



# HMAS CRESWELL

## 2011 Magazine



**NAVY**





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The magazine reflects a year in the life of the RAN

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## CAPTAIN'S FOREWORD

By *CAPT Brett Chandler, RAN*

As many past Commanding Officers have rightly observed in previous issues of this magazine it is an absolute privilege and honour to command HMAS *Creswell*.

I arrived to assume command on a brilliantly sunny winter's day and was immediately struck by the beauty of the natural setting and impressed by the improvements to the establishment's facilities and grounds. But what has impressed the most, as I have become fully acquainted with the myriad of functions and activities that *Creswell* performs, is the application, dedication and professionalism of the ship's company and the civilian staff. It was immediately obvious to me, on that first day, that you are all proud of *Creswell*, proud of what *Creswell* achieves and with complete justification proud of your individual contribution to the *Creswell* team. I feel both humbled by this dedication and immensely proud to have been given the opportunity to command such a fine team.

The delivery and opening of the new gymnasium and pool in December was the final component of *Creswell's* redevelopment program. The redevelopment has been an extended, and at times a difficult process; but it has delivered new and undoubtedly impressive facilities. The reestablishment of Geelong House, the Griffith's House accommodation block, and the gymnasium and pool are visually attractive and functionally excellent additions to *Creswell's* buildings. It is a real pleasure to command a naval establishment which enjoys such great facilities.

2011 has been a busy and exciting year for *Creswell* and the Royal Australian Naval College. As usual Initial Training, Leadership and Management staff have been extremely busy training New Entry Officers (NEOC 44 and 45); the Warrant Officer, Chief Petty Officer, Petty Officer and Leading Seaman Promotion Courses; Junior Officer Leadership Courses; Reserve and Undergraduate Officer Courses, and Workplace Health and Safety courses. Importantly, 2011 saw the first Lieutenant Commander Promotion Course successfully developed and delivered. This course is now an essential component of a naval officer's leadership development continuum and is designed to segue to the Australian Command and Staff Course.

*Creswell* also continued to provide unfailing support to the Fleet throughout 2011. The Port Services Organisation and the Becroft Weapons Range staff are a small, but integral



CAPT Chandler assuming command of HMAS *Creswell* from CAPT Hatcher

and critical component of *Creswell's* capability often working out of hours and in difficult conditions.

There is no doubt that the redevelopment has made *Creswell* a preferred destination for visits and conferences. I know that these requests will only increase and ensure that *Creswell's* Visit Liaison Officer remains an essential and busy individual.

2011 was by any measure an unqualified success: success that has only been achieved by your unceasing efforts and hard work. This magazine seeks to capture and record those efforts; of course, one magazine cannot cover all that *Creswell* does, but I hope it provides a useful and enjoyable memento.

I am sure that 2012 will be even busier and I look forward to working with all of you to make it even more successful and rewarding.



## A YEAR AT CRESWELL

### *CMDR Dave Graham's perspective*

2011 was a year of beginnings and endings for HMAS *Creswell*. As the new Executive Officer fresh from a posting in the United Kingdom with Flag Officer Sea Training it was a challenge to be thrust into a hitherto unknown world of base operations, redevelopment and Junior Officer training. One could easily be overwhelmed by the complexity of the many moving parts that make an establishment like *Creswell* gel. As ever the support and patience of *Creswell* Staff was welcome as they took the time to answer my naive questions and explained the inner workings of the base. It was an exciting new direction for my career.

The redevelopment has been a long term project at *Creswell* and without any doubt the centrepiece is the new Geelong House and the refurbished Cerberus House. It was with considerable privilege then to have these two buildings officially opened in June by her Excellency the Governor General of Australia, Quentin Bryce. Geelong House introduced a new facility of classrooms, syndicate rooms and of course the Vice Admiral Peek Auditorium. Whilst Cerberus House retained its outward heritage appearance, on the inside it was a whole new story with the top deck dedicated to the Initial Officer Training Staff and the Gunroom on the lower deck restored to its former glory. Coinciding with the opening of these wonderful buildings the Governor General presided over the first Passing Out Parade for 2011 for New Entry Officer's Course 44.

With all the new beginnings there had to be an ending. In August, Captain Jaimie Hatcher handed over command of *Creswell* to Captain Brett Chandler, recently returned from the United Nations in New York. Jaimie and his family, whilst sad to farewell the Shoalhaven were excited with the prospects of the opportunity to live and study in London while he attends the Royal College of Defence Studies.



With hardly a moment to warm the seat Captain Chandler was welcoming our new Chief of Navy Vice Admiral Griggs to the second Passing Out Parade for the year for NEOC 45.

The final movement for the year and most anticipated by the ship's company was the completion and handover of the new Gymnasium complex in the vicinity of the old transport compound. This is a stunning building that incorporates a 25m swimming pool, over water obstacle course, climbing wall and all the modern facilities that one would expect from a gymnasium of this calibre.

2011 was certainly a year in which *Creswell* stepped back up to claim its former glory and status. The redevelopment is complete and there is no doubt that the base is ready to support the Navy in training its future leaders.

# TRAINING COMMANDER'S HAULDOWN REPORT 2011

By *CMDR Patrick O'Brien, RAN*

Training Commander of the Royal Australian Naval College (RANC) has been a long-time ambition of mine. I always knew it would be rewarding, and I had hoped it would be as diverse as it has been, but I had no idea of just how busy it would be! I met CAPT Hatcher in May 2010, just after being selected for this job, and he tried to tell me that it would be a full-on role. I was working in Training Force Headquarters at the time in another busy job, so I figured it would be a walk in the park compared to that. OK, OK, I was wrong - but it is still the best job I have ever had in Navy, and I still love it.

## WHAT HAVE WE ACHIEVED?

It would be easy to talk about the number of trainees that we have had come through our classroom doors in 2011, but I don't think that is where our true achievements have been. True, the level of training has been high, but I think the real achievement has been the high level of commitment and pride across the College. We don't have that many people at HMAS *Creswell*, and there are increasing demands to have even less, yet somehow we still manage to get the job done and done well. My predecessor, CMDR John Douglas, talked about the 'goodwill' across the establishment and he was spot on. We may have separate faculties across the College, but overall, we remain one body ready to help each other when necessary. That, in my opinion, is *Creswell's* greatest strength and its greatest achievement.

So what else have we achieved across the RANC? Well, there is a fairly good list of things we have done over the last year, namely:

- Development of a new Lieutenant Commander Promotion Course;
- Development of curriculum and final approval of all four Sailor's Leadership, Management and Professional Development (LMPD) courses from Leading Seaman to Warrant Officer;
- Development and final approval of a new General Service Direct Recruit (GSDR) Course;



- Completion of the HMAS Success Commission of Inquiry Review and incorporation of the findings into all courses;
- A complete review of Resilience (Mental Health) training across Officer and Sailor LMPDs;
- Introduction of Operational Ethics and Leadership into the Officer and Sailor LMPDs;
- A review of Military Justice Training across the LMPD, with development continuing into this year;
- Assistance with the Broderick Review into the treatment of women in the ADF;
- An exhaustive Business Plan that links every activity that the RANC undertakes to the Navy Training Strategy, and ultimately the White Paper;
- A review of Leadership and Management training across the Papua New Guinea Defence Force;
- The complete update of all RANC billets;
- Completely updating College Standing Orders, which had not been updated since the early 2000s;
- Updating the Divisional Staff Handbook (last updated in 2007); and



- A plethora of other minor taskings from Training Force Headquarters.

Yep - it's been an impressive year.

Most importantly, however, we have trained and influenced nearly 2500 Officers, Senior Sailors and Junior Sailors across four geographically separate locations - RAN Recruit School, Sailor's Leadership and Management Faculty (SLMF) - East and SLMF-West. Nearly 1000 of those were trained here at the RANC! That is pretty impressive and something we should be very proud of because each and every one of us, from the course planners to the actual instructors, has made that possible and we couldn't have achieved it without each other. We mustn't forget our contractors who work behind the scenes in helping us do what we do either. They have become just as much a part of the *Creswell* family as the uniformed and civilian staff.

I'd like to thank many of those who left the RANC during 2011 that were especially helpful in helping me get my feet under the desk: LCDR Ben Esler was especially patient with me and is currently enjoying a posting in Tonga. Ben's successor, LCDR Tom Doherty, filled Ben's large shoes extremely well and was instrumental in setting up the Trainees Gunroom. LEUT Scott Warne rose to a couple of challenges I tossed his way and LEUT Chris McConachy for his part in the development of the Lieutenant Commander's Promotion Course. A long time member of the RANC also left us in 2011-CPO Tony 'Angry' Anderson who was always there to assist with the NEOC Initial Training Period. The previous Commanding Officer, CAPT Jaimie Hatcher, certainly gave me a baptism of fire, but he established me extremely well for the role and his family were especially generous to me and my family. The iconic LCDR John Howells, who will be long remembered especially by the NEOC trainees for the 'Pool of Consequence', left us to join Training Force Headquarters. WO Peter 'PJ' Jones was also a sage ear for me on many occasions and his family was also very generous. Then there is LCDR Peter Hudson, LEUT Brad Doyle, PO Grant Peck, LS Ronnie Ainsworth and AB Steven Kepper all of who have moved on from *Creswell* over the last 12 months and were great contributors to the college.

My last thank-you is to the dry-humoured CHAP Paul Stuart who opened his home as well as his heart to anyone who asked.

Many of our people have also been formally recognised throughout the year, with awards including Navy's 'Top 100', Commodore Training and Fleet Commander Commendations, Commanding Officers' Commendations and Australia Day Awards as well. In fact, *Creswell* received six of the Navy's 'Top 100' awards - which equates to six percent across Navy. No small feat for an establishment our size.

## NEXT YEAR

Like 2011, 2012 will be another busy year with the redevelopment of the Junior Officer's Leadership Course, further development of the Lieutenant-Commander's Promotion Course, continuing development of Military Justice Training and a review of Governance training. Most importantly though, I hope the RANC and *Creswell* never loses that amazing goodwill.



## MAGAZINE ARTICLE

*By Father Paul Stuart, RAN*

2011 has been both an exciting and challenging year for both HMAS *Creswell* and the ADF as a whole. It has been a great privilege to serve as *Creswell's* Chaplain during this time.

The privilege of being Chaplain to *Creswell*, is to witness the idealistic and enthusiastic trainees that come through the gang-way of the Royal Australian Naval College, to teach them and be an example to them.

