the exercise scripted around the Battle of the Coral Sea. Within Exercise Coral Sea was a highly popular Adventure Training element involving abseiling, caving and rock climbing.

The culmination of leadership training was held at Beecroft Gunnery Range, titled Exercise Matapan. Exercise Matapan consisted of five days of complex and rigorous leadership scenarios, the physical and mental demands arduous. Trainees were required to exercise command decisions, foster team growth, manage several tasks simultaneously remain focused and flexible to achieve their goals.

Completion of the practical leadership exercises provided to NEOC 41 gave a sense of accomplishment in successfully leading teams in trying circumstances.

PHILLIP DIVISION - A SUMMARY OF SEA TRAINING DEPLOYMENT

by *SBLT Simone Andrew, RAN*

It was with slight trepidation, excitement and enthusiasm for members of Phillip Division to become active, experiential learners on board HMAS *Tobruk* and HMAS *Manoora*, set out to participate as much as possible within the various ship departments and truly empathise with

sailor roles and responsibilities.

It is evident that this opportunity has given each of us a clearer perception and understanding of a day in the life of sailors on board, certainly a more holistic and overarching view of a working ship at grassroots level.

For many of us, Sea Training Deployment was an authentic experience to learn, without the added pressures of having to keep several auxiliary duties. We had the luxury to openly observe and ask questions as inquisitive and genuine learners ready to understand how Ships Company works in a sea going capacity without any added demands. This was a very natural and earnest approach to genuine comprehension. For example, many of us were able to spend an entire morning with the Marine Technicians, following them around in several engineering spaces. During this time we kept watches, assisted in taking specific gauge readings and measurements and learned about specific Marine Technical equipment, without having to be anywhere else. Hence, it was possible to be fully immersed in various jobs and accepted as learners, to entirely absorb knowledge and gain insight from crew members, who were keen to explain their responsibilities and occupations. We feel that this was a very interesting and rewarding experience.

One of the key points we wish to highlight is this: valid and professional knowledge can be gained from any rank, rate, commission or civilian working within the Defence framework. We need to truly listen and actively engage with our personnel. We also need to willingly support worthy knowledge and advice that can assist us in our professional growth and practice. Hence, Sea Training Deployment has heightened our professional awareness of life at sea but has also assisted our identity, cohesion and development as members within the wider navy family.

NEOC 41 CO'S DIVISIONS

New Entry Officers Course (NEOC) 41 marked the completion of Initial Training Period (ITP) with Commanding Officers Divisions on 7 August 2009. Held on the historic quarterdeck of HMAS *Creswell*, the ceremony commenced a new chapter in the progression of the Officer trainees. Of special note was the fact that the parade was carried out with all personnel in Disruptive Pattern Naval Uniform, a first for *Creswell* and a first for the navy with a body of this size.

The largest July Officer intake in recent years, NEOC 41 numbers 90 personnel including five international Officer trainees hailing from Papua New Guinea, the Philippines, Singapore and Thailand.

During the parade, Commanding Officer of *Creswell* CAPT Vandyke, RAN presented LEUT Robert Walker, RANR with a Navy Systems Command Commendation recognising his tireless dedication and exemplary contribution to the Royal Australian Naval College.





NEOC 41 COOK DIVISION

Back Row: MIDN Jake Hall, MIDN Benjamin Doherty, MIDN Jared Lourey, MIDN Cheyne Colley, MIDN Scott Mansell
Middle Row: MIDN Kendall Urquhart, MIDN Christopher Lewis, SBLT David Midson, MIDN Harold Hyett, MIDN Benjamin Davis, MIDN Nicholas O'Brien
Front Row: LEUT Melissa Naim, MIDN Emily Seymour, MIDN David Peterson, MIDN Timothy Gogoni, PNGDF, MIDN Sarah West, MIDN Chloe Elliott,
ASLT Rachel Jones, LEUT Kristy Wilson (DO)
Absent: MIDN Caleb Muggeridge



NEOC 41 FLINDERS DIVISION

Back Row: MIDN Shane Neil, SBLT Alexander Loeken, MIDN Colin Verheul, MIDN Scott Kerr, MIDN Adrian Cooper, MIDN Justin Sehmish, MIDN John Lee
Middle Row: SBLT Regina Campbell, MIDN Matthew Sandri, MIDN Dean Taylor, MIDN Timothy Milas, MIDN Paul Jones, SBLT Albert Moule,
MIDN Daryl East, MIDN Tyrone Wilson
Front Row: SBLT Cerys Joyce, MIDN Jessica O'Brien, SBLT David Wu, MIDN Mark Cameron, 2LT Tan Dejie, MIDN Abbey Sellick,
MIDN Racheal Cosgrove, LEUT Michael Paes (DO)



NEOC 41 JERVIS DIVISION

*Back Row: MIDN Luke Ryan, MIDN Jake Williams, MIDN Kyle Tannock, MIDN James McCarthy-Cole, MIDN Marc Aspinall
 Middle Row: MIDN Brendan Francis, SBLT Rebecca Paff, MIDN Simon Murray, MIDN Michael Copland, MIDN Ross MacDougal, MIDN Lenny Tom
 Front Row: MIDN Alexia Di Liberto, MIDN Michelle Rayner, ASLT Patrick Van Order, CDT Pongpun Kaewsarn, SBLT Dayong Bao, MIDN Jennifer Lowe,
 MIDN Hannah Bowyer, LEUT Janelle Stewart (DO)*



NEOC 41 PHILLIP DIVISION

*Back Row: ASLT Ian Aston, MIDN Nicholas Dyer, MIDN William Jackman, MIDN Ian Manson, MIDN Jai Coppen
 Middle Row: MIDN Ben Donaldson, MIDN Braden Searle, MIDN Matthew Hawker, MIDN Cameron Taylor, MIDN Samuel Curtis, MIDN Daniel Prowse
 Front Row: CDT Xy Reserva, SBLT Simone Andrew, MIDN Ashlee Gilbert, MIDN Fern Dredge, SBLT Vikas Dalal, SBLT Melanie Lennard,
 MIDN Melanie Kristensen, LEUT Rodney Skinner (DO)*

CEREMONIAL SUNSET



NEOC 41 GRADUATION



Chief of the Defence Force, ACM A. Houston, AC, AFC, inspects the NEOC 41 Graduation Parade

NEOC 41 GRADUATION



A most impressive flyover and march past - NEOC 41

NEOC 41 PRIZE & AWARDS



ANI (Australian Naval Institute) RANC PRIZE

Awarded to the NEOC graduate who demonstrates the most outstanding Officer Like Qualities, exhibits exceptional leadership, exerts peerless good influence, and demonstrates outstanding dedication to the naval values of honour, honesty, courage, integrity and loyalty whilst on course. Diligent application and success in studies is also considered.

MIDN John Lee

E.S. CUNNINGHAM CUP

Awarded to the NEOC demonstrating outstanding leadership, Officer Like Qualities, and good influence amongst colleagues whilst on course. Diligent application and success in studies is also considered.

MIDN Michelle Rayner

RADM HAMMOND MEMORIAL SWORD

Awarded to the NEOC graduate who has been

distinguished by self-discipline, resolution, undeviating application and good influence among his or her peers.

ASLT Robert Aston

GOVERNOR GENERAL'S CUP

Awarded to the officer who demonstrates ability, teamwork and outstanding sportsmanship whilst on Course.

MIDN Braden Searle

THE COMMODORE SIR JAMES RAMSAY PRIZE

Awarded for the best academic performance by an officer whilst on course.

MIDN John Lee

W.H. HARRINGTON MEMORIAL PRIZE

Best performance of a Sailor Entry on the New Entry Officers' Course.

MIDN John Lee

NEOC 41 PRIZE & AWARDS

continued...

COMMANDER (E) ROBERT GRAY DSO, RAN PERPETUAL CUP

Awarded conjointly to both the male and female officers who demonstrate outstanding individual athletic accomplishment and resolve whilst on course.

MIDN Harold Hyett
MIDN Fern Dredge

ERIC ELTON MAYO MEMORIAL PRIZE

Awarded to the officer who has demonstrated the highest levels of perseverance and dedication, and shown the most improvement in their self discipline and Power of Command.

Winner: MIDN Fern Dredge

ANI (Australian Naval Institute) SEA TRAINING DEPLOYMENT PRIZE

Awarded to the officer who demonstrates the most outstanding officer-like qualities, leadership, peerless good influence and diligent application to task book, journal work and other specific tasks and assignments whilst on Sea Training Deployment.

Michelle Rayner

NAVAL HISTORICAL SOCIETY PRIZE

Awarded for the best researched naval history assignment presented by a NEOC course member.

MIDN John Lee

Other Prizes Awarded Thu 03 Dec 09 prior POP

COCKEREL Trophy:

Awarded at CO's Divisions in 3 phases
Cook, Flinders, Flinders.

COCK Division Trophy:

Prize to Division w most points for a variety of events
(Cockerel Cup points totalled)
Cook and Flinders tie.

Dechaineaux Trophy: Flinders Division

Best Division at Sport.

REOC – Naval Officers' Club Prize

Awarded to the REOC who has been distinguished by course results as well as self-discipline, resolution, undeviating application and good influence among his or her peers.