When sailor recruits at HMAS *Cerberus* and trainee officers at RANC enter the Navy they can bring with them both good and bad habits, attitudes, and practices, all of which have been shaped by good or bad role models and the way they have been raised and educated. They are not a blank 'canvas', but already have layers of 'paint', so to speak, which is either retained (if it is suitable) and removed (if it is inappropriate) in the course of vigorous and challenging training.

For the RAN to inculcate its values and traditional discipline—that is a hall-mark of military and naval service, it takes time, commitment and tremendous skill from the sailors and officers who make up the staff of initial training for New Entry officers.

In my second year as *Creswell's* Chaplain, once again, I witnessed how young men and women from civilian life are trained and transformed into competent leaders and naval officers, with still much more to learn and see as they begin their naval service. Their determination to overcome personal set backs, physical and mental hurdles, pain even, to reach the finishing line and pass-out of the College is inspirational.



Whether in the classroom teaching, out in the field on practical leadership exercises, counselling and providing pastoral care, or conducting worship, prayer, and ceremonials, I have enjoyed being part of a team of professionals who do their best to equip and ready both those who come to *Creswell* for advanced training and those who come to be initiated into a great Service with a proud tradition - the Royal Australian Navy of the Australian Defence Force.



## OFFICER INITIAL TRAINING FACULTY (OITF)



2011 was another remarkable year for Officer Initial Training Faculty (OITF) for both staff and trainees, with 231 Officers graduating from eight courses. In March, OITF Staff were privileged to return to the newly refurbished Cerberus House, re-instating the Gunroom Mess on the bottom deck and staff offices on the top. This outstanding facility returned to be alongside Geelong House and has provided the Royal Australian Naval College with exceptional training facilities.

NEOC 44 was the first class to arrive in January, which saw 119 trainees join HMAS *Creswell* along with nine new staff members. LEUT Daniel Hodgkinson and LEUT Steve Delo joined the ranks as Divisional Officers, LEUT Matthew Cooke became the Staff Officer for OITF and LEUT Andrew Nicholls joined as the Course Implementation Officer. LEUT Mark Johnson also came across from MSSF to assist as Phillip Divisional Officer. CPOB Dale O'Brien joined *Creswell* and OITF as the Chief Bosuns Mate, assisted by LSBM Donald Cantlon. CPOPT Brad Walsh and POPT Roger Roy joined also, bringing many years of experience to the Physical Training instructors.

NEOC 44 had an unprecedented 23 weeks of NEOC including a very unusual Sea Training Deployment in P&O's *Aurora Australis*, or the 'Tangerine Dream' as it became affectionately known by trainees. In all, 116 trainees marched out on Graduation Day to be reviewed by the Governor-General of Australia, Her Excellency, Mrs Quentin Bryce, AC, CVO. Newly appointed Chief of the Navy, Vice Admiral Ray Griggs, AM, CSC, RAN, was also in attendance.

NEOC 45 commenced in July with 72 trainees and a well deserved promotion for LCDR Tom Doherty who took over from LCDR Ben Esler as the Head-Officers' Initial Training Faculty. Joining the staff in NEOC 45 was LEUT Matt Cooke from OITF Staff Officer to Jervis DO, LEUT Sam Andrew as Phillip DO, CPONPC Peter 'Sid' Hilton as the OITF Regulator and POB Damien Keygan as Parade Staff. NEOC 45, like their NEOC 44 predecessors, completed an unusual Sea Training Deployment in HMNZS *Canterbury*, the Royal New Zealand Navy's Multi Role Vessel. We sincerely thank the RNZN once again for all their assistance in ensuring that Sea Training Deployment could take place. 65 Officers of NEOC 45 graduated on 01 December 2010 in front of the



reviewing Officer, Chief of Navy, Vice Admiral Ray Griggs, AM, CSC, RAN.

Whilst NEOC remains our cornerstone course, faculty staff are always prepared to instruct our other courses including ADFA Direct Entry 3A and 3B, UEOC, REOC Phase 1 and 3, LEP and WOSSEOC. The professionalism, efficiency and dedication of Faculty Staff during 2011 was outstanding. Thank you must also go to all *Creswell* Staff who regularly contribute to OITF training activities. This helps to ensure that all training objectives are met, both within the classroom, at sea and in the field environment. Without your support and professionalism, OITF would not achieve such excellent results and high quality graduates.

Throughout the year we wished 'fair winds and following seas' to several staff members whose tireless efforts have continued to enhance *Creswell's* reputation for being professional and providing exemplary service. A huge thank you must go to LCDR Ben Esler, LCDR Tom Doherty, LEUT Andrew Hope, CPONPC Charmaine Edwards, LSPT Ronnie Ainsworth and ABBM Stephen Kepper, whose professionalism and dedication ensured that training conducted at the Officers' Initial Training Faculty remains second to none.



# PRACTICAL LEADERSHIP TRAINING

By LEUT Shane Wallace, RAN

2011 was a successful year for the Practical Leadership Team, conducting four teamwork focused exercises and six leadership focused exercises involving 220 New Entry and Reserve Entry Officers who braved the elements to demonstrate their leadership potential. Whilst the variation of Practical Leadership Exercises (PLE) is vast for New Entry and Reserve Entry Officers, all enjoyed and revelled in the experience.

NEOC 44 and 45 experienced much the same as their predecessors of 2010, with Exercises Dardanelles and Sunda Strait being conducted in their Initial Training Period (ITP). The demanding team work of Exercise Dardanelles saw all personnel pushed to their limits in problem-solving and physical tests. All activities were conducted around HMAS *Creswell* with the favourite being the *Suffering Together* activity.

Exercise Sunda Strait is the second of the PLEs which is conducted at the end of ITP. This exercise gets the trainees out of the confines of *Creswell* and into the Booderee National Park, where they get to experience the beauty of the area first hand from inflatable rafts, bicycles and by foot. Trainees are put to the test in an exercise which covers

16 kilometres in a 10 hour period, over water and land. At the completion of the exercise there were many weary faces, countless stories and plenty of sore feet.

Exercise Coral Sea is the third PLE in the series of four and is also the first of the major practical assessments for leadership. Day one of the exercise is conducted at West Nowra and is designed to get the New Entry Officers out of their comfort zone. This is achieved through a series of adventure training activities including abseiling, orienteering and rafting. The abseiling component is always a favourite amongst the trainees, although there are always a few who are confronted by their fears and have to find it within themselves to overcome the challenge.

Days two and three of Exercise Coral Sea are the first formal assessments of a trainees leadership potential. Here, trainees are put to the test for approximately one hour where staff members assess their leadership potential through a series of stands in and around Jervis Bay Airfield (JBAF) and *Creswell*. Trainees will have received considerable leadership theory classes prior to the exercise so for some, it is an opportunity to demonstrate these new skills. Adding to the excitement of Exercise Coral Sea is







consolidation of field craft lessons learnt and practiced in Exercises Dardanelles and Sunda Strait. Ration packs are on the menu which for some over a three or four day period, is hard to swallow. However, trainees do not have to suffer with the dreaded 'rat pack' too long as staff cook them a BBQ on the final night.

The final exercise to test leadership potential of the New Entry Officers is Exercise Matapan. Exercise Matapan for NEOC 44 and NEOC 45 were conducted at Creswell, JBAF and Booderee National Park over a five day period. Trainees were assessed in a free-flowing, scenario based activity which changed daily, dependent on location. Not only are trainees assessed on leadership potential, but also their teamwork. If they were lucky enough, their leopard crawling skills through the mud were also tested. A highlight for most was the interaction with the Fleet Air Arm which included some lucky trainees embarking a Sea King Helicopter from 817 Squadron for a personnel transfer. Many more trainees witnessed stores drops and flyovers from 816 Squadrons Seahawks and 723 Squadron's Squirrels. For many this was the first time they had been up close and personal with a rotary wing aircraft.

Concluding Exercise Matapan and the series of practical leadership exercises is the closing ceremony. Here, trainees were able to communicate to the President of Beecroftonia (the Padre) the lessons learnt from Exercise Matapan through various methods and provide 'offerings' to the President. In what is a welcome relief to many, the humorous ending is accompanied by another fresh meal cooked by staff!

For the two Reserve Entry Officer courses, a shortened version of Exercise Coral Sea is conducted within JBAF. Activities conducted were the same as the New Entry Officers; however the physical strain is visibly greater on the Reserve Entry Officers faces. These doctors, lawyers, public prosecutors and the like, revel in the field experience and it brings a different perspective of leadership to their knowledge base. It also allows the Naval Reserve Initial Entry Training Team (NRIETT) to get out in the field and show off their field craft skills to the trainees (thanks Blue).

Thank you to all staff, military and civilian, who contributed to Leadership Training at HMAS Creswell in 2011. Without your support the activities could not take place and Creswell could not provide the best possible training to all New Entry and Reserve Entry personnel.



## ARMOURY AND PARADE TRAINING



HMAS *Creswell* Weapons and Ceremonial section, led by CPO Dale O'Brien and well assisted by his staff of POB Grant Peck, POB Damien Keygan, LSBM Troy Nicoll, LSBM Donald Cantlon, ABBM Franz Thiel and ABBM Thomas Carroll, were again an ever present section within the Royal Australian Naval College (RANC).

Staff in the Weapons and Ceremonial section are involved with the development and instruction of all Officers who undertake training within the Officers Initial Training Faculty. Such training includes the Warrant Officers and Senior Sailors Entry Officers Course (WOSSEOC), University Entry Officers Course (UEOC) and more predominately the New Entry Officers Course (NEOC). The Weapons and Ceremonial section also assist in training for courses from other faculties, such as the Lateral Entry Program (LEP) and the Reserve Entry Officers Course (REOC).

A break down of some the statistics accomplished by the section this year are;

### STUDENTS

NEOC	200
WOSSEOC	40
UEOC	36
REOC	40

### AMMUNITION EXPENDED

5.56mm	30,000 +
9mm	65,500 +

### HOURS ON THE PARADE GROUND

In excess of 550 hours

In January 2011 the staff said goodbye to LSBM Troy Nicoll who was posted to HMAS *Kanimbla* and opened the doors of the armoury to LSBM Cantlon. In July of this year POB Grant Peck left to rejoin the fleet in HMAS *Parramatta* and was replaced by POB Damien Keygan from 'way up north' at Port Services-Darwin.

ANZAC Day ceremonies and commemoration commitments were well supported in the Shoalhaven and South Coast region by *Creswell* personnel. We had in excess of 5000 attendees at our Dawn Service in which NEOC 44 provided a guard and a Cenotaph Guard. In full support of our 'adopted' home town of Huskisson, a *Creswell* contingent was led by the Commanding Officer CAPT Jaimie Hatcher AM, RAN through the town's streets, with the Executive Officer, CMDR Dave Graham RAN as the Parade Commander for the main service. In addition to the Dawn Service and the Huskisson march, *Creswell* also provided personnel in support of Currarong, Moruya, Milton/Ulladulla, Culburra, Hilltop, Jervis Bay Public School and Coastal Waters Retirement Village. For a shore Establishment with so few uniformed personnel we can all hold our heads high and be proud of the support we give to our region on ANZAC Day.

Her Excellency the Governor General of Australia was the Reviewing Officer for NEOC 44 graduation and opened Geelong and Cerberus houses. Armoury staff conducted an outstanding job, ensuring that NEOC 44 was up to the standard of a Royal Guard for their graduation parade. Chief of Navy graced us with his presence for NEOC 45

graduation as the reviewing officer and again the Guard for the graduation was trained to a very high standard. Both of these parades, due to the training provided by the Weapons and Ceremonial staff went with precision and according to plan and were highly praised by both Reviewing Officers. As a result, a great sense of achievement was felt by the staff in the armoury.

When the Parade and Ceremonial section looks back at the achievements of 2011, they can walk around with their heads held high. The dedication, professionalism and Navy Signature Behaviours they have displayed, has helped produce a 'good end product' for the Officers Initial Training Faculty and indeed for the RAN. It has placed all Officers leaving the RANC in good stead for their future employment and training.

Staff will now have the opportunity to take a well deserved break at the end of 2011 and prepare to attack 2012 with the same gusto and professionalism. BRING IT ON.



## NEOC 44



### NEOC 44 BASS DIVISION

**REAR ROW:** MIDN O. BOHLING, MIDN C. EVILL, SBLT T. MCINTOSH, MIDN B. KING, MIDN C. BERRY, MIDN A. DENNIS, MIDN S. JUDD.

**2nd ROW:** SBLT K. MOGFORD, MIDN L. RICHMOND, LEUT W. HO, MIDN J. LOCK, MIDN J. LUND, MIDN M. MORGAN, SBLT F. HERNANDEZ, LEUT H. HANCOCK.

**FRONT ROW:** MIDN L. BALDWIN, MIDN M. PRING, MIDN S. SACKLEY, MIDN J. CHILDS, MIDN A. BOWLEY, SBLT B. SINNAMON, MIDN B. WISE, MIDN L. BLANK.

**DIVISIONAL OFFICER:** LEUT STEPHEN DELO, RAN



### NEOC 44 COOK DIVISION

**REAR ROW:** MIDN A. DE TOMMASO, SBLT D. DORONI-DAWES, MIDN J. BONNER, MIDN M. GRENFELL, MIDN S. SHEPHERD, MIDN M. PIERCE, MIDN M. HOSKING.

**2nd ROW:** MIDN D. GREENWOOD, MIDN S. GIDLEY, MIDN S. BLACKHAM, LEUT L. WOLFF, MIDN A. BRYANT-CLARKE, MIDN R. KNOX,  
MIDN M. RILEY-MEIJER, MIDN J. PATTERSON.

**FRONT ROW:** MIDN S. CONNOR, MIDN S. KAESE, MIDN L. KELLY, MIDN S. MCKAY, MIDN W. OLDFIELD, MIDN J. WOODS, MIDN N. GOODWIN, MIDN A. TEMANA.

**DIVISIONAL OFFICER:** LEUT DANIEL HODGKINSON, RAN





**NEOC 44 FLINDERS DIVISION**

**REAR ROW:** MIDN Z. LEAROYD, MIDN C. LIVINGSTONE, MIDN N. CARTER, LEUT P. GADEN, MIDN A. KLYNE, MIDN N. ROLINSON, MIDN D. JENSEN.

**2nd ROW:** MIDN N. FOWLER-GAMMON, MIDN A. HEININGER, MIDN D. VAUGHAN, MIDN M. CICCHINI, MIDN S. JEFFERY, MIDN S. BOWEN,  
SBLT F. VISSER, LEUT K. CLARKE.

**FRONT ROW:** MIDN C. LOCK, MIDN E. PARKER, LEUT S. NAQVI, MIDN K. EATON, MIDN L. CARR, MIDN K. PHILLIPS, MIDN A. DUNCAN, MIDN T. DIXON.

**DIVISIONAL OFFICER:** LEUT ANDREW HOPE, RANR



**NEOC 44 JERVIS DIVISION**

**REAR ROW:** SBLT E. HICKSON, MIDN D. WELLS, MIDN Z. SEGGER, MIDN B. STEVENSON, MIDN J. MOMSEN, MIDN M. SIMPSON, MIDN G. HUTCHEON.

**2nd ROW:** SBLT N. PASCHINI, MIDN B. DICKENS, MIDN M. WHITBY, MIDN A. TUOHY, SBLT S. HOWORTH, MIDN M. HEMBROW, MIDN S. BAULCH, MIDN J. SAVILLE.

**FRONT ROW:** MIDN A. MORTHORPE, MIDN J. POHLNER, MIDN J. CALLAN, MIDN A. BETTS, SBLT Z. NICHOLSON, MIDN T. SHARP, MIDN C. MANTON,  
SBLT V. HART, SBLT C. RANDALL.

**DIVISIONAL OFFICER:** LEUT THOMAS DOHERTY, RAN





**NEOC 44 PHILLIP DIVISION**

**REAR ROW:** SBLT B. BROWN, MIDN J. ARMSTRONG, MIDN J. WONG, MIDN L. CHESHER, MIDN M. BRUCE, MIDN J. CHIPPER, MIDN D. MAGUIRE.

**2nd ROW:** MIDN S. TAYLOR-BURDON, MIDN D. PILIPCZYK, MIDN J. ERIKSSON, MIDN D. COMPARINI, MIDN J. GILL, MIDN M. BUCKINGHAM, MIDN N. STOREY, MIDN J. WILSON.

**FRONT ROW:** MIDN G. RILEY, SBLT M. HOARE, MIDN S. MOORE, MIDN G. HUNTER, MIDN M. STUBBS, MIDN S. WILLIAMSON, MIDN W. MAIDENS, MIDN I. VAN KAMPEN. **DIVISIONAL OFFICER:** LEUT MARK JOHNSON, RANR

**NEOC 45**



**NEOC 45 COOK DIVISION**

**REAR ROW:** MIDN MCQUEEN, MIDN ALLEN, SBLT DEVITT, MIDN KING, MIDN O'DELL, MIDN MCKENZIE.

**THIRD ROW:** MIDN WICHA, MIDN BLAIR, SBLT KHAYAT, LEUT SKOR, MIDN REACE, SBLT BRUTON, LEUT McDONALD.

**SECOND ROW:** SBLT SMITH, MIDN RYAN, SBLT CASTREE, MIDN WHELDRAKE, SBLT FAWCETT, SBLT FOSTER, MIDN JAVIER.

**FRONT ROW:** MIDN DAMIRIS, MIDN MAY, SBLT CAIRNS, MIDN SAULL. **DIVISIONAL OFFICER:** LEUT DANIEL HODGKINSON, RAN





**NEOC 45 JERVIS DIVISION**

**REAR ROW:** MIDN DANNATT, MIDN GREEN, MIDN PAULIN, SBLT SMITH, MIDN INCERTI.  
**3rd ROW:** MIDN GIBSON, LEUT BHAKOO, MIDN PERRY, OCDT VI, SBLT KHAN, SBLT EDWARDS.  
**2nd ROW:** MIDN RODGERS, MIDN CARTWRIGHT, MIDN SKOPAL, SBLT MULHOLLAND, SBLT ALBERT, MIDN BEEKMAN.  
**FRONT ROW:** LEUT ZORDAN, MIDN REID, MIDN GALVIN, SBLT MCKENZIE. **DIVISIONAL OFFICER:** LEUT MATTHEW COOKE, RAN



**NEOC 45 PHILLIP DIVISION**

**REAR ROW:** SBLT WALKER, MIDN MILICEVIC, MIDN DARRAGH, SBLT NEWMAN, MIDN DOUGLAS, SBLT MOREY, MIDN MARRISON.  
**3rd ROW:** MIDN SMITH, MIDN WILLMOT, MIDN BAUER, MIDN O'CONNOR, SBLT HEPNER, CHAP BAKER.  
**2nd ROW:** MIDN SAVILLE, SBLT MCMAHON, MIDN LONG, MIDN COMFORT, MIDN UVIA.  
**FRONT ROW:** SBLT IWATA, MIDN BEST, LEUT THOMSON, SBLT NOONAN, MIDN BLAIKSTON, MIDN STOW. **DIVISIONAL OFFICER:** LEUT SAMUEL ANDREW, RAN



# NEOC 45 SUPPORTS OP HAVRE

## SEA TRAINING DEPLOYMENT: 30 OCT – 18 NOV 11

By *LEUT Karen Thomson, RAN*  
*Phillip Division, NEOC 45*

In the small hours of Sunday morning, 67 New Entry Officers and 10 RANC staff members made the trip to Sydney Airport to fly to Auckland to join HMNZS *Canterbury* on her journey to Raoul Island (1000km north east of New Zealand). The Royal New Zealand Navy (RNZN) works in partnership with the Department of Conservation, (DoC) who make use of *Canterbury's* amphibious capabilities to transport building supplies, machinery and vehicles, food, fuel and DoC staff to and from the island. Along with the constant threats from active volcanos, earthquakes, tsunamis and cyclones, volunteer DoC personnel spend up to 7 months on the island assisting with the systematic searching of specific areas to map and remove weed species. Additionally, the removal of marine life is not permitted as the Kermadec Islands are all contained within a marine reserve.

Our passage to Raoul Island undoubtedly left many NEOCs reconsidering their career choice as the majority fell victim to seasickness; however, the mood lifted when we eventually went to anchor (after 2 days in transit) and got into our task books and allocated duty watches. For most of us, this consisted of several 4 hour watches on the bridge as a Lookout, shadowing the Engineers, spending time as a Scullery Hand in the Embarked Forces Dining Hall or a Steward in the Wardroom or working with the SALTs (Ship's Amphibious Load Team) and Royal New Zealand Air Force to move and pack loads for the 100+ VERTREPs required to



supply all manner of provisions to the island. Three NEOCs were lucky enough to win a raffle with the prize being a 30 minute flight over the island and the proceeds going to the Ship's Welfare Fund.