LEUT Debra Simpson

Prizes & Awards Information

Naval Historical Society

The Boatshed, Bldg 25, Garden Island NSW 2011

Ph: 02 9359 2372

Email: secretary@navyhistory.org.au

D&F South Coast Trophies and Engraving

3 Burr Ave, Nowra NSW 2541

Ph: 02 4423 0502

Raytheon Australia

Contact: Ms Nicole Minney
nminney@Raytheon.com.au

Ph: 02 6122 0213

Military Shop

65 Kembla St, Fyshwick ACT 2609

Ph: 02 6123 2990

Email: sales@militaryshop.com.au

Boat Books Australia

Contact: Christian Brook

31 Albany St, Crows Nest NSW 2065

Ph: 02 9439 1133

boatbooks@boatbooks-aust.com.au

Australian War Memorial

www.awm.gov.au/shop

Ph 02 6243 4578

NPTC-S

Ms Carly Wade

NPTC-S – TAC

HMAS *Cerberus* Westernport VIC 3920

Ph: 03 5931 5336



WOSSEOC 1/09

4th ROW: LEUT P. LENNON, LEUT D. NELSON, SBLT B. CARTWRIGHT.

3rd ROW: SBLT A. HICKS, LEUT B. STOCK, LEUT A. KNIGHTS, LEUT G. OSBORNE.

2nd ROW: SBLT S. MARSH, SBLT A. HOCKING, SBLT S. MARTIN. FRONT ROW: LEUT R. CHRISTENSEN, LEUT B. BARB, SBLT P. GROGAN,
LEUT J. STEWART (COURSE OFFICER) ABSENT: SBLT L. ROBINSON.



WOSSEOC 2/09

BACK ROW: SBLT S. MACPHERSON, SBLT A. CRAWFORD, SBLT P. BERNARD-CHADLER.

4th ROW: LEUT M. MONAGHAN, LEUT K. STREHER, LEUT M. HODGSON, SBLT M. LAWRENCE, SBLT D. SCHUBACK, LEUT N. FUNNELL.

3rd ROW: SBLT S. MORTIMER, LEUT P. COXELL, LEUT B. LEGG, LEUT D. SMITH, LEUT D. ROBERTS.

2nd ROW: SBLT C. SPORER, LEUT A. JOHNSTON, SBLT W. BEMET, LEUT G. FRANCIS, LEUT M. BURTON, LEUT S. SALMON, SBLT B. O'KANE.
FRONT ROW: SBLT M. MCGUIRE, LEUT P. DARCEY, SBLT S. BUHAGIAR, LEUT J. CARTER (COURSE OFFICER), SBLT K. MAHER, LEUT C. MOHAPP



UEOC 2/09

*REAR ROW: SBLT J. LAW, MIDN G. GRANT, SBLT L. WOLFF.
FRONT ROW: SBLT A. MCLEOD, MIDN F. VISSER, SBLT L. WATSON, MIDN A. COX.*

UEOC 1/09 was cancelled



RMITEOC Ph2 2009

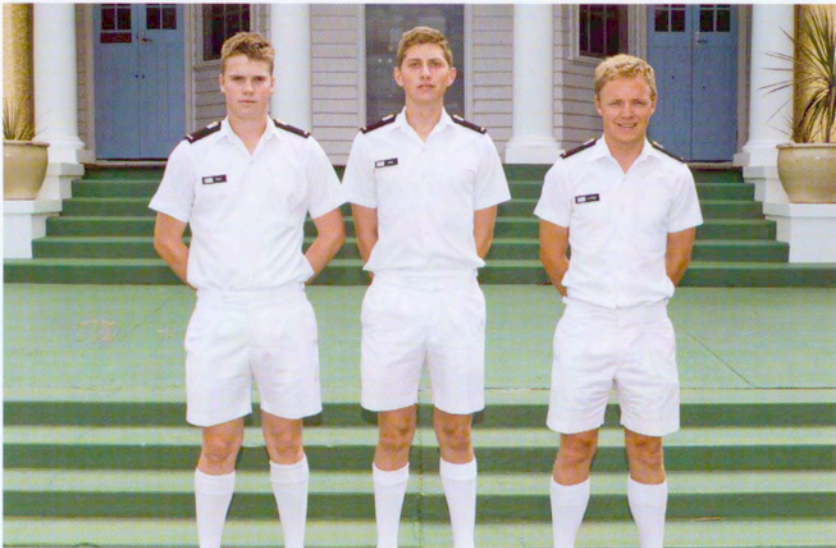
REAR ROW: MIDN M. HILL, MIDN B. DURNIN, MIDN D. WILLIAMS.
3rd ROW: MIDN S. SUCKLING, MIDN B. MCGRATH, MIDN D. OSBOURNE, MIDN V. MORRIS..
2nd ROW: SBLT K. BRAYNE, MIDN P. BIESS, MIDN, D. KINSEY, SBLT M. MODUN, SBLT A. GREEN..
FRONT ROW: MIDN S. LEHMANN, WO P. CALVERT (COURSE OFFICER).

ADFA DIRECT ENTRY



ADFA DE 1A 2009

REAR ROW: MIDN PARR, MIDN SKEA, MIDN MASROOF.
FRONT ROW: MIDN CLOTHIER, MIDN STOCKMAN.



ADFA DE 1B 2009

MIDN S. PARR, MIDN M. SKEA, MIDN A. CLOTHIER



ADFA DE 3A 2009

FRONT ROW: MIDN N. DAVIES, MIDN K. RENSFORD, MIDN D. WILLIAMS, MIDN G. PAYNE.



ADFA DE 3B 2009

*FRONT ROW: MIDN G. MELAD, MIDN N. DAVIES, MIDN R. SKED, MIDN I. TURNER, MIDN B. MARRIS
REAR ROW: MIDN A. JAMESON, MIDN G. PAYNE, MIDN D. WILLIAMS*

NAVY RESERVE INITIAL ENTRY TRAINING TEAM (NRIETT)

by LCDR Helen Walker, RANR

2009 has been a busy and productive year for the team at NRIETT. 2009 saw 37 trainees completing their training. Through the active management of NR training, we have continued to reduce the Reserve training liability of Officers under training to 109.

This course continues to be known as 'Hunter Division' - named for Vice Admiral John Hunter, the second Governor of New South Wales. 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. Leadership exercise's Sunda Strait and Coral Sea, were conducted as overnight field exercises and the 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 exercises the highlight of the course.

Two Phase 1 courses were conducted in 2009 with a group of 20 trainees in REOC 01-09 and 19 trainees in REOC 02-09. In 2010 three Reserve courses conducted to accommodate the increasing number of Reserve Officers wishing to join the RANR.

Phase 3 courses (sea prerequisite) continue to be managed by NRIETT with 40 Officers completing their training in 2009.

Phase 4 courses (Sea Training Deployment) saw 34 Officers complete this phase of their training in 2009.

The Reserve officers come from a wide variety of backgrounds - from ex PN officers and sailors, to doctors, lawyers, journalists, maritime trade specialists,



NRIETT Staff in 2009

psychologists, nurses, dentists, teachers and medical specialists. Their ages range from the early 20s to 60 - as diverse as their experience. They are united by a strong desire to serve and to give something back to their country.

In 2009 the NRIETT staff (LCDR H Walker - H-NRIETT, CPO T Anderson - 2IC NRIETT, CPO R Timms - Chief Instructor and LS M Webb - Office Manager) continued to provide a dedicated service to Reserve trainees and RANR.



REOC PH1 1/09

REAR ROW: LEUT GRAHAM, LEUT WARDROBE, SBLT MCCLEAVE

4th ROW: SBLT MORONY, LCDR JOURNEAUX, LCDR TAIT, SBLT MASON, SBLT LAFFORGUE

3rd ROW: SBLT KITCHEN, SBLT COLE, CHAP COOPER, SBLT DERRINGTON 2ND ROW: SBLT WILLIAMS, LEUT COWELL, LEUT JOSHIE, LEUT WEST

FIRST ROW: LS WEBB (NRIETT), CPO ANDERSON (NRIETT), LEUT LEPP, LEUT MILROY, LCDR WALKER (COURSE OFFICER), SBLT DAVERN, LEUT DE LANTY, CPO TIMMS (NRIETT), AB BRIGGS (NRIETT)



REOC Ph1 2/09

REAR ROW: LEUT C. MITCHELL, SBLT R. ZERBE, SBLT D. McMULLEN.

4th ROW: LCDR P. VAN GELDEREN, LEUT R. JACKSON, LCDR G. SIRTES, LEUT S. HAMMOND.

3rd ROW: LEUT G. OXBOROUGH, LEUT L. HU, LCDR P. COCEANCIG, SBLT L. NAIDU, LEUT B. TRENCH.

2nd ROW: LEUT S. NIHILL, SBLT K. DEANE, LEUT T. MORGAN, LEUT P. NEWLYN, LEUT J. DACHE, LEUT L. ANDERSON, LEUT R. VALLER.

FIRST ROW: CPO A. ANDERSON (NRIETT), LCDR H. WALKER (H-NRIETT), LS M. WEBB (NRIETT), CPO R. TIMMS (NRIETT).