Amphibious Operations are a key component of *Canterbury's* capability and with the increased numbers on board during her work up period, the crew took the opportunity to practice RHIB driving and stern door marriages with the on-board Landing Craft Mediums (LCMs) in the waters off Auckland on our way back to Devonport Naval Base. For those of us that had the chance to view or play an active role in these evolutions, it was the chance to see practical examples of the theory that we had learned only weeks ago back at HMAS *Creswell*.

A steel deck BBQ and beer issue on the flight deck on the afternoon before we came alongside for a 6-day leave period gave us the opportunity to interact with ship's company on a more social level and relax after a fairly intense week of training and Operations; and with the assistance of *Canterbury* staff and the 'NEOC Supply Department trainees' both in the galley and out cooking and serving on the deck, this event is surely one of the many highlights of Phase 1 of OP Havre.

Once alongside at Devonport Naval Base, we shadowed the Duty Watch or provided extra hands to assist Engineers with maintenance tasks around the ship and the Galley staff with food preparation during the day; and in the evening, we had ample opportunity to make the most of our first





foreign port visit where we all sampled some of Devonport's and Auckland's finest foods and beverages after secure. We were also fortunate enough to have ready access to a number of cultural and further education experiences such as an experienced Guide to explain the exhibits in the Navy Museum in Torpedo Bay, along with a visit to the Te Taua Moana Marae (a Navy specific Maori cultural and education centre located on the Base where we were greeted with a welcoming ceremony – *powhiri*), participation in a *hongi* (the rubbing of noses to greet each other) and had a *hangī* (slow cooked food) for lunch. All were educational opportunities and special memories that we will definitely take with us through our careers.

Our second week on board after leave in Devonport saw us head back to Raoul Island again to collect DoC personnel and other items and packaging from the supplies we dropped off during our first trip. We were warned to be prepared for seas up to sea state four, however the weather Gods were kind enough to make the seas calm for a smooth voyage back to Auckland. Although our tasking was cut short due to mechanical issues with the ship's RHIBs, the journey provided valuable opportunities for the

*Canterbury's* crew to conduct at-sea training exercises and for us to observe and learn from the activities happening around us.

Given *Canterbury's* very busy schedule around the Christmas break, the entire ships company and members of Embarked Forces managed to find a seat in the Embarked Forces Dining Hall for an (early) Christmas theme dinner, complete with a smorgasbord of food and drinks (served to us, with a smile, by those hardworking members of the Wardroom) and the giving of 'Secret Santa' gifts in the Hangar by our very own 'Saint Nick'. It was a fantastic way to end what had been a busy (but very valuable) learning experience for all members of NEOC 45. A big 'thank you' must go to the RANC staff who not only made sure we all arrived safely (and all made it back to Australia!), but who also spent countless hours marking and correcting task books and journal articles, organising cultural and educational visits during leave and for making themselves available when we needed support. Thanks too must also go to those members of staff who were unable to travel with us, but put in hours of hard work behind the scenes to make it all happen, in the first place.

## NAVY RESERVE INITIAL ENTRY TRAINING TEAM (NRIETT)

2011 has been a busy and productive year for the team at NRIETT. 2011 saw 45 Reserve Officers successfully completing their REOC training. Through the positive management of Naval Reserve training, we have reduced the Reserve training liability of Officers under Training, to 63.

This course continues to be known as 'Hunter Division'— named after 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 exercises,

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.

Phase 1 (Initial Entry) was extended by one day, to now make it a 16 day course. Two Phase 1 courses were conducted in 2011 with a total of 33 trainees successfully completing the arduous training. In 2012 there are two Phase 1 courses programmed.



### REOC Ph1 1/11

**REAR ROW:** LEUT B. SCHENK, LEUT A. BUTI, LCDR N. WAGNER.

**4th ROW:** LEUT J. BRITTON, LEUT A. KUKLIK, LEUT N. ARNOLD, LEUT R. RUSSELL

**3rd ROW:** SBLT P. BICKFORD, LEUT P. NEWTON, LEUT J. FOX, LCDR S. LEE, LEUT J. HARRIS.

**2nd ROW:** CHAP D. UNDERHILL, LEUT A. FULLER, SBLT K. MULHERON, LEUT K. KING, LEUT S. HORVATH, LEUT C. ECUYER.

**FRONT ROW:** LS M. WEBB (STAFF), LCDR A. NEWMAN (H-NRIETT), CPO T. ANDERSON (STAFF), LEUT T. SMARRELLI.





#### REOC Ph1 2/11

**REAR ROW:** LCDR C HOWSE, LEUTT ELLIS, LCDR A FOCK

**3rd ROW:** LEUTT KING, SBLT M TURNER-DAUNCEY, LEUT G HARRIS, SBLT M PHILLIPS

**2nd ROW:** SBLT A FRENCH, LEUT C O'NEILL, SBLT M HAMMOND-ERREY, LEUT S KLEINMAN

**FRONT ROW:** LS M WEBB(STAFF), LEUT M CAMPBELL-DOWLING, LEUT S GULLIVER, LEUT L KEANY, CPO R TIMMS(STAFF), LCDR A NEWMAN(STAFF)

Phase 2 (Service Knowledge) conducted as a distance learning course, assessed and managed by NRIETT, saw 41 members graduate at the time of writing this article. More completed assessment tasks are expected over the Reduced Activity Period.

Phase 3 courses (Sea Prerequisite) continue to be managed by NRIETT with 50 Officers completing their training in 2011. Two Phase 3 courses are planned for 2012.

Phase 4 courses (Sea Training Deployment) saw 39 Officers complete this phase of their training in 2011.

The Reserve Officers in 2011 came from a wide variety of backgrounds—from ex-Army officers, soldiers and sailors, to doctors, lawyers, journalists, maritime trade specialists, psychologists, nurses, teachers, medical specialists, a chaplain and a meteorologist (for the first time). 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 2011 the NRIETT staff (LCDR A Newman - H-NRIETT, CPO T Anderson - 2IC NRIETT, CPO R Timms - Chief Instructor, LS M Webb - Office Manager; and AB K Ainsworth - ASO) continued to provide a dedicated service to Reserve trainees and the RANC.



# MANAGEMENT AND STRATEGIC STUDIES FACULTY (MSSF) 2011 REPORT

By LCDR Heather Walker, RAN

2011 enabled 480 RAN members of TA-ITLM throughput, to be trained for the next stage of their career through participation in Leadership, Management and Promotional Courses, including:

- CPO Promotion Course (CPOPC) – 134
- WO Entry Leadership Course (WOELC) – 17
- WO Promotion Course (WOPC) – 25
- Junior Officer Leadership Course (JOLC) – 240
- Junior Officer Management and Strategic Studies Course (JOMSSC) – 41
- LCDR Promotion Course (LCPC) - 7
- Lateral Entry Program (LEP) – 16

The Staff of MSSF for 2011 have been:

- LCDR Heather Walker, RAN
- LEUT Scott Warne, RAN (acting H-MSSF Aug – Nov 11)
- LEUT Chris McConachy, RAN
- LEUT Brad Doyle, RAN (acting H-MSSF Nov – Dec 11)
- LEUT Mark Johnson, RAN
- LEUT Col Painter, RAN

- WO Peter Jones, OAM
- WO Dave Larter
- CPO Mal Shand

MSSF Staff enjoyed an EXPED style Exercise in March 2011, kayaking to Greenpatch and back. The aim was to enjoy the great outdoors of Jervis Bay and also improve the day-to-day business of MSSF. The photographs below show those present for the Exercise.

MSSF is grateful for and complemented by the skills of the Course Planning Cell, the Training Development Cell, the Quality Control Cell and Assessors and Sailors from all areas of HMAS Creswell, particularly in relation to Exercise CONFIRM for JOLC. Additionally, MSSF acknowledges the contribution of the external presenters, who continue to present to a high calibre for the many and varied MSSF courses.

During the year, three MSSF Staff were deservedly named in the Top 100 Navy Achievers as part of the RAN Centenary celebrations. As such, congratulations go to LEUT Scott







Warne, RAN, WO Peter Jones, OAM and WO Fred Campbell for achieving this recognition.

2011 saw consolidation of the CPOPC and WOPC (both courses initiated in 2010), as well as the complete redevelopment of the JOMSSC to become the Lieutenant Commander Promotion Course, with the inaugural course commencing 07 November 2011.

All MSSF staff are thanked for their contribution to the development of our new generation of Senior Sailors and

Junior Officers. As well, their 'cross-faculty' support for OITTF training and leadership assessments is significant and appreciated.

2012 will see LCDR Helen Walker, RANR taking the reigns of MSSF. She is welcomed and wished every success in her forth-coming role. May MSSF continue to strive for excellence and aid in the development of Navy's current and future leaders.



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

By *LEUT Chris McConachy, RAN*

The purpose of the JOMSSC was to provide an insight into management practices and organisations within the Australian Defence Organisation, 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 was the final step in the Officer Leadership, Management and Personal Development training continuum.

Following a review in 2010, TA-ITLM identified that the JOMSSC was no longer providing senior LEUTs with all of the skills and knowledge they required to work effectively as Heads of Department, Staff Officers and in Joint environments at the O4 level. JOMSSC was providing Navy LEUTs with significantly less Single Service Training than

their Army and RAAF counterparts received. This was putting them at a disadvantage at ACSC and in Joint postings.

Following the review of JOMSSC, TA-ITLM decided that the course should be discontinued and replaced with a longer, more robust course, more in line with the training received by the other Services. Consequently, a proposal for a five week Lieutenant Commander Promotion Course was developed. COMAUSFLT agreed to this proposal early in 2011 and the last JOMSSC 3/11, was conducted in May - June 2011.

The JOMSSC ran from 2003 to 2011 and saw 760 trainees graduate. There were five Course Officers over the life of the course: LEUT Chris Jones (2003), LEUT Lucito Irlandez (2004), LEUT Andrew Sleeman (2004), LEUT Desmond Woods (2004 - 2008) and LEUT Chris McConachy (2009 - 2011).



**JOMSSC 1/11**

**REAR ROW:** LCDR K. SCARCE, LEUT L. YOUNG, LEUT R. CLASSON, LEUT M. BURTON (THRING AWARD).

**FRONT ROW:** LEUT C. MCCONACHY (COURE OFFICER), LEUT A. COX (DUX), LEUT S. REYNOLDS, LEUT D. HALE (THRING AWARD), LEUT A. PEARSON.





**JOMSSC 2/11**

**REAR ROW:** LEUT M. GALLAGHER, LEUT D. KINGDOM (THRING AWARD), LEUT A. GREEN (DUX), LEUT M. BUKS, LEUT M. DANTUC.

**SECOND ROW:** LEUT J. CORKER, LEUT L. PERVAN MARGOT, LEUT M. GILKS, LEUT A. THORPE, LEUT A. MANNION, LEUT C. HAMILTON.

**FRONT ROW:** LEUT C. MCCONACHY (COURSE OFFICER), LEUT S. TAME, LEUT E. VAN HECKE, LEUT T. CAMPBELL, LEUT J. BASCUNAN, LCDR H. WALKER (H-MSSF).



**JOMSSC 3/11**

**REAR ROW:** LEUT J. BRETT, LEUT L. DOAK, LCDR R. SLOANE (DUX), LEUT I. WALKER, LEUT P. MCGUIRE, LEUT C. BARRY.

**THIRD ROW:** LEUT M. PORTER, LEUT M. RHYS-JONES, LEUT M. CARTER, LEUT D. COEY-BRADDON, LEUT L. CASEY, LEUT P. LOCKE.

**SECOND ROW:** LEUT T. BELLERBY, LEUT T. KELLY, LEUT J. KASTONIOTIS, LEUT P. TUCKER, LEUT D. CZAJA.

**FRONT ROW:** LEUT B. FRANCIS, LCDR H. WALKER (H-MSSF), LEUT C. MCCONACHY (COURSE OFFICER), LEUT DARYL SCOTT (THRING AWARD).



# LIEUTENANT COMMANDER PROMOTION COURSE (LCPC)

By *LEUT Chris McConachy, RAN*

Following a review of the Junior Officers' Management and Strategic Studies Course (JOMSSC) in 2010, TA-ITLM proposed that the course be replaced with a five week course, to be named the Lieutenant Commander Promotion Course (LCPC). The proposal for the creation of a LCPC was approved by COMAUSFLT in early 2011. The new LCPC was developed over 2011 and the pilot course, LCPC 01/11, commenced in November 2011.

The LCPC was designed to fill gaps in the Officers' Leadership, Management and Personal Development (LMPD) continuum, between the Junior Officer Leadership Course and Staff Course at the Australian Command and Staff College. It provides senior LEUTs and junior LCDRs with the skills and knowledge they require to work effectively as Heads of Department, Staff Officers and in Joint environments at the O4 level.

The LCPC includes modules in Leadership, Strategic Studies, Maritime Doctrine, staff skills and Management.

In addition, it incorporates a one week visit to Canberra and a one week Introduction to Joint Operations course, conducted at the Joint Warfare and Doctrine Training Centre, RAAF Williamtown.

During the one week Canberra programme, trainees visit the Sea Power Centre, Border Protection Command, Russell Offices and the Directorate of Workforce Modelling Forecasting and Analysis. Trainees receive high level briefings from a range of organisations within Navy and the wider Defence organisation. In addition, trainees visit a foreign embassy for a briefing by a foreign Defence Attaché.

Eleven trainees attended the pilot course in November. Trainee feedback and the quality control process indicated that the course went extremely well and was highly regarded by the trainees. With a little fine tuning the LCPC promises to be an outstanding course and a fitting culmination of the LMPD continuum.



**LCPC 1/11**

**REAR ROW:** LEUT G. MILTON (THRING AWARD), LEUT A. HOWE, LEUT A. WILKINSON.

**FRONT ROW:** LEUT J. TOPPING (DUX), LEUT G. MOUNTNEY, LCDR D. PERRY, LEUT J. KELLY, LCDR K. WALTER, LEUT C. MCCONACHY (COURSE OFFICER).



# JUNIOR OFFICERS LEADERSHIP COURSE (JOLC)

By *LEUT Col Painter, RAN and LEUT Brad Doyle, RAN*

The aim of 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. This course has been developed to broaden and deepen the knowledge needed to operate effectively and with credibility, at a Divisional Officer level in the Navy.

The course contains a variety of maritime and strategic subjects, Legal studies including a Defending Officers workshop, OH&S for Supervisors, Equity and Diversity, Alcohol and Drug Awareness, a two day Leadership and Ethics workshop delivered by the Directorate of Leadership and Ethics (DLE) team, financial awareness, crime scene preservation and service writing. Included in the course are a series of sporting and social based activities to broaden the skill sets of the trainees so that they can perform more effectively as Divisional Officers.

During 2011 a total of 13 courses were conducted with 243 Officers completing training. The Huw Paffard award is presented to the trainee considered by their peers to have contributed most towards the aims of the course. Each recipient receives a Certificate and has their name engraved on a perpetual trophy. Additionally, the Dux of the course receives a book prize.

JOLC has now been included within most PQ application courses.

During Exercise Confirm, the main assessment activity, role players act as real life Navy people in scenarios that allow the training staff to assess the trainees' capacity to perform in their role as a Divisional Officer. The course concludes with a Senior Officer sharing their personal experiences on the subject of Leadership.



**JOLC 1/11**

**REAR ROW:** MIDN D. TUOHY, SBLT I. ASTON, MIDN D. PHILLIPS (DUX), MIDN P. BACH, MIDN T. HALES, MIDN S. FRANCIS, MIDN P. COLLINS.  
**THIRD ROW:** MIDN G. HICKS, SBLT B. THOMSON, MIDN G. WATKIN, MIDN T. CORLIS, LEUT M. CARTER (PAFFARD AWARD), MIDN D. CAHILL.  
**SECOND ROW:** SBLT R. JONES, LEUT S. RIGNEY, MIDN E. SNELLING, SBLT A. HOCKING, MIDN S. GOLLAN, MIDN T. BRAUER, MIDN K. NEWSON.  
**FRONT ROW:** LEUT S. WARNE (CIO), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER).





**JOLC 2/11**

**REAR ROW:** LEUT L. MCMAHON, MIDN E. WISEMAN, MIDN M. DRIVER, MIDN, R. AUSTIN-EAMES, MIDN A. GOEDECKE.

**THIRD ROW:** MIDN B. MCCONVILLE MIDN C. TELFORD, MIDN V. KORTLANG, MIDN M. BELL.

**SECOND ROW:** MIDN C. BOND, MIDN M. BRUCE, MIDN D. WATKINS, SBLT P. VAN ORDER (PAFFARD AWARD & DUX), MIDN A. CONSTABLE, MIDN E. HULL.

**FRONT ROW:** LEUT S. WARNE (CIO), LCDR H. WALKER (H-MSSF), LEUT B. DOYLE (COURSE OFFICER).



**JOLC 3/11**

**REAR ROW:** SBLT M. HIGGINSON, LEUT L. FAY, SBLT D. SHEPARD, SBLT J. BAUMGARTEN, SBLT C. STANDEN, LEUT A. HALE.

**THIRD ROW:** SBLT A. FIELDSSEND, LEUT K. CVEJIC, LEUT C. BARRY (DUX & PAFFARD AWARD), SBLT B. STEWART, LEUT M. SNELING, SBLT B. HICKS, LEUT A. DEUTSCHER.

**SECOND ROW:** LEUT M. RICAMORA, SBLT J. CHEE, SBLT M. RILEY, LEUT G. HUMPHRIS, SBLT M. FAN, SBLT J. CUSUMANO, SBLT S. ANDREW.

**FRONT ROW:** LEUT S. WARNE (CIO), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER).





**JOLC 4/11**

**REAR ROW:** LEUT M. SHIPTON, SBLT L. SONDERGELD, SBLT S. FLETT, SBLT A. HOFF, SBLT P. HODGINS, SBLT R. MARTIN.  
**THIRD ROW:** LEUT S. MALONE, SBLT M. TAVENER, SBLT E. PUTNEY, LEUT R. PAFF, SBLT E. GOLDBERG, SBLT J. DOVER, SBLT S. BACON.  
**SECOND ROW:** SBLT C. GUEST, SBLT K. WHITE, LEUT S. FUSS (PAFFARD AWARD), LEUT C. DEMPSEY(DUX), LEUT E. CHO, SBLT K. SANGHA.  
**FRONT ROW:** LEUT S. WARNE (CIO), LCDR H. WALKER (H-MSSF), LEUT B. DOYLE (COURSE OFFICER).



**JOLC 5/11**

**REAR ROW:** LEUT R. WHITEHEAD, SBLT B. PASCOE, SBLT A. NORLEY (PAFFARD AWARD).  
**THIRD ROW:** SBLT S. ABLEY, MIDN M. COPLAND, SBLT M. SANDRI, MIDN D. LEFEL, SBLT C. THORNTON.  
**SECOND ROW:** LEUT P. KEMP, SBLT T. FORD, MIDN A. GILBERT, SBLT B. BRERETON, SBLT J. HARVEY-COLLINGS.  
**FRONT ROW:** SBLT A. DI LIBERTO, LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER), SBLT T. MOFFAT (DUX). ABSENT: MIDN M. LOADSMAN





**JOLC 6/11**

**REAR ROW:** MIDN F. DREDGE, SBLT D. HEFFERNAN, SBLT M. HAWKER, MIDN C. VERHEUL, MIDN S. KERR.  
**THIRD ROW:** SBLT R. COSGROVE, MIDN B. DONALDSON, LEUT K. BRIGHTMAN (DUX & PAFFARD AWARD), LEUT D. GOODBUN, SBLT J. O'BRIEN.  
**SECOND ROW:** SBLT S. BOULDON, LEUT T. HOFFMAN, LEUT G. BAILEY, SBLT M. KAROW.  
**FRONT ROW:** SBLT M. KRISTENSEN, LCDR H. WALKER (H-MSSF), LEUT B. DOYLE (COURSE OFFICER). **ABSENT:** LEUT P. BURNEY



**JOLC 7/11**

**REAR ROW:** SBLT D. NG, SBLT D. ROBINSON, SBLT Z. PENG, SBLT B. MCGLASHAN, SBLT A. GILL, SBLT S. MARTIN, SBLT G. GILES, SBLT D. TUGWELL, SBLT A. STILLBURN.  
**THIRD ROW:** SBLT A. GREEN, SBLT B. GALL, SBLT E. ALSTON, SBLT W. NORTH (DUX), SBLT M. GREEN, LEUT S. CLARKE, LEUT P. SADLER, LEUT M. WERNAS.  
**SECOND ROW:** SBLT M. DE JAGER, LEUT M. LANGEVELD, LEUT S. JACKSON, LEUT N. DUNN (PAFFARD AWARD), SBLT T. DUTTA ROY, SBLT I. STAFFORD, LEUT C. ROGERSON.  
**FRONT ROW:** LEUT S. WARNE (CIO), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER).