REOC PH3 1/09

REAR ROW: LEUT GRAHAM, SBLT MCDULING, LEUT HANKS, SBLT CERINI 3rd ROW: LEUT GUNN, LEUT FRANCE, LEUT MIKE, LEUT GLOVER
 2nd ROW: LEUT ARMSTRONG, SBLT OKELY, LEUT KANE, LEUT SIMMONS, LEUT WATTERSON, LCDR TAIT
 FRONT ROW: LEUT TRENT, LEUT LEPP, LEUT WEBSTER, LCDR WALKER(H-NRIETT), CPO TIMMS(NRIETT), LEUT JOSHIE, SBLT RAY, CMDR COWDROY



REOC Ph3 2/09

REAR ROW: LEUT C. MAUL, SBLT R. WARDROBE, SBLT J. COLE.
 3rd ROW: CHAP S. COOPER, LCDR VAN GELDEREN, LEUT J. KAVANAGH, SBLT P. KITCHEN, SBLT S. DERRINGTON.
 2nd ROW: SBLT K. MORONY, SBLT J. LAFFORGUE, SBLT C. DOCKING, SBLT p. MASON, LEUT T. MORGAN.
 FRONT ROW: LEUT D. DELANTY, SBLT K. WILLIAMS, SBLT K. DEANE, SBLT P. PETERS, LEUT M. COWELL, LCDR J. DELLINGER.

MANAGEMENT & STRATEGIC STUDIES FACULTY

by LCDR Doug Cornish, RANR

Despite a comprehensive handover from LCDR Terry Bird, my transition into the Management and Strategic Studies Faculty (MSSF) in June presented many challenges and rewarding results. I am grateful that I was able to rely on the dedicated and experienced MSSF staff to continue to produce outstanding training outcomes throughout 2009.

The CIO-MSSF, LEUT Sarah Mills maintained the momentum of keeping our training program focused throughout the year despite the apparent commencement of another course as soon as the previous one was completed. Her enthusiasm and commitment ensured MSSF continued to maintain the tempo with optimum results. LEUT Chris McConachy took up the reins of Course Officer for the Junior Officers Management and Strategic Studies Course (JOMSSC) with a keen interest in Strategic Risk Management. Our two Course Officers for the Junior Officer Leadership Course (JOLC), LEUT Mark Johnson and LEUT Brad Doyle who posted back from the Sea Training Platform in February, continued to promote JOLC as an enjoyable course, focusing on divisional responsibilities and leadership as well as taking advantage of the college's facilities and scenic environment.

During the year WO Peter Jones enthusiastically accepted the role of facilitator for the Chiefs' Leadership and Development Program (CLDP) from WO Sharon Campbell. WO (PJ) Jones' transition was made that much smoother by the experience and reliability of WO Brian Collins, who maintained the momentum as the CLDP nominations continued to increase due to the positive feedback of previous course members. LEUT Janelle Stewart and LEUT Joala Carter shared the Lead Instructor—Communications role, supported by CPO Alan Neil, PO Mal Shand, PO Dave Pope and PO Al Morrissey. This team provided the backbone to the effective conduct of the JOLC Exercise CONFIRM. I am privileged to have such a high calibre of staff in MSSF and personally thank each member for their dedication and commitment to guarantee the success of each course in 2009.

The JOLC program started the year with a double course



made up predominantly of Seaman Officers. This busy period proved to be the 'norm' for both course officers as each course became five double courses with only one single course, as the only respite throughout the year. While this and following courses kept both instructors and students busy, there were many opportunities to enjoy the College's facilities the Navy has to offer. A total of 11 JOLCs were conducted in 2009 with 176 students graduating.

The Junior Officer Management and Strategic Studies Course (JOMSSC) maintained its interest as LEUT Chris McConachy took over as Course Officer from LEUT Desmond Woods. The reputation of JOMSSC has been enhanced through the attendance of well credentialed guest lecturers from tertiary institutions, government departments and included senior officers from various organisations. The ongoing reputation of the course was maintained by the optimum subscription of each course. Six courses were conducted throughout 2009 with 106 graduates becoming eligible for promotion.

The CLDP Courses continued to maintain its popularity as word of mouth spread throughout the fleet recognising the value of professional development in all fields of expertise. Due to the courses popularity not all nominees were able to attend their first preference. This can be directly

MANAGEMENT & STRATEGIC STUDIES FACULTY *continued...*

attributed to the professionalism and passion of the course facilitators. WO Sharon Campbell, posted to Recruit School, HMAS Cerberus in June was replaced by WO Peter Jones. WO Brian Collins maintained the continuity before posting to the SWO position in HMAS Albatross in December. The year saw six courses graduate 72 Senior Sailors from the CLDP.

The Senior Sailors Management Course (SSMC) staff was managed by LEUT Janelle Stewart, who also acted as Course Officer for the Lateral Entry Program (LEP). The SSMC staff managed to assess and graduate 112 personnel in 2009. The SSMC instructors continue to perform an integral role within TA-ITLM where they assess modules in Service writing and communication across all LMPD courses including NEOC, JOLC and JOMSSC.

The LEP and WOELC provided transition training to a total of 41 Officers and Senior Sailors. This included members from the UK, USA, Canadian, and South African Defence Forces as well as transfers from the Australian Army and Air force.

In summary, 2009 has been a very successful, rewarding and busy year for the MSSF and its staff and we are expecting 2010 to continue the trend. The faculty has benefited greatly this year by committed, professional and enthusiastic staff; their efforts have ensured all LMPD courses are now relevant for the Navy's requirements. It is thoroughly enjoyable working in a team environment where people continue to strive to do their best with the resources available.



*What a better environment to reflect on naval matters...
HMAS Creswell beach front.*

LEP (Lateral Entry Program)



LEP 1/09

REAR ROW: PO P. COPLEY, LEUT D. MACDONALD, LEUT S. HENRICO.
3rd ROW: PO D. KENNEDY, LCDR C. STRAUGHAN, PO D. THOMPSON. 2nd ROW: PO K. MOIR, PO G. FEELEY, CPO P. CRICK, LCDR J. KNIGHT.
FRONT ROW: PO P. MOORS, PO R. NAREY, LCDR R. STRUDWICK, PO G. LOCKE, PO D. TAYLOR.



LEP 2/09

REAR ROW: PO S. FREEK, SBLT A. DOWSEY, CMDR R. MILLS. 3rd ROW: PO P. MARTIN, LCDR J. DELLINGER, SBLT F. HERNANDEZ, LCDR G. DAVISON.
2nd ROW: PO L. MORRIS, LEUT N. SHAW, LCDR R. SWIFT, LEUT R. CASSON.
FRONT ROW: LEUT S. MILLS (CIO), LCDR D. CORNISH (H-MSSF), LEUT J. STEWART (COURSE OFFICER).

JUNIOR OFFICERS MANAGEMENT & STRATEGIC STUDIES COURSE (JOMSSC)

by *LEUT Chris McConachy, RAN*

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 trainee 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 trainees 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 trainees, a high level of participation is expected from trainees.

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 2009 LEUT Chris McConachy took over from LEUT Desmond Woods as the Course Officer. LEUT McConachy brings to the role over twenty years of experience in training and curriculum development. His previous roles include Faculty Adviser to the Engineering Faculty, HMAS *Cerberus*, Training Development Manager at the Submarine School, HMAS *Stirling*, OIC Personnel Training Advisory Cell – Darwin and, most recently, Training Officer in HMAS *Tobruk*.



LEUT Chris McConachy - JOMSSC Officer



JOMSSC 1/09

BACK ROW: LEUT T. STECUM, LEUT D. GOULD, LEUT N. COOK

3rd ROW: LEUT D. SUTHERLAND(THRING AWARD), LEUT S. MORGAN, LEUT I. DZEBA, LEUT W. OAKLEY

2nd ROW: LEUT M. TEMPLETON, LEUT G. PETERSON, LEUT J. EVANS(ANI/RATHEON AWARD), LEUT C. FINGLETON, LEUT D. CROSS, LEUT C. CLYDE.

FRONT ROW: CHAP J. MARSHALL, LEUT S. MILLS (CIO), LEUT C. McCONACHY (COURSE OFFICER), LEUT E. BRIGDON



JOMSSC 2/09

BACK ROW: LEUT S. COTTAM, LCDR S. PRICE, LEUT H. HENRICO.

3rd ROW: LEUT D. WAKELI, LEUT M. SANDERS, LEUT G. CREECH (ANI/RATHEON AWARD), LCDR G. MARJORAM.

*2nd ROW: LEUT S. WOOLRYCH, LEUT S. DUE MADSEN, LEUT J. NOTTLE, LEUT T. SORENSON (THRING AWARD), LEUT D. MACRAE, LEUT T. BATTISHALL,
LEUT J. FLOOD. FRONT ROW: LEUT K. MILLER, LEUT S. MILLS (CIO), LEUT C. McCONACHY, LCDR P. THOMPSON.*



JOMSSC 3/09

BACK ROW: LEUT M. SCRASE, LEUT L. SMITH (THRING AWARD), LEUT P. LENNON.

4th ROW: LEUT P. JONES, LEUT T. TAYLOR, LEUT S. NOAKES, LEUT C. SEARLE.

3rd ROW: LEUT T. HEITIER, LEUT J. CLARK, LEUT A. LITTLEJOHN, LEUT J. FAHEY, LEUT A. CASE.

2nd ROW: LEUT G. CROSS, LEUT J. LONDON, LEUT P. WELCH, LCDR S. BLAKE, LEUT E. CUNNINGHAM, LEUT P. MOY, LEUT J. DEW, LEUT A. LEWIS (ANI WINNER).