**JOLC 8/11**

**REAR ROW:** LEUT D. LUCAS (PAFFARD AWARD), SBLT J. SEMMELROGGEN, MIDN N. TIDYMAN (DUX).

**THIRD ROW:** LEUT S. CURIC, LEUT R. SHACKLETON, SBLT M. ORR, LEUT S. JARVIS

**SECOND ROW:** SBLT G. THALER, LEUT M. KUMPIS, SBLT A. WITTMANN, SBLT J. WILLIAMS, SBLT V. WATSON..

**FRONT ROW:** SBLT H. CAMERON, SBLT J. EMONSON, LEUT M. JOHNSON (COURSE OFFICER), SBLT P. FERGUSSON (DUX), SBLT S. CLEVELAND.



**JOLC 9/11**

**REAR ROW:** SBLT C. COLLEY, SBLT A. COOPER.

**THIRD ROW:** SBLT N. MIKHAIL, LEUT R. DAVIS (DUX), SBLT K. RENSFORD, SBLT J. COPPEN, SBLT W. JACKMAN.

**SECOND ROW:** SBLT . DYER, SBLT I. MANSON, LEUT A. KONIGSBERG, SBLT P. JONES, SBLT T. MILAS.

**FRONT ROW:** LEUT B. DOYLE (COURSE OFFICER), LEUT A. MOULE, LEUT C. CASTLE (HUW PAFFARD), SBLT D. EAST, SBLT D. TAYLOR, SBLT P. PROUSE, LEUT N. AMEY, SBLT K. BACON.





**JOLC 11/11**

**REAR ROW:** SBLT T. RUE, SBLT S. LYTTON, MIDN M. HERPS.

**SECOND ROW:** SBLT J. ABBOTT (PAFFARD AWARD), LEUT W. CARTER, SBLT J. HUGHES, SBLR A. GUEST.

**FRONT ROW:** SBLT J. ETRIDGE, MIDN K. PHILLIPS, LTJG M. CORTEZ, SBLT C. WALTER, SBLT R. UZZELL (DUX & PAFFARD AWARD), LEUT B. DOYLE (COURSE OFFICER) LEUT S. WARNE (CIO).



**JOLC 12/11**

**REAR ROW:** SBLT J. SEHMISH (DUX), MIDN L. HOWARD, SBLT M. KERR, SBLT R. SHACKLETON.

**SECOND ROW:** SBLT S. CURTIS, SBLT D. HODGE, SBLT B. SEARLE.

**FRONT ROW:** LEUT C. MARCHANT (PAFFARD AWARD), ENS J. ANGUE, LEUT M. LENNARD, SBLT A. RAYNER, LEUT M. DELAUNEY, LEUT B. DOYLE (COURSE OFFICER) LEUT S. WARNE (CIO).





**JOLC 13/11**

**REAR ROW:** SBLT B. TRESIZE, LEUT M. DANK, SBLT B. WITT, MIDN RUSSELL-COOK, SBLT W. TUCKERMAN.

**FOURTH ROW:** LEUT B. HERRON, SBLT B. DAVIS, LEUT S. MOONEY, LEUT J. BOOTH, MIDN L. MCMAHON.

**THIRD ROW:** LEUT R. NOAKES, SBLT D. SMITH, SBLT J. STUART, LEUT C. CLARKE, MIDN M. RAYNER, SBLT D. THOMAS.

**SECOND ROW:** LEUT B. DOYLE(A/HMSSF), LEUT T. MUSCAT, SBLT S. HOWORTH, SBLT T. HARROW( PAFFARD AWARD), LEUT C. PAINTER(COURSE OFFICER).

**FRONT ROW:** MIDN C. TREW, SBLT F. VISSER, MIDN A. COCHRANE, SBLT C. RANDALL (DUX), SBLT M. WALKER, MIDN A. POWELL.



**JOLC 14/11**

**REAR ROW:** SBLT A. COLLINGWOOD, LEUT G. EDWARDS, SBLT N. CRUMP.

**FOURTH ROW:** MIDN M. MCKEON, SBLT K. STUART, SBLT H. INGHAM, SBLT J. FETHERS.

**THIRD ROW:** SBLT B. BROWN, SBLT M. HUTCHESON (DUX & PAFFARD AWARD), SBLT P. RUSSELL, SBLT F. HERNANDEZ, SBLT P. ASIMAKIS.

**SECOND ROW:** LEUT L. GEORGE, SBLT R. FARRELLY, SBLT S. KUMAR, SBLT Z. NICHOLSON, LEUT J. BURY, SBLT M. WESTWOOD, MIDN T. GILL, SBLT B. NEEDS.

**FRONT ROW:** MIDN C. LAKE, MIDN C. LONGMORE, LEUT B. DOYLE (A/H-MSSF), LEUT M. JOHNSON (COURSE OFFICER), LEUT M. SAMS, MIDN K. LANG.

**ABSENT:** LEUT A. SALEH, SBLT J. WILLIAMS.



# SENIOR SAILORS LEADERSHIP, MANAGEMENT AND PROFESSIONAL DEVELOPMENT

By *WO Fred Campbell*

The year 2011 was a busy, yet rewarding time for the facilitators for the CPOPC and WOPC. Throughout the year, Warrant Officers Peter Jones and Dave Larter had the pleasure of seeing 134 POs and CPOs successfully complete the CPOPC and 26 CPOs complete the WOPC. These courses have been designed to give sailors training when they need it, ensuring they are ready for the challenges that come with the next rank.

The CPOPC is a four week residential course, whilst the WOPC is a two week residential course. There are currently seven CPOPC courses programmed a year with a maximum of 20 positions available per course. The approximate ratio is 16 PO's and 4 CPO's. This ratio is to ensure that those CPO's who have not completed either the CLDP or equivalent are able to progress through the training continuum to be eligible for the WOPC.

The WOPC, whilst a discretionary course is panelled by NPCMA in order to establish a viable short-list order of merit. Two WOPC are programmed for each year, with 20 positions available per course.

Due to the success of these courses in providing senior sailors with training which will assist them in their future career progression, there is consultation being conducted at present to increase the number of CPOPC from seven to nine courses per year and WOPC from two to three courses per year. This possible increase in course numbers will provide opportunities for more senior sailors to develop and enhance the necessary skills for their career progression.

As with all units within the Navy, personnel movements are a way of life, even at HMAS *Creswell*. In October 2011, WO Peter Jones moved on from being a facilitator for the CPOPC and WOPC to take up a position at NPCMA in Canberra. He was replaced by WO Fred Campbell who had just completed three years as the SWO of HMAS *Cerberus*.

Also in March 2012, WO David Larter will be leaving *Creswell* for a position within the NGN Project. He will be replaced at *Creswell* by WO David Cooke who will have just completed three years as the OIC of NPCMA-East.

Fred and David look forward to welcoming you to the CPOPC/WOPC Challenge next year.



WO Peter Jones



WO Dave Larter





**CPOPC 1/11**

**REAR ROW:** PO E. YANDEL, CPO M. AUSTIN, PO B. MANUEL, PO K. PATON, PO A. WAKFER, CPO S. RATCLIFFE.  
**THIRD ROW:** PO M. BADGER, PO J. DOWD, PO A. WILESMITH (DUX), CPO M. NASH, PO A. PAGE, PO R. CETINICH, PO D. CLARK.  
**SECOND ROW:** CPO D. DEVENE, PO N. JACOBS, PO N. FITZPATRICK, PO S. DAWSON, PO I. WATERSON, PO N. ROFE, PO K. BROUGHTON.  
**FRONT ROW:** WO P. JONES (COURSE OFFICER), LEUT S. WARNE (CIO), LCDR H. WALKER (H-MSSF), WO D. LARTER (COURSE OFFICER).



**CPOPC 2/11**

**REAR ROW:** PO J. MARTIN, CPO W. BAUMHAMMER, PO M. MADIGAN.  
**FOURTH ROW:** PO B. WILSON, CPO P. PARNELL, CPO S. ANGUS, PO J. KICK.  
**THIRD ROW:** PO B. MINNS, PO R. MCINTOSH, PO B. LYNCH, PO D. LINES, PO R. STUART.  
**SECOND ROW:** CPO D. SOARS, PO C. RANDALL (DUX), PO G. THOMMS, PO C. GARDNER, PO G. BETTS.  
**FRONT ROW:** WO P. JONES (COURSE OFFICER), PO A. PRECHT, PO D. CLARK, WO D. LARTER (COURSE OFFICER).





**CPOPC 3/11**

**REAR ROW:** PO B. WILLIAMS, PO A. LEE, PO V. BLETCHER, PO M. DOLLISON, PO I. HALL, PO A. ATKINSON, PO G. SMITHERS (DUX).  
**THIRD ROW:** PO R. STORR, CPO A. SPEIRS, CPO C. HALL, PO D. O'SHANNESY, CPO A. BORDER, PO D. MARSHALL.  
**SECOND ROW:** PO R. HENDERSON, PO J. BENTLEY, PO D. CONNOLLY, PO J. ROBERTSON, PO L. ROBERTSON, CPO T. HUNT, PO N. RODGERS.  
**FRONT ROW:** WO D. LARTER (COURSE OFFICER), LEUT S. WARNE (CIO) LCDR H. WALKER (H-MSSF), WO P. JONES (COURSE OFFICER).



**CPOPC 4/11**

**REAR ROW:** PO J. BAYLIFF, PO J. BIGNELL, PO J. PAYNE.  
**THIRD ROW:** PO J. CARROLL, PO B. CRAIG, CPO W. DONOHOE, PO A. O'RILEY, PO A. RUSHFORTH(DUX)  
**SECOND ROW:** CPO D. DOWELL, PO T. RICHARDS, PO S. PURCELL, PO D. CRAMPTON, CPO G. MAWHINNY, CPO K. PHILP  
**FRONT ROW:** WO P. JONES (COURSE OFFICER), CPO G. BITHELL, PO M. KENNA, PO M. TURNER, PO R. IRVINE, PO K. PETERSON, PO J. ORR,  
 WO D. LARTER (COURSE OFFICER).