FRONT ROW: LEUT S. MILLS (CIO), LCDR D. CORNISH (H-MSSF), LEUT C. MCCONACHY (COURSE OFFICER).



JOMSSC 4/09

BACK ROW: LEUT B. BURCHGART, LEUT M. TUDDENHAM, LCDR E. RADFORD.

4th ROW: LEUT J. DUKE, LEUT A. COLLARD, LEUT D. FULTON, LEUT J. ROBERTSON.

3rd ROW: LEUT D. NAGLE (THRING AWARD), LEUT D. HELLIER, LEUT C. SMITH (DUX), LEUT M. GRANT, LEUT M. KERRISK, LEUT S. LINDSAY.

2nd ROW: LEUT M. LINDSAY, LEUT S. CORTIANA, LEUT R. CHRISTENSEN, LEUT J. WEBB, LEUT N. MANN, LEUT K. BARNES.

FRONT ROW: LEUT S. MILLS (CIO), LCDR D. CORNISH (H-MSSF), LEUT C. MCCONACHY (COURSE OFFICER).



JOMSSC 5/09

BACK ROW: LEUT B. ROMBOUITS, LEUT T. SKOUSGAARD, LEUT L. WESTON, LEUT A. PEARCE, LEUT R. BAKER, LEUT J. CAMERON (THRING AWARD).
 3rd ROW: LEUT S. SINGH, LEUT L. ROWE, LEUT A. PARNWELL, LEUT D. TAYLOR, LEUT B. REILLY.
 2nd ROW: LEUT J. WATKIN (DUX), LEUT L. BOND, LEUT K. GUSELLI, LEUT D. BEST, LEUT E. DUGGAN.
 FRONT ROW: MR G. DENEHY (DSTO), LCDR D. CORNISH (H-MSSF), LEUT C. MCCONACHY (COURSE OFFICER).



JOMSSC 6/09

BACK ROW: LEUT H. KHAN, LEUT T. COLCLOUGH, LEUT D. LANE.
 4th ROW: LEUT I. DONOVAN (DUX), LEUT M. EDMONDS, LEUT N. TOWNLEY, LEUT C. JOHNSON, LEUT B. SCOTT, LEUT G. BEVEN.
 3rd ROW: LEUT R. RATKOVIC (THRING AWARD), LEUT P. CLARK, LEUT S. CARMICHAEL, LEUT T. HODGES, LEUT P. HAYES.
 2nd ROW: LEUT J. FLOYD, LCDR S. LOCKLEY, LEUT D. TRELOAR, LEUT R. MCERLEAN, LEUT G. NEWHILL, LEUT P. TWEMLOW, LEUT R. LOIZOU.
 FRONT ROW: LEUT S. MILLS (CIO), LCDR D. CORNISH (H-MSSF), LEUT C. MCCONACHY (COURSE OFFICER).

JUNIOR OFFICER LEADERSHIP COURSE

By *LEUT Mark Johnson/LEUT Brad Doyle, 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. Additionally new modules that the Navy requires for its Junior Officer's were delivered; these included financial awareness, NGN, Crime Scene preservation.

During 2009 a total of 10 courses were conducted with approximately 176 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. Each recipient receives a certificate of award; in addition the Dux of each course receives a book prize.

JOLC has now been included within most PQ application courses.

Highlight of the course is the Exercise Confirm "the Divisional Officer's Day from hell", Trainees are role-played and assessed in scenario's simulating being a Divisional Officer. Exercise Blackhorse the EXPED activity saw each courses undertake a variety of activities including Kayaking, Beach Olympics, Laser Tag, Sports day, Golf tournament and Ship's Concert.



LEUT Mark Johnson



LEUT Brad Doyle



JOLC 1/09

REAR ROW: LEUT M. JANISZEWSKI, MIDN K. SHAH, SBLT S. QUINN.
4th ROW: SBLT D. SIMPSON, SBLT B. DAVIDSON, SBLT M. LOITERTON (HUGH PAFFARD), SBLT A. HICKS.
3rd ROW: LEUT M. SHANNON, SBLT J. GOOLD, LEUT B. STOCK, SBLT K. MACKAY, SBLT M. PARKER.
2nd ROW: SBLT D. KOEHLER (DUX), LEUT J. TURKENBURG, SBLT N. JOHNSON, SBLT C. FAITHFULL, LEUT A. YORK, SBLT J. LEEDS.
FRONT ROW: SBLT J. BURGESS, LEUT S. MILLS (CIO), LEUT M. JOHNSON (COURSE OFFICER), MIDN R. JORDAN.



JOLC 2/09 & WOELC 1/09

REAR ROW: LEUT D. NELSON, LEUT A. MCGORUM, SBLT J. HOOPER.
4th ROW: LEUT P. LENNON, SBLT J. HJORTH, SBLT B. CARTWRIGHT (HUGH PAFFARD), SBLT S. AMOR, SBLT P. AITKEN.
3rd ROW: SBLT S. REYNOLDS, SBLT J. SOUTHERN, LEUT A. KNIGHTS, SBLT W. LAMBERTH, SBLT S. MARTIN, LEUT L. LEE, LEUT G. SPARKES.
2nd ROW: SBLT C. HANDFORD, LEUT R. CHRISTENSEN, SBLT R. GARNOCK, LEUT R. BARB, SBLT M. HUDSON, LEUT G. OSBORNE, SBLT PERVAN-MARGOT.
FRONT ROW: SBLT S. REILLY, SBLT M. CLARKE (DUX), LEUT S. MILLS (CIO), LEUT B. DOYLE (COURSE OFFICER), SBLT S. MUNN, SBLT L. FRAUENFELDER.



JOLC 3/09

REAR ROW: SBLT K. DEXTER, LEUT J. NOTTLE, LEUT M. HAY, SBLT S. BENSTEAD, LEUT R. McERLEAN
 FRONT ROW: LEUT A. LEWIS, LEUT S. MILLS (CIO), LEUT M. JOHNSON (COURSE OFFICER), SBLT R. CAMPBELL



JOLC 4/09

REAR ROW: SBLT M. TABULO, LEUT S. DELO, SBLT S. BATES.
 4th ROW: SBLT A. DAVIES, LEUT D. GRAY(HUGH PAFFARD), LEUT I. LUND, LEUT J. JAMES(DUX).
 3rd ROW: SBLT E. RUFFIN, SBLT J. SIMS, LEUT S. MARSHMAN, SBLT C. BAIRD.
 2nd ROW: SBLT A. DAWE, SBLT P. SHIRLEY, SBLT M. EGLEN, SBLT A. SUTTON, MIDN K. BROWN.
 FRONT ROW: SBLT A. KHANA, LEUT S. MILLS (CIO), LEUT M. JOHNSON (COURSE OFFICER), MIDN S. MCCALL.



JOLC 5/09

REAR ROW: SBLT D. HODGKINSON, SBLT BAUER, LEUT D. BOOTH
 4th ROW: LEUT R. SCOTT, LEUT S. RICHARDS, SBLT D. BRUNS, SBLT M. MALONE
 3rd ROW: SBLT C. HERITIER, SBLT M. O'LOUGHLIN, SBLT J. MCKAY, SBLT J. WADSWORTH, LEUT S. TONGSON
 2nd ROW: SBLT A. BERRY, MIDN H. SURRAO, SBLT N. CURRAN, SBLT T. BANCROFT, LEUT L. REID, SBLT L. BOGAN (DUX), SBLT E. HOULIHAN, SBLT B. SHAO,
 LEUT M. BAKER FRONT ROW: MIDN M. HAINES, LEUT S. MILLS (CIO), LEUT B. DOYLE (COURSE OFFICER), LEUT BROWN
 ABSENT: LCDR S. LOCKLEY, SBLT B. GROSSI (HUGH PAFFARD)



JOLC 6/09

REAR ROW: SBLT J. MILLER, SBLT W. LANGWORTHY, LEUT W. OATES (HUGH PAFFARD WINNER).
 3rd ROW: SBLT K. HANLON, MIDN S. KENNEDY, LEUT A. WALSH, SBLT M. PORTER.
 2nd ROW: LEUT C. MCGREGOR, SBLT C. GREEN, SBLT A. PERRY, LEUT J. SWINTON.
 FRONT ROW: LEUT B. FLYNN, SBLT C. DALEY, LEUT M. JOHNSON (COURSE OFFICER), LEUT M. GAZDAR, SBLT A. COX.



JOLC 7/09

REAR ROW: SBLT J. COSHAM, SBLT F. DAVIS, LEUT M. EDMONDS, CHAP J. WRIGHT (HUW PAFFARD WINNER), SBLT C. NEWTON.
2nd ROW: LEUT M. COOK, SBLT D. BUYS, LEUT C. O'CONNOR, SBLT J. HOBBS, SBLT I. PHILLIPS, SBLT T. KNACK.
FRONT ROW: SBLT G. WICKENS, SBLT R. WATSON, LEUT B. DOYLE (COURSE OFFICER), SBLT K. FEIGHAN, SBLT E. WALTERS.