**CPOPC 5/11**

**REAR ROW:** CPO A. BEASLEY, PO C. LANGSTON, CPO P. DURNAN, PO M. THOMPSON, PO R. CRESSWELL.

**SECOND ROW:** CPO W. SWANN, PO T. NOBLE, CPO E. FLORES, PO J. GOODRICK (DUX), PO T. DAWE, CPO R. O'BYRNE.

**FRONT ROW:** LEUT S. WARNE (CIO), CPO J. RICHARDSON, CPO S. DWYER, PO C. HARMER, CPO W. BEE, CPO C. WARE, WO D. LARTER (COURSE OFFICER).



**CPOPC 6/11**

**REAR ROW:** CPO S. ELLIS, CPO A. DUNCAN, PO L. WARNCKE, CPO S. FLANNERY, CPO M. WOODS, CPO W. TAYLOR.

**SECOND ROW:** CPO M. DAVIS, PO D. OSBORN, CPO A. HAMILTON, CPO R. EWING, CPO G. MCSHANE, PO A. HOLMES, CPO C. RAYMER.

**FIRST ROW:** CPO S. WINKLER, CPO S. POWER, CPO J. AYERS, CPO B. COTGROVE, CPO B. CHENALL, PO S. PFEIFFER.

**FRONT ROW:** COURSE OFFICERS WO D. LARTER, WO F. CAMPBELL, WO P. JONES.





**CPOPC 7/11**

**REAR ROW:** PO P. COPLEY, PO R. BOOTH, PO D. ANDERSON

**SECOND ROW:** PO A. HERDMAN, CPO A. BOWERING(DUX), PO D. WHEAT, PO E. STARINSKAS

**FIRST ROW:** PO G. NATHAN, CPO C. CLARKE, PO E. HALLARAN, PO. D BELTON, PO J. PETERS

**FRONT ROW:** CPO J. WADE, PO S. ALLEN, PO M. CRAIGIE, PO L. JOHNSON, PO K. SHODEL, PO D. BERTHOLINI, PO P. WILSON, PO T. WHITWORTH

**CENTRE:** WO F. CAMPBELL (COURSE OFFICER) **ABSENT:** WO D. LARTER (COURSE OFFICER)



**WOPC 1/11**

**BACK ROW:** CPO L. HARRISON, CPO S. CLEAR, CPO B. MAHER.

**SECOND ROW:** CPO C. MORAN, CPO K. SOPER, CPO J. MOORE (DUX), CPO S. SORENSON.

**FRONT ROW:** WO D. LARTER (COURSE OFFICER), CPO S. PLEWIS, CPO R. FORSYTH, CPO J. DWYER, CPO T. IRVING, CPO D. LOVELL, WO P. JONES (COURSE OFFICER).



## POLICY SECTION

*By LEUT Peter Bartholomeusz, RAN*

During 2011 there were a number of personnel changes to the Policy team. In January, LEUT Peter Bartholomeusz joined the team as the Staff Officer Policy. Early in the year CPO Gareth Bexton finished in the Policy Section as the Assistant Staff Officer Policy. This allowed WO Rod McLaurin to move into the vacated billet as his previous Equity & Diversity Coordinator billet was removed. CPO Bexton remained at HMAS *Creswell* in his new role as a civilian in Course Planning.

The planned introduction of a new *Workplace Health and Safety Act 2011* at the beginning of 2012 has necessitated a lot of development this year to existing RAN WHS Training and Policy. Many of the changes needed to the training and policy have been overseen by CPO Glen Peck. CPO Peck has also facilitated the running of two external courses during the year – OHS Lead Auditor and Certificate IV in OHS.

In an acknowledgement of the contribution that CPO Peck has made to Navy Safety, he was 'Highly Commended', in the 2011 Annual Navy Safety Awards. The award was in recognition of his proactive approach that influenced not only the OHS Training Continuum, but also the Policy that guides it. CPO Peck was presented with this award by RADM Du Toit on the 20th of October 2011.

WO McLaurin contributed to many aspects of *Creswell* life. For NEOC, he has been Cook Divisional Senior Sailor during ITP for both NEOC 44 and 45; he also assisted on the Sea Training Deployment. As an instructor he has drawn on his vast experience for Equity & Diversity training, New Generation Navy instruction and presenting RAN Organisation material.





## PHYSICAL TRAINING

*By CPO Brad Walsh*

2011 has been a busy and productive year for the HMAS *Creswell* gymnasium. Physical Training staff under the leadership of CPO Walsh has delivered a diverse training package ensuring the RANC and *Creswell* provide Fleet with the most capable and ready fighting force.

One of the major changes to *Creswell* has been the redevelopment of the gymnasium. The new facility was part of an impressive \$83 million dollar redevelopment package. Completion of this facility in late December 2011 has further enhanced *Creswell's* ability to develop strong leaders and provide unique experiences — as is witnessed when ship's company and trainees attempt the 'above water obstacle course' in the pool. This new facility has an impressive array of equipment and its commissioning into the Navy training continuum ensures the growth and development of Naval Officers is in line with Australian Fitness Industry Standards and the public's expectation of excellence.

The New Entry Officers Course is an important part of *Creswell* and because of this the Physical Training department adhere to the RANC vision in developing excellence through their association with new Naval Officers. The development of leaders who display self

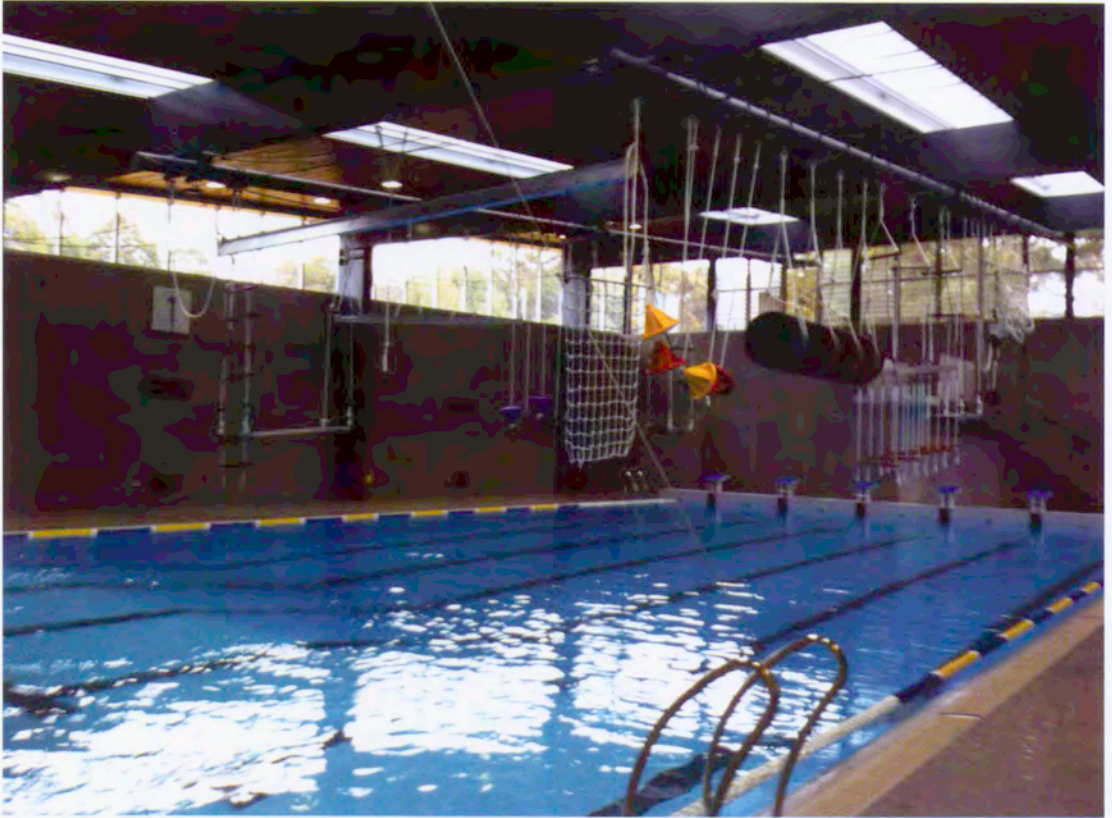


reliance, professional ethical behaviours and a sense of accomplishment is systematically nurtured throughout their time at *Creswell* by Physical Training staff.

Physical Trainers conduct and assist in learning packages that develop mental toughness. Mental resilience is an important performance trait of an effective Officer in combat and as such the RANC has developed in-depth training that adheres to this principle. The articulation of four leadership training exercises also allows trainees to take what they have observed and discussed with staff within a formal setting, into a dynamic environment. The leadership exercises are conducted within *Creswell*, Jervis Bay and the Shoalhaven Area. The arduous conditions and unpredictable scenarios allow trainees to practice skills and develop leadership traits that will enable them to earn the respect of the sailors under their Command and gain the trust and confidence of Commanders who task them.







Patronage of the gymnasium since its official opening has been continually high and visitors to the gymnasium always depart with a sense of wonderment. The size and array of equipment, plus the gym's picturesque location overlooking the sands of Jervis Bay are the envy of Fleet and Shore establishments across the RAN. External agencies, both local and interstate, have also identified *Creswell* gymnasium as a facility for learning, creativity and personal development.

Physical Training staff will continue to work in partnership with all agencies and customers that request professional excellence into the workplace. Staff share the philosophy of professional excellence through ethical practice and are looking forward to the challenges ahead...and if you do visit, make sure you bring your towel.





## PORT SERVICES

By LCDR Peter Hudson, RAN

HMAS Creswell's waterfront has been highly utilised for trials of new equipment, WUPEs, training and supporting the Fleet in 2011. As well for visiting agencies, Port Services is the first point of contact. Parachute Training School (PTS), Clearance Diving Team 1 (CDT1), 2 CMDO, MGDST and THALES to name a few have all been assisted by the Port Services team over the year. The regular high tempo of operations and support has kept the team busy and required a large amount of organisation, de-confliction and on occasion diplomatic skills.

Within the core roles of providing support to the Fleet working closely with DMS, the following services have also been regularly provided over the year: crane support up to 25 tonnes and forklift operations up to 2.5 tonnes. Port Services have also provided 17,194 litres of fuel over the last 12 months to local and visiting units.

Port Services is the point of contact for the 'latest' in the Fleet Training Program changes. Changes resulting in possible conflicts for the use of Port facilities are quickly resolved to ensure maximum efficiency and support to the Fleet.