JOLC 8/09

REAR ROW: MIDN S. COMBE, SBLT L. BROWNE, SBLT M. ST CLAIR.
4th ROW: MIDN S. SCHMOTZ, SBLT G. DI GENNARO, SBLT R. FISHER, SBLT P. SCOTT.
3rd ROW: LEUT P. SMITH, LEUT S. DEVINE, LEUT R. TOMLINSON, MIDN D. WARD (HUW PAFFARD AWARD), SBLT C. MURRAY.
2nd ROW: LEUT D. HALE, SBLT S. WELSH (DUX), SBLT K. POST, MIDN J. BURGESS.
FRONT ROW: LEUT J. ZHANG, LEUT M. JOHNSON (COURSE OFFICER), LEUT S. MILLS (CIO).



JOLC 9/09

REAR ROW: SBLR S. WALLACE, SBLT J. MOOGAN, SBLT A. COLEBOURN.

4th ROW: SBLR D. HASTIE, SBLT B. NAYLOR, SBLT B. VANDERMEER, LEUT R. POLLKEHN.

3rd ROW: MIDN J. ALSFORD (HUW PAFFARD AWARD), CHAP P. STUART, LEUT J. KELLY, SBLT B. FAIRALL, SBLT R. STOTT.

2nd ROW: MIDN M. ESPOSITO, SBLT A. HARRIS, MIDN A. SPENCER, LEUT B. DONOVAN (DUX).

FRONT ROW: SBLT T. RICHMOND, LEUT B. DOYLE (COURSE OFFICER) LEUT S. MILLS (CIO).



JOLC 10/09 & WOELC 2/09

REAR ROW: LEUT K. STREHER, SBLT P. BENARD-CHANDLER, SBLT N. SETHI.

4th ROW: LEUT D. ROBERTS, LEUT T. LAIRD, SBLT W. BEMET, LEUT M. BURTON.

3rd ROW: LEUT G. FRANCIS, SBLT D. KESSELS, SBLT S. MORTIMER, SBLT C. SPORER, LEUT N. FUNNELL.

2nd ROW: SBLT K. TREVETHAN, LEUT A. GANTLEY, LEUT P. DARCEY, LEUT C. MOHAPP, SBLT K. MAHER.

FRONT ROW: LEUT S. MILLS (CIO), LCDR D. CORNISH (H-MSSF), LEUT M. JOHNSON (COURSE OFFICER).



JOLC 11/09

REAR ROW: SBLT J. KAPELJ, SBLT A. CRAWFORD, SBLT S. MACPHERSON.

4th ROW: SBLT B. O'KANE, SBLT D. SCHUBACK, LEUT D. SMITH, LEUT M. HODGSON.

3rd ROW: LEUT S. SALMON, LEUT R. CLASSON, SBLT D. STEPCHENKOV, LEUT M. MONAGHAN, SBLT M. DUNSTAN.

2nd ROW: SBLT S. BUHAGIAR, LEUT A. JOHNSTON, LEUT J. BROWN, MIDN B. SMITH, LEUT M. O'KANE, SBLT M. MCGUIRE.

FRONT ROW: LEUT S. MILLS (CIO), LCDR D. CORNISH (H-MSSF), LEUT B. DOYLE (COURSE OFFICER).

CHIEF PETTY OFFICERS LEADERSHIP DEVELOPMENT PROGRAM

by WO Brian Collins, RAN

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 2009, six courses were conducted with 73 students successfully graduating.

WO Sharon Campbell, CLDP facilitator, took up the position as Ships Warrant Officer (SWO)—Recruit School in July this year, with WO Peter Jones joining the RANC fold ex SWO HMAS Tobruk. WO Brian Collins was posted to SWO HMAS Albatross and replaced in December 2009 by WO David Larter ex SWO HMAS Melbourne.

With the change to the Sailors' LMPD, CLDP will cease in September 2010, and be replaced by the Chief Petty Officers' Promotion Course (CPOPC) and the Warrant Officers' Promotion Course (WOPC), both 2.5 weeks in duration; these will be pre-requisites for promotion to these ranks. The Senior Sailors' Management Course (SSMC) ceased in October 2009 and is no longer a pre-requisite for these courses.

The Fleet Commander, RADM Coates, visited CLDP 03/09 for face to face discussions on current navy issues, in particular the role of the Warrant Officer and New Generation Navy. The Navy Senior Leadership Group have committed to attend all future CLDP and the new CPO/WOPCs in 2010. These high profile visits are indicative of the importance CN places on these personal development courses.

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. Five courses have been scheduled for 2010, with the first commencing on 03 February 2010. 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.

Peter and David look forward to welcoming you to the 'CLDP and the new CPOPC/WOPC Challenge' next year.



CLDP 1/09

REAR ROW: CPO A. KEITLEY, CPO C. DANIEL, CPO J. McEWAN
 3rd ROW: PO R. BELL (DUX), PO D. POPE, CPO B. BESSELL, CPO C. FERGUSON
 2nd ROW: CPO M. BAKER, CPO S. YARNOLD, CPO S. CANNON, PO K. LYONS, CPO K. BROMFIELD
 FRONT ROW: WO S. CAMPBELL (COURSE OFFICER), LEUT S. MILLS (CIO), LEUT M. JOHNSON (A-H-MSSF), WO B. COLLINS (COURSE OFFICER).



CLDP 2/09

REAR ROW: CPO J. SCHULZE (DUX), CPO J. DORWARD, CPO D. ENGI.
 3rd ROW: CPO T. NEWMAN, CPO C. BOARDMAN, CPO C. WILSON, CPO M. LORING.
 2nd ROW: PO K. ELLIOTT, CPO P. WEINGAERTNER, CPO A. WHITBY, CPO R. DENMAN, CPO B. IRVING.
 FRONT ROW: WO S. CAMPBELL (COURSE OFFICER), LEUT S. MILLS (CIO), LCDR D. CORNISH, (H-MSSF), WO B. COLLINS (COURSE OFFICER).



CLDP 3/09

REAR ROW: CPO M. ANDREWS, CPO M. HAWLEY, CPO J. LITTLE, CPO C. MILLIGAN
 2nd ROW: CPO M. HERRMANN, PO A. NELSON, CPO C. DIVER, CPO R. SYNNOIT (DUX)
 FRONT ROW: WO S. CAMPBELL (COURSE OFFICER), LEUT S. MILLS (CIO),
 WO B. COLLINS (COURSE OFFICER).



CLDP 4/09

REAR ROW: CPO S. GUPPY, CPO S. WAKE, CPO S. KESSEY
 2nd ROW: PO C. MAUGHAN, CPO D. MEDLEN, CPO C. HOOPERT (DUX), CPO S. TAYLOR, CPO S. LOGAN
 FRONT ROW: CPO M. ALCHIN, WO P. JONES (COURSE OFFICER), WO B. COLLINS (COURSE OFFICER), CPO N. LEIJEN



CLDP 5/09

REAR ROW: CPO S. ALLANSON, CPO M. GARRET, T CPO G. PUSEY.
3rd ROW: CPO T. HELANDER, CPO N. DAVIES, CPO A. JOCUMSEN (DUX), CPO P. BROADHEAD.
2nd ROW: CPO P. PRIDDY, CPO S. DANSON, CPO J. MCGRAW, CPO A. MARSH, CPO A. BEALES, CPO P. SOUTHWICK.
FRONT ROW: WO P. JONES (COURSE OFFICER), LEUT S. MILLS (CIO) LCDR D. CORNISH (H-MSSF), WO B. COLLINS (COURSE OFFICER).



CLDP 6/09

REAR ROW: PO L. MORRIS (DUX), CPO S. BEETHAM, CPO P. WILLIAMS, CPO S. WALSH, CPO D. CLAYTON
3rd ROW: CPO L. WOODMAN, CPO S. ELLEMAN, CPO M. SMART, PO T. ELLIOTT, CPO P. STONE, CPO G. CRANNAGE
2nd ROW: CPO H. VAN GEELLEN, CPO C. MURDOCH, CPO R. HOPE, CPO L. VREDENBREGT, CPO D. CARROL, CPO S. CAMERON
FRONT ROW: WO P. Jones (COURSE OFFICER), LEUT S. Mills (cio), WO B. Collins (COURSE OFFICER), LCDR D. Cornish (h-mssf).

SENIOR SAILORS MANAGEMENT COURSE

by *LEUT Janelle Stewart, RAN*

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 2009 a total of 109 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.

In 2009 the SSMC Course Officers were LEUTs Janelle Stewart and Joala Carter. Senior Sailors employed within the SSMC section throughout 2009 included CPOB Alan Neil, POB Al Morrissey, POCK David Pope and POB Mal Shand.

Note: The SSMC was closed for nominations effective 31 Oct 2009; the course will close fully on 31 Oct 2010 allowing enrolled students to complete their training. The content of the course has been incorporated into the new Sailors Leadership, Management and Professional Development continuum.

The PO billets associated with SSMC have been redistributed to the Sailors Leadership & Management Faculties. The CPO billet will remain at the RAN College and continue delivering written and oral communication training to RANC students.



SAILORS LMPD TRAINING CONTINUUM

by *LEUT Scott Warne, RAN*

In 2009, the Sailors' Leadership, Management and Personal Development (LMPD) training continuum commenced in a new format.

In the last quarter of 2009 the Leading Seaman Promotion Course (LSPC) and the Petty Officer Promotion Course (POPC) were piloted at the Sailors' Leadership and Management Faculty-East (SLMF-E). Both new courses were well received by trainees.

The Chief Petty Officer Promotion Course (CPOPC) and the Warrant Officer Promotion Course (WOPC), both residential courses, will be piloted in the last quarter of 2010 at HMAS Creswell. All four courses are deemed non-discretionary promotion pre-requisites for the rank implied in the title.

For instance the Leading Seaman Promotion Course is a pre-requisite promotion course for Able Seamen to attain the rank of Leading Seaman. DSCM will post sailors to the LSPC and POPC based on their competitiveness for promotion. POs and CPOs are expected to nominate themselves, at an appropriate time, for the CPOPC and WOPC respectively.

The holistic philosophy of the new Sailors LMPD Training Continuum is to capture sailors at the right time in their careers and provide the right training. This approach will ensure that a sailor receives the correct skills and knowledge to lead and manage subordinates upon promotion. LMPD skills connect all four phases of the Sailors Training Continuum with the breadth and depth of each course increasing accordingly.



LEUT Scott Warne - Sailors LMPD Project. For his efforts LEUT Warne was meritoriously mentioned as a runner up in the Training Developer of the Year Award 2009

POLICY SECTION REPORT

2009 has been a busy year for the Policy Section in its role of being responsible for the development and delivery of OHSRM Training throughout the Navy. The year commenced with a significant backlog of Leading Seamen requiring OHS training that necessitated a major program of targeted ad hoc OHSRM for Leading Seamen Courses being delivered Navy wide by CPO Gareth Bexton and CPO Adrian Profke, the TA-ITLM OHS Trainers. In conjunction with the TA-ITLM delivered courses, additional courses were delivered by Trained Trainers in some units which assisted in the backlog being effectively remediated by the end of the year.

During the year the OHS Trainers also updated the OHSRM for Supervisors Course and are currently assisting with a DNAVSAFE initiated review of all Navy OHS training.

CPO Glen Luland in his role as Assistant Staff Officer Policy undertook a major review of the Divisional Staff Handbook which also included significant amendment for New Generation Navy initiatives. The revised handbook is now in the final stages of approval prior to publication early 2010.

NAVY PERSONNEL MANAGEMENT COORDINATION CELL (PMTCC) REPORT

The PMTCC is responsible for developing structured personnel management training for key personnel dealing with the complexities of managing personnel in the Navy.

The emphasis of this training includes knowledge of legal powers, rules of governance, standards of compliance and systems of accountability. The training is proficiency based, assessable in terms of PMKeyS training records and is delivered via the CAMPUS (online training) facility with the initial courses having been commissioned in late 2008. The courses are linked to position pre-requisite proficiencies for 830 positions within Navy for mandatory training. The training is intended to be undertaken following the notice of a posting but before the completion of the



handover in the new position. The PMTCC forwards written advice and training materials to affected members to enable timely completion of the relevant proficiency. The training is also available on a voluntary basis, for the purposes of self development.

The aim of the training is to ensure key personnel have sufficient knowledge before they start in the new posting where they will be expected to deal immediately with personnel issues. The focus of the mandatory training is;

- Unit Personnel Management for certain command HQ and Force staff; ship/establishment COs, XOs, Heads of Department/Section, Personnel Officers and CO Secretaries and OICs of Schools;
- Career Management for DNOP and DSCM staff;
- Remuneration Management for DNEC staff, some DNPISM staff and certain positions within category/primary qualification sponsor organisations and within Force HQs; and
- Management of the Navy Health Function (non clinical) for specified Navy Health positions.

More than 500 personnel now hold their relevant proficiency. The PMTCC is staffed by Reserve personnel working remotely in Brisbane, and is headed by CMDR Jeff Booker, assisted by LEUT Sacha de Wit.

COURSE PLANNING TEAM

DEFENCE CIVILIANS RECOGNISED

At the HMAS *Creswell's* Commanding Officers clear lower deck on Wednesday, 19 August 2009, CAPT John Vandyke, RAN (CO HMAS *Creswell*) Presented 3 Defence Civilians Raymond Burt, Fiona Goodman and Rodney Webb who work at HMAS *Creswell's* Course Planning Team with Navy Systems Command Commendations for outstanding performance acknowledging the selfless service the team provide to the RAN College and the Royal Australian Navy.



Fiona Goodman, Ray Burt and Rod Webb receive Navy Systems Command Commendations from CAPT John Vandyke

The outstanding role provided by the Course Planning Team (CPT) includes managing enrolments, dissemination of course material to New Entry Officers Course students, liaising and managing the requirements for external lectures and providing administrative support to the RAN College and Classrooms. The efforts of CPT ensure college staff are well prepared, all resources are available, that student records are meticulously maintained. In addition to their core duties, the CTP actively involve themselves in the establishment's activities. This has included Support to the Messes, representatives to the welfare committee and role players in various Leadership Exercises. This was the second time this year that the Navy Systems Command commendation was awarded to a Defence Civilian at HMAS *Creswell*. The award not only signifies the hard work the CPT have done it also shows that they uphold the values of both the RAN and the Australian Public Service to the highest degree.

PHYSICAL TRAINING, SPORT & RECREATION REPORT

HMAS Creswell's PT Staff members are responsible for facilitating Physical and Adventurous Training activities for junior officers under training and Ship's Company. Being the principle Officer Training Establishment in the Royal Australian Navy, there is a demand to provide a high level of training to assist in developing the Navy's future Leaders. The Physical Training Staff (PT) provide an in depth program to enable junior officers to obtain and maintain high levels of fitness and opportunities to develop their leadership skills. Activities are performed in venues within the Establishment, local area and other nearby Defence Sites.

Each year, HMAS Creswell conducts two New Entry Officer Courses (NEOC). The first one commences in January and the second in July. The schedule begins every January with one of our most taxing times, the Initial Training Period (ITP) for the first NEOC of the year. During the four week ITP, the PT and College Staff push some 125 NEOC Trainees through their paces and assist them in achieving levels of performance most of them have never encountered before.

The new junior officers are introduced to specific physical training methods taken directly from new industry research, as well as tried and proven (old school) forms. 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 new entry officers and also gives them an opportunity to get up to speed for their numerous fitness tests during the course. At EMA we train for broad spectrum results, mostly aimed at muscular endurance and cardio-vascular performance.

Throughout the week during normal working hours we have an opportunity to train the NEOC more specifically, one Division of 25 members once or twice a week, program dependant, for 90 minutes. ITP culminates with the exercise Sunda Strait. The NEOC are tasked with an advanced reconnaissance exercise for an amphibious task group. The trainees spend a long day of activities on the water, on foot, riding bicycles and problem solving hypothetical scenarios. The purpose of this exercise is



L to R POPT Michael Hutchesson, CPOPT Dave "Moose" Eddington, CPOPT Paul Williams, LSPT Ronnie Ainsworth & LSPT Chris Vale. The site the photo was taken is the location of the new gymnasium, which is due to be completed in Apr 11.

to completely remove the trainees from their comfort zone, and give them a chance to practice their leadership abilities, both taught and innate. Sunda Strait also gives the instructors a chance to identify the potential of each trainee.

During the remainder of NEOC the junior officers continue to enjoy EMA three days every week in conjunction with scheduled PT lessons. The tempo is lifted as sporting events are introduced to promote team development, and advanced classes such as weight training and advanced boxercise.

The next major events on the NEOC calendar for the PT are the Pixley and Dalton Cups. Pixley Cup is a beach event, traditionally run on Captain's Beach, with individuals and teams competing in each event to gain points which will eventually go towards earning the prestigious Division of the intake. The highlights of Pixley Cup include the individual Iron Man and Iron Woman as well as the sand sculpting competition. The Dalton Cup is a team relay event around HMAS Creswell. The relays are structured to provide maximum participation and once again take the trainees out of their comfort zones.

PHYSICAL TRAINING, SPORT & RECREATION REPORT continued...

Exercise Coral Sea is the next step to negotiate in becoming a Naval Officer. This exercise is facilitated by the Leadership Cell, PT and College Staff. The three day expedition takes the NEOC Divisions, whom are by now comfortable within their own Divisions, into smaller groups made up of members from all Divisions. Throughout the first day each junior officer will take charge of their group and navigate them through one of the many tasks and /or obstacles laid out on the day. By the end of Exercise Coral Sea, the trainees should be well on their way to tackling their major final practical leadership assessment.

Exercise MATAPAN is the culmination of all leadership training and involves most *Creswell* Staff in one way or another and is conducted over multiple days. NEOC are tested both physically and mentally as they tackle 24hr scenarios that range in difficulty. MATAPAN is the make or break assessment, if the trainee is not deemed competent they will be retested and if they fail again they will either be removed from course or back classed.

The PT are also involved with the conduct of leadership training for the Junior Officer's Leadership Courses (JOLC). Exercise Black Horse is conducted in one hour periods over the five week course. Each trainee is responsible for coordinating their own activity, this involves producing an Administration Instruction, Hazard Risk Assessment, running the activity and drafting a Post Activity Reports. Activities range from dodge ball through to ship's concerts and orienteering.

The PT also conduct PT classes for the HMAS *Creswell* Staff and coordinate a monthly inter Mess competition. Personal programs are always available as well as Adventurous Training activities on request. The staff also assists with Relay for Life, the Huskisson Triathlon and provides leadership days for local high school students.