Examples of a few of the activities Port Services have been involved in are:

- AUSCDT1 located a cargo parachute that had remained unrecovered for 2 years in Jervis Bay. Crane support, dogging and forklifts to move and recover the equipment were provided. This evolution ensured that Navy is doing its part in keeping Jervis Bay clean;
- DL Seal were provided fuel, crane support, a berthing plan, and 24 hour support;
- MGDST trials were provided fuel, a berthing plan, shark Risk Profile briefs and short notice maxi dyad recovery support;
- A safety boat and shark risk brief was provided to adventure training teams and NEOC trainees carrying out continuation training in Jervis Bay;



Cargo parachute lifted out after 2 years undetected

- Storage of inert mine shapes prior to laying;
- Support has been provided for urgent URDEF rectification, with stores delivery;
- The support of MEDEVACs when required; and
- Monitoring of recreational boat endorsements and bookings, private boat access to the waterfront boat ramp and out of hours activities.

After a busy 2011, we will hit the ground running in 2012 with NEOC entry, the support of AUSCDT1, MGDST and numerous adventure training evolutions. The team are well motivated and looking forward to supporting fleet and other external units into 2012 and beyond.



# NAVAL POLICE COXSWAINS REPORT 2011

*By CPONPC Dave Biddle*

In the year of 2011 HMAS *Creswell* Naval Police Coxswain (NPC) Office had the following staff:

CPONPC Ian McIntyre (Jan to Jun 11)

CPONPC Greg Crannage (Jun to Dec 11)

PONPC Jon Heron

LSNPC Alex Ormaechea

LSNPC Mark Thomson (Joined Nov 11)

During the year the NPC staff coordinated with the assistance of the Ship's company, traffic and parking management/control for HMAS *Creswell's* ANZAC Day dawn service and the New Entry Officer Course (NEOC) 44 and 45 Graduation Parades. The NPC staff conducted proactive community policing around the establishment including interacting with Australian Federal Police.

Some of the NPC staff yearly statistics are as follows:

- 230 Prohibited Substances Test;
- 922 Alcohol breath tests conducted (four positive); and
- 34 Personnel infringed IAW the Discipline Officer's Scheme.

In addition NPC staff also conducted lectures for staff, trainees and/or students, which included Crime Scene Preservation, Defence Force Discipline Act, Leave/Travel, Categorisation, Security awareness and Induction training.





# RAN SCHOOL OF SURVIVABILITY & SHIP SAFETY

*By LEUT Evan Cunningham, RAN*

Throughout 2011 the Royal Australian Navy School of Survivability and Ship Safety (RANSSSS) has had the enormous task of training members of the RAN in the skills of Combat Survivability (CS).

To say the RANSSSS have had another busy year would be an understatement. With the growing need and demand for advanced CS training along with all the other elements of Damage Control, 2011 has been one of the busiest years for the school in recent history. TF-E has trained nearly 3500 personnel in all forms of CS this year.

2011 has also seen a new chapter with the opening of the newly refurbished TF-East following an \$18 million redevelopment. The students have been exposed to a new world in facilities with the introduction of the Dynamic

Leak Stop and Repair Unit and a diesel fired Advanced Fire Fighting Unit which are all computer controlled from a central Simulator Control Room. The first classes undertook this training in the new systems in January 2011.

The temporary units which were used in 2010 have been relocated to Darwin and Cairns to assist in PWT's in the local area.

Through all the changes that have occurred in 2011 the RANSSSS continues to consistently perform to the highest standards and live up to its motto.

**'Survive To Fight'**



RANSSSS TF-E Staff in front of the Simulator Control Room



## DEFENCE SUPPORT GROUP

*By Mr Stephen Ryan*

The Defence Support Group (DSG) represents a consolidation of the Australian Defence Organisation 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. Our mission is to be an innovative, agile and cost effective support service that enables and enhances the delivery of Defence capability.

DSG performs a diverse range of services at HMAS *Creswell* such as Defence Support Operations and Infrastructure Services.

### DEFENCE SUPPORT OPERATIONS

DSG at *Creswell* is led by Garry Clarke, Base Support Manager (BSM) for Shoalhaven. After moving across from his BSM position in Canberra, Garry came 'on board' in the Shoalhaven in 2010. Garry is supported by the *Creswell* Site Manager, Stephen Ryan who has been the Site Manager at *Creswell* since 2001 and works alongside the Base Support Operations team of Ken Sheen, CPO Sven Scaife and PO Stuart Hammond.

### INFRASTRUCTURE SERVICES CONSISTING OF LAND MANAGEMENT, PROPERTY REPAIRS AND MAINTENANCE, ENVIRONMENTAL MANAGEMENT

Glen Scott is the Estate and Facilities representative on board *Creswell* managing the development, maintenance and disposal of the Defence Estate.

The Environmental Management Team is headed by the Senior Environmental Officer Glenn Forrest and his 2IC Jan Forbes. Glenn's team is committed to ensuring Defence is a leader in environmental management protecting the long term sustainability of the Defence Estate, a particularly important role in such an environmentally sensitive area as *Creswell*.

### DEFENCE STORES MANAGEMENT

The Naval Stores department is managed by Ian Cook and is supported by his 2IC, Cheryl Peck. Ian and Cheryl not only support the stores requirements of *Creswell* but also that



Steve Ryan

of all of the visiting fleet units while they conduct various exercises and evolutions around the Jervis Bay region.

### CUSTOMER SERVICE

Erin Boyce manages the Customer Service Centres, Registry and Mail and Reprographics functions for *Creswell* and is available to discuss your requirements for these services.

The Customer Service Centre (CSC) has a motivated and enthusiastic team consisting of Team Leader Karen O'Regan and her staff: Sue Borrowdale, Una Rosetto, Rachel Mead, Lee Mayer, and Amanda Brown. The CSC staff can assist you with your pay and personnel enquiries including post in/outs, leave, travel and PACMAN references.

The friendly and professional Registry team will assist you with Post-in and Post-out of files, place correspondence on Personal files and provide mail services to other Ships and establishments. Mail is sent Monday - Thursday 1030 and delivered 1430 and Fridays sent 0930 and delivered 1230. The team consists of Geoff Perrin, Greg Peterson, Joanne Seibright, and Tony Kent. Unfortunately the Team Leader, Jodie Wills moved onto greener pastures.

The Defence Publishing Service is run by Rob East. Rob can assist you with all of your printing and finishing requirements. Some photographic and graphic design services can also be completed in-house, speak with Rob about how he can assist you in these areas.

### DEFENCE LIBRARY SERVICE

For all of your research and literature requirements, visit the *Creswell* Library. The helpful Library team consists of Clare Walsh, Dawn Smith and Kerrie Griffith. Sandra Turner has finished in the Library Manager position and is looking forward to retirement in 2012.



# CRESWELL LIBRARY

*By Ms Clare Walsh*

2011 for the Library has been colourful and flecked with change, yet has continued to provide the traditional business of books, reference enquiries and digital services. As always many new students have added texture to the days.

We have had many new additions to our book collection, and loyal retired members have made some very generous donations of books in excellent condition that have been gratefully received. These books fit well with our collection strength of military leadership, history and Navy strategy.

The magazines that were once mainly available in print are now mostly accessible from the library webpage in full text. Our Library subscriptions are generous including Emerald, Proquest, Taylor and Francis, Australian Standards and the Macquarie Dictionary online. Favourites that remain in print and available at *Creswell* Library include titles by the Australian Strategic Policy Institute, US Naval Proceedings and Janes' Fighting Ships to mention a few.



The academic standard of the courses held at HMAS *Creswell* is high and the Library enjoys the reference enquiries that are many and varied. They include requests like: the most recently published information on military strategy and the global economy, humanitarian missions and the role of the Navy, and also unique local historical enquiries that include information about the first ever Rugby Match played on the Nowra Showground with a Navy Team in the 1950's. This is the stuff we librarians love!

Our Library Manager Sandra Turner decided to take extended leave this year pending her retirement in 2012. We wish her all the best. Ms Kerrie Griffith who previously worked for many years at Nowra High as a librarian joined the Library team for two consecutive short contracts. Dawn Smith, Belinda Saunders and Clare Walsh, ever present keep the wheels turning.

The Strategic Reform Process will include the closure of one of our branch libraries and the forming of a new virtual Library team. Liaison Librarian services will be provided to continue with niche reference enquiries and Library orientations for sections upon request, as well as extended Virtual Library Services. This includes the newly launched Digital Media Library Service, Overdrive. This library service offers electronic library items such as audio books and eBooks which can be downloaded onto personal electronic devices for your computer at home, smart phones, and iPods or eBook readers. Federated searching and 'ask librarian' online services have been tabled for the future.

Library staff look forward to being part of the kaleidoscope of colour at *Creswell*. The Library continues to be well placed to make a valuable contribution in the traditional way of sharing information while pushing the boundaries of virtual library services in an ever-changing working environment.



## DEFENCE ENVIRONMENT TEAM

*By Mr Glenn Forrest*

It was a year of extremes for the Defence Environment Team extending from bushfires to floods. Notwithstanding, the Senior Environment Officer (Glenn Forrest), Regional Environment Officer (Jan Forbes) and the Team focused their efforts this year on putting HMAS Creswell 'back together' from an environmental perspective after the impacts of the *Creswell* redevelopment from works over previous years and remediating habitats for native animals and ensuring the landscaping elements were effectively repatriated to meet the significant heritage values that *Creswell* hosts. They also ensured that the myriad of

resident and visiting users of our invaluable Training Areas undertook their business in an environmentally sustainable manner. Spending countless hours out in the rain and cold monitoring the impacts of activities on our threatened species and habitats, sweating over a spade whilst planting native stock to stabilise sensitive foreshores and undertaking hazard reduction burns didn't deter the team's enthusiasm for the place. Unfortunately meeting the vagrancies of our climate this year ensured that they didn't have too many opportunities to enjoy the wonderful scenery of this special area.



Caption: From L - R Holly, Crissy, Glenn and Mark, taking heritage recordings of the Fogarty Fegan Pond before it becomes a grassy knoll.



# HMAS CRESWELL SHIP'S COMPANY AWARDS

## INDIVIDUAL ACHIEVEMENT AWARD

ABBM Franz Thiel

ABBM Thomas Carroll

SMNBM Michael Sheridan

Ms Cheryl Dale

Ms Sally Gjedsted

## CO'S COMMENDATION

LCDR Ben Esler

LEUT Andrew Nicholls

WO Eric Lane

CPO S. Phelan

CPO Glen Luland