HMAS CRESWELL PORT SERVICES

The role of Port Services at HMAS *Creswell* is to assist the fleet and outside organisations with activities around and within Jervis Bay.

Over the past 12 months the team at the Waterfront has assisted in activities such as safety swimmers for Survival at Sea classes, provided safety boats for base exercises such as swim tests and Sunda Strait. We also refuel all vessels permanently assigned to HMAS *Creswell* as well as visiting units which include the "Commandos" and Navy Clearance Divers.

Port Services has also assisted previously with Air Drop RHIB and Parachuting Operations within the Bay. We also provide services such as Crane operations for Remus Trials and recovery of equipment for parachute drops.

Port Services also works closely with Defence Maritime Services to provide boats for Fleet Activities and Boat Courses that are run at HMAS *Creswell*.

Feel free to come and visit your waterfront team!!!



NAVAL POLICE COXSWAINS

By *PONPC Noel Christoffel, RAN*

The role of the Naval Police Coxswains (NPC) onboard HMAS *Creswell* is to support the Command. This is achieved in a number of ways which include (but not limited to) the enforcing of discipline, the conducting of random urinalysis and breath testing, speed checks and lecturing to staff and students. Security is also a responsibility of the NPC and this was evident with the establishment redevelopment in full swing in the latter part of the year.

2009 saw a number of new additions to the *Creswell* Coxswain department with PONPC "Honest" Noel Christoffel, LSNPC Troy "The Bulldog" O'Keefe and LSNPC Darren "The Enforcer" Hannah joining forces with CPONPC Lance "The Sheriff" Lord in the 'war' against crime. Thankfully, the 'wars' at *Creswell* are few and far between which makes the NPC's duties a lot more enjoyable. PONPC Trevor "Wiggy" Bennet joined the crew later in the year to give the base something she has not had in quite some time.....a full compliment of Coxswains. Happy days!!!

The most enjoyable aspect about being posted to HMAS *Creswell* is that the staff all seem to understand how lucky we are to be posted to such a picturesque establishment in such a pristine part of the world. As such, there is very little cause for the NPC to put their 'Police' hats on which is good for all concerned. During the rare (and unfortunate) times when the muscle was forced to be flexed, the NPC team worked well to ensure a 100% strike rate at the 'tables'.

Apart from the upholding of the law, the NPC department also plays a part in the education of the NEOC divisions which come through during the year, conducting lectures on a variety of subjects such as Leave and Movements, Security and Crime Scene Preservation. Although not as involved as a lot of the College staff, and as cliché as it may sound, there is a level of satisfaction you receive, watching a NEOC develop from their first day to their last, knowing that you played a part in the shaping of this individual.



I believe I speak for a majority of the staff when I say I consider myself to be extremely fortunate to be posted to *Creswell*. (a second time for myself). Not only does our workplace possess some of the most breathtaking views (with whales seen just 50 meters off shore!!!), but there is a special feeling you get knowing that you are another small piece of history in the rich mosaic that is HMAS *Creswell*. It is that sense of pride that you receive at the NEOC Graduation, knowing that the future leaders of our Defence Force have commenced their journey, albeit with a little help from us.

RAN SCHOOL OF SURVIVABILITY & SHIP SAFETY

The Royal Australian Navy School of Survivability and Ship Safety (RANSSSS) have the enormous task of training all members in the RAN in the skills of Combat Survivability (CS).

Through excellence in our training staff, we aim to ensure that if a ship suffers battle damage or have a peacetime incident; personnel will be prepared, trained and capable to save the ship.

To say the RANSSSS have had a busy year would be an understatement. Even with the amount of change, this has not stopped the number of courses being conducted, the level of training being delivered and the effort the staff have put into making this a very successful year. TF-E has trained 2800 personnel and expects to train up to 4500 personnel by June 2010 at the temporary facility.

For the personnel and instructors at the School of many Ss, 2009 has been a year of significant change. With the HMAS *Creswell* Redevelopment underway, the RANSSSS Training Facility East (TF-E) has temporarily relocated to HMAS *Albatross*. All CS Courses for Leak, Stop and Repair training are being conducted in the New Portable Damage Control Units (PDCU) and Firefighting in the Portable Gas Fire Fighting Units (PGFFU). The PDCU was built by the Fleet Support Unit Sydney and the PGFFU was purchased from DRAGER as a short term measure to help the RANSSSS continue training during the redevelopment phase.

Not only has TF-E had a location change they have also had a change in new revised RAN Shipborne Manual Firefighting Techniques. As of July this year firefighting techniques in the RAN have changed to align with world's



RANSSSS temporary training facility - HMAS Albatross

best practice when dealing with compartment based or structural fires.

Redevelopment to the TF-E is scheduled to be completed in Aug 2010 where the RAN will commence training all personnel with the newest state of the art facilities and equipment.

Along with all changes to locality, training and techniques, RANSSSS continues to consistently perform to high standards and live up to its motto.

'Survive To Fight'

DEFENCE SUPPORT GROUP

The Defence Support Group (DSG), formed in July 2006, represents a consolidation of most of Defence's shared service provision responsibilities. The role of DSG is to support the Australian Defence Force and other Defence Groups in meeting their capability and corporate objectives.

DSG performs a diverse range of services at *Creswell*, those consisting of Infrastructure services and Support operations. Some of these services and operations include (but not limited to):

Infrastructure Services:

Land Management
Property repairs and maintenance
Environmental management

Support Operations:

Catering Security
Accommodation Stores
Cleaning Transport

DSG is currently undergoing some major changes in its way of conducting business with Defence. The DSG Reform will see *Creswell* move into the Southern NSW Region (SNSW), there will be some Organisational changes coinciding with the Base Accountabilities Model, which includes performance reporting and management mechanisms which will allow the continued refinement and development of DSG's products and services to provide the best possible support to meet customer requirements. It gives customers greater visibility on how DSG does business, and allows DSG greater input into how customers develop their requirements.

In charge of DSG at HMAS *Creswell*, is the Site Manager (SM). Mr. Stephen Ryan. Stephen has filled this position of SM

since March 2002. Working alongside Steve is the ever dependable and reliant team of Garrison Support Officers. These members are Mr. Ken Sheen, POCK Lorene Kelly and CPOSTD Adam Shimmen, who replaced the departing WOSTD Rebekah Day in Mar 09.

When Jorge Valdivia doesn't have his environmental hat on, he performs the role as the finance officer for DSG at *Creswell*. Just one of the various roles he carries out in and around the Shoalhaven area.

Mr. Glen Scott makes up the Infrastructure representative at *Creswell*. As part of the Defence Support Group, the Infrastructure Division manages the development, maintenance and disposal of the Defence estate.

This year has kept The Environmental Officers Glenn Forrest and Jan Forbes, and their merry bunch of dolphin trainers and snake charmers busy with such things as stranded cetacean (whale and dolphin) training, snake-handling, heritage protection, kangaroo cuddling, introduced marine pest monitoring and the ongoing guidance to war fighters



DSG and PERSO Staff - '09

and contractors alike. Ever vigilant and always with a smile, they continue to effectively manage the environmental and heritage risks to our unique, diverse and beautiful environment.”

The Customer Service Centre has a motivated, enthusiastic and rotating team consisting of Karen, Rachel, Lee and Amanda. These ladies assist with all your pay and personnel administrative queries. (Including passports, post in/outs, leave and travel enquiries). Congratulations to Rachel (and Nick) on the birth of a bouncing baby boy, “Tyler”.

The Naval Stores department is managed by Ian Cook and supported by the ever cheerful Cheryl Peck as his 2 I/C. Both of which do a fantastic job in supporting not only the stores requirements of *Creswell* but the visiting fleet units whilst conducting various exercises and evolutions around the Jervis Bay region.

The Defence Publishing Service is maintained and run by Rob East. Other ancillary task Rob may perform at *Creswell* is capturing pictures of various events such as Exercise Coral Sea, Matapan and a variety of social activities that occur onboard.

To expand your knowledge and for all your literature requirements, we have the well stocked library. The ever helpful staff consists of Ms Sandra Turner, Ms Dawn Smith and Ms Clare Walsh.

Some substantial changes have occurred in the registry department this year. Our civilian registry counterpart Mr. Geoffrey Perrin is currently working in the registry office after Jo-Anne Seibrighnt gave birth to a healthy little boy mid-year, assistance from its newest member fresh from sea in ABWTR Kristy Shakespeare, ABWTR Jo Limbrick



makes up the third member of the registry/PERSO department. The departing PERSO, CPOWTR Chris Hill was replaced by POWTR Toni-Jo Heane.

CRESWELL LIBRARY

by Clare Walsh

2009 has been another busy and interesting year, with many new trainees, new books and even a new temporary staff member adding colour and vibrance to the dynamic of the Library.

While budgets have been slashed, there are still many Navy publications received and circulated and now included in our local book collection. And somehow the book budget stretches to include many classic Naval history titles that enhance the existing collection and also some of the much needed strategic studies latest releases that assist in supporting the current curriculum needs. The serials budget was also leaner but on the upside the electronic resources available through the Library webpage are more expansive, more available and in full text format. Ready and waiting for those last minute readings and references that may be needed at the very last minute. Perhaps this should not be considered last minute but rather up-to-date as often these electronic readings and articles are published so much faster and are so much more recent. The trainees at *Creswell* strive to achieve excellence at every level.

Our Library Manager Sandra Turner was able to take some much needed long service leave and as a result we were able to secure a short term contract for a temporary librarian, Mr Mark Dudgeon. Mark approached the reference enquires, many and varied with enthusiasm and turned his hand to projects, shelving books and Library Orientations. Sandra was away just long enough to discover a passion for patchworking, and as a result has need to return to work to sustain this new interest. It is good to have her back, and while Mark is missed he has found a position as a Librarian in a Sydney private school, with a new Library.

While *Creswell* Library may not be so new, it is certainly homely and very settling to know that is a familiar place so many trainees and staff who visit and re-visit *Creswell*. In the year past the Library building was re-furnished and with this a wall was removed, shelving re-configured and a



sense of space created. It has taken some time for all the books to return to their proper Dewey Order, and thankfully they are now mostly where they should be and the general routine is now back in place as one would expect in a Library.

Dawn our ever-steady Library assistant has kept this general routine ticking over. Working at both Albatross and *Creswell* Libraries she is a valuable team member. Belinda, the Hydrographic Office Librarian has visited as part of our Shoalhaven team consistently throughout the year and provided much need reference support at peak periods of the *Creswell* academic semesters. Clare, the *Creswell* Librarian continues in a part-time capacity keeping a finger on the pulse and adding to the hum of Library support for Staff and Trainees.

In the wings for this coming year there is a draft for a restructure of Library Services, with the possibility of streamlining the physical locations of Libraries and Library positions. This is not a process that is being taken lightly and serious consideration is being given for an improvement to Library Services as a priority rather than just budgetary cut-backs driving guidelines to be met.

Library staff once again look forward to another year of Orientations, exciting reference enquiries and the continued provision of Library Services to Staff and Trainees at *Creswell*, which is a wonderful environment in which to work.

NEW GENERATION OF NAVAL OFFICERS FOR PNG

Papua New Guinea (PNG) and Australia have had special relations for more than 30 years, since PNG's Independence. It is a unique relationship with strong ties and significant historic importance. In recent years, the two countries have shared military knowledge and expertise with one another, by participating in 'Naval Officer' transfers. This year was no exception with Midshipman Timothy Gogoni and Midshipman Lenny Tom, both from the East Sepik Province, participating in the exchange program. Both individuals had prior PNG military experience, joining the PNG Defence Force in February 2008 and were selected on merit to travel to Australia and complete their Naval training. MIDN Gogoni and MIDN Tom initially attended a basic Australian familiarization course at the 'Defence International Training Centre' in Melbourne, before commencing the 'New Entry Officer Course' conducted at HMAS *Creswell*, Jervis Bay in July 2009. The Officers will remain in Australia until completion of their qualifications, providing an opportunity to explore the Australian lifestyle and culture as well as advance their military skills. Representing PNG on Australian soil is an incredible privilege for these young patriotic men and they have already achieved success with great distinction.

In addition to our trainees from PNG other overseas trainees were:

- 2LT Tan Dejie (Singapore)
- CDT Kaewsam (Singapore)
- CDT Reserva (Philippines)

All represented their countries with aplomb.



MIDN Gogoni & MIDN Tom - NEOC 41

INDIGENOUS PRE- RECRUITMENT COURSE VISIT TO HMAS CRESWELL

Twenty six Indigenous youths enjoyed a visit to HMAS Creswell (CAPT John Vandyke) on 06 Aug 09 as part of the Australian Government's Defence Indigenous Pre-Recruitment Course (IPRC). This was the group's first excursion to a Naval establishment, having previously visited Army and Air force bases during the eight week program.

The youths participated in tours and activities within the Royal Australian Naval College (RANC) with highlights including a visit to the armoury, where parade training staff provided a fantastic display and brief on the roles and responsibilities of the Executive Department. The interactive lunch hosted by the Junior Sailors Mess offered further opportunity for IPRC participants to expand their knowledge of the RAN and the career opportunities within our service.

The day concluded with a boat tour around Jervis Bay, with several IPRC youths excited to see dolphins in the wild for the first time.

The experience was extremely edifying for all members involved, and most certainly an important step in preparing eager IPRC participants for making an informed decision regarding future careers within Defence.

Other routine visitors included the Navy APS Familiarisation Program, the Graduate Familiarisation Program and the ADF Gap Year Navy classes.



DEFENCE ENVIRONMENT TEAM

"Here we are again saving the world, well our little corner of paradise here at HMAS Creswell. This year has kept The Environmental Officers Glenn Forrest and Jan Forbes, and their merry bunch of dolphin trainers busy with such things as stranded cetacean (whale and dolphin) training, snake-handling, heritage protection, kangaroo cuddling, introduced marine pest monitoring and the ongoing guidance to warfighters and contractors alike. Ever vigilant and always with a smile, they continue to effectively manage the environmental and heritage risks to our unique, diverse and beautiful environment."



Creswell Gardening Day - Nov 09
We all pitched in!



REDEVELOPMENT OF THE ROYAL AUSTRALIAN NAVAL COLLEGE

by LCDR Anton Beauchamp, RAN

Over the past two or three decades little has been done in the way of maintaining or providing modern functional training facilities and infrastructure at HMAS Creswell. Training facilities are outdated and inadequate to support the projected increased throughput of trainees both at the Royal Australian Naval College (RANC) and at the RAN School of Survivability and Ships Safety (RANSSSS).

The project to redevelop and upgrade Creswell addresses these issues and includes a significant upgrade to both RANC and RANSSSS and following an intensive period of design, RADM Stephen Gilmour, Commander of Australian Navy Systems Command, officially commenced the construction phase of this \$83.6m project on 25 June 2009 by turning the first sod for the building of Griffiths House.

Griffiths House is a 32 cabin block which will provide increased capacity of Living In Accommodation (LIA) to meet training throughput targets. Other existing LIA for Officers under training will also be refurbished. Refurbishment of Senior and Junior Sailors LIA commenced in September 2009 and the first of the completed buildings will be back in service in January 2010.

Project works also include the provision of new staff office facilities on the first floor of Cerberus House whilst the ground floor will be reinstated as the Gunroom replacing the existing temporary facility. Geelong House will be constructed on the site between the College Dining Hall and the Wardroom and will provide classrooms, syndicate rooms and computer rooms for the Officers Initial Training



Captain Vandyke turns the first sod ceremoniously for the new Geelong House

Faculty along with a 400 seat auditorium and support facilities.

Other facilities include a new physical fitness centre providing a 25m indoor swimming pool, Cardio Keizer theatre, weights room and multi-purpose hall, a new Survival at Sea classroom at the waterfront, provision of

a dynamic leak stop repair training unit and fire fighting modules at the RANSSSS, upgrade of infrastructure and services at both *Creswell* and RANSSSS, and the removal of temporary demountable buildings at *Creswell*.

Minor works will also be carried out in Training North and South which will become the training facility for the Management and Strategic Studies Faculty and other career courses.

The project is scheduled for completion in July 2011.



ANZAC DAY 2009



The Dawn Service



HMAS Creswell Ship's Company marches through Huskisson on Anzac Day

HMAS CRESWELL SHIPS COMPANY AWARDS

AWARD	RECIPIENT
CO's Commendation	LEUT J.R. CARTER
CO's Commendation	CPONPC C.C. EDWARDS
CO's Commendation	POCIS K.D. ELLIOTT
CO's Commendation	CPOB R.W. TIMMS
CO's Commendation	CHAP I.R. LINDSAY
CO's Commendation	LCDR A.F. BEAUCHAMP
CO's Commendation	LCDR S.D. RODGERS
CO's Commendation	LEUT S.L. DAVEY
CO's Commendation	WO B.M. COLLINS
CO's Commendation	LSMED R. BURNS
CO's Commendation	PHYSICAL TRAINING DEPARTMENT
CO's Commendation	JACQUELINE LEAHY - XOA
CO's Commendation	SALLY GJEDSTED - COSEC
CO's Commendation	STEVE RYAN - DS SITE MGR
CO's Commendation	SSSS CLEANING STAFF
CANSC Bronze Commendation	LCDR K.A. ROHRSCHEIM
CANSC Bronze Commendation	MR PAUL SLATER - VLO
CANSC Bronze Commendation	COURSE PLANNING TEAM
CANSC Commendation	LEUT R. WALKER
COMTRAIN Commendation	LEUT R.J. SKINNER
Fleet Commander's Commendation	CMDR J.C. DOUGLAS
VADM Lord Nelson Sword of Excellence for Leadership 2009	LCDR K.A. ROHRSCHEIM
Aust Day Medallion	LSCK M.J. OHLSON
Peter Mitchell Prize 2009	WO S.E.A. CAMPBELL
Instructor of the Year 2009	LEUT R.J. SKINNER



CPONPC C Edwards receiving a CO's Commendation from CAPT John Vandyke



LEUT Joala Carter receiving a CO's Commendation from CAPT John Vandyke



POCIS K Elliot receiving a CO's Commendation from CAPT John Vandyke



LEUT Doug Hamilton receiving his Commissioning Certificate from CAPT John Vandyke

HMAS CRESWELL SHIP'S COMPANY FORM THE RANC CREST ON THE QUARTER DECK





The occasion - In preparation for a photograph to be presented to CAPT Vandyke as a farewell gift

