



HMAS *CRESWELL*

2012 MAGAZINE



COMMANDING OFFICER'S REPORT

By CAPT Brett Chandler, RAN

2012 has indeed been a busy and full year for HMAS *Creswell*.

From a training perspective large numbers of trainees have continued to pass through *Creswell*. While the Passing Out Parades for New Entry Officers' Courses 46 and 47 were the most notable, visible and ceremonial culmination points for training at *Creswell* it is important to note that by far, much greater numbers of officers and sailors pass through *Creswell* on leadership, management and promotion courses.

These courses have kept *Creswell* staff and ship's company very busy this year. In fact at times this year we have almost run out of accommodation for trainees and visiting staff and lecturers. As usual, the RAN SSSS has also run at full pace and the set to work of the dynamic leak stop training unit at the School has added a valuable state of the art facility to RAN training.

However, as impressive as the volume of work and training completed is, by far more important is the quality of the delivered training. In all areas 2012 has been a year where courses have been reviewed, improved and tightened to ensure that all initial, leadership and management training is current, effective and efficient. To highlight a few examples, the Lieutenant Commanders' Promotion Course has now been implemented, a proposal to rework the Junior Officers' Leadership Course has been prepared, the Lateral Entry Programme has been fully reworked, and the Sailors' Leadership and Management continuum promotion courses have continually been quality controlled and reviewed. Of particular note the New Entry Officers' Course practical leadership exercises have been thoroughly redesigned to ensure they more effectively test the leadership skills, teamwork and resilience of officer trainees in a more realistic maritime context and exercise setting. These improvements have all been well received by trainees and staff alike.

Away from training *Creswell* has continued to provide excellent support to the Fleet. Support for ships, submarines and aircraft. The Beecroft Weapons Range is an important RAN training facility, and it has unfailingly supported Naval Gunfire Support firings and many other exercises throughout 2012. The Port Services Section has certainly been busy meeting the needs of visiting and exercising ships. This is an often little noticed activity, but I can assure that it is vital for RAN training and that *Creswell* Command notices and acknowledges the unstinting efforts of all staff to deliver port services smoothly and without fuss.

It has also been quite noticeable that *Creswell* is now a venue of choice for senior Defence conferences and visits. It is not only the great facilities that Geelong House can offer, the great accommodation and Messes or the natural beauty that is sought out and highly appreciated; but it is mostly the service, support and friendliness of all *Creswell* staff and ship's company that is personally highlighted to me after each visit.

Like any year, 2012 saw many personnel depart and new personnel post in. This will be particularly the case over the upcoming reduced activity period. I would like to thank everyone departing *Creswell* for your support and efforts in delivering and improving *Creswell's* mission. I hope this year's *Creswell* Magazine goes some way to capture all that has been done and the unrelenting effort of those working in *Creswell* in 2012.

I am sure that 2013 will be just as busy and eventful as 2012; and with ships of the International Fleet Review riding at anchor in Jervis Bay in October it promises to be a quite spectacular year as well.



EXECUTIVE OFFICER'S REPORT

By CDR David Graham

My time as the Executive Officer at HMAS *Creswell* is drawing to a conclusion and in January 2013 it will be time for me to stand-down and hand the con over to Commander Tish Van Stralen. It has been a remarkable two years for me and interesting to not only reflect on the changes and achievements we have all enjoyed, but also to look ahead to the future of the Navy's premier establishment.

I can honestly say that nothing really prepared me for the role of Executive Officer. I continue to marvel at the multiple number of issues, challenges and good news stories that have confronted me on a daily basis during my time here. There is no doubt that it took me the better part of a year to grasp the many nuances that come with a base like *Creswell*.

What really stands out for me is the steady increase I have witnessed in the number and complexity of activities that are now conducted here compared to when I began at the end of 2010. The College is conducting an unprecedented number of career advancement courses for Officers, Warrant Officers and Senior Sailors. We are increasingly hosting almost weekly conferences for groups ranging from the Navy Senior Leadership Group to the wider ADF community and a number of civilian agencies, including NSW Transport. In addition to these activities a range of annual exercises are also becoming our core business alongside training requirements. Most notable of these has been the support for RAR Commandos and Exercise *Dugong*.

Amongst the backdrop of our day to day business and the fabulous grounds, the *Creswell* community has supported a number of local charities and youth groups throughout the year. The most notable being the local charity, Noah's Ark in which we raised over \$4500 through their annual adventure race. Other highlights include the annual South Coast Surf Life Saving Youth Leadership and Development Camp and Illawarra Camp Quality.

The future for *Creswell* is bright and will no doubt continue to be under high demand for conferences, courses and exercises due in part to our stunning location and resources, but largely as result of the exceptional level of support that *Creswell* people provide to our visitors regardless of their reason for being here. The dedication and on going professionalism of our Staff is the single characteristic of *Creswell* that stands out for me. This wide and diverse group of people includes Defence uniformed and civilian personnel and our contractors. Without their daily commitment to *Creswell*, the base would not look as good as it does nor out perform every other base in the way it does.

My posting as the Executive Officer to *Creswell* has been challenging, however, rewarding. It would have been so much more difficult without the tireless support of Paul Slater and Sally Gjedsted, who bring so much corporate knowledge to the base. The future of *Creswell* is assured and will no doubt be impressive given the calibre of the staff that makes it the place that it is.



TRAINING COMMANDER'S REPORT

By CDR Patrick O'Brien, RAN

Gosh I love my job. Seriously, where else do you get to sit at your desk, admiring the beauty of Jervis Bay and influence about a quarter of the Navy every year. When Parliament first decided to set up the Royal Australian Naval College here in 1911, they were very clever people. I sometimes think we ruin Jervis Bay for the New Entry Officers: we have some of the whitest sand in the world, with the most pristine waters, and we make them run and pack-march along the beaches, and do sit-ups in the surf. I guess they do eventually come back for career leadership and management training.....



WHAT HAVE WE ACHIEVED?

We have had a number of initiatives start and progress this year. The federal budget has had an impact on our own budget, and only exacerbated the continuing uncertainty for the civilian members of *Creswell*. Yet, I am amazed at the very positive attitude that permeates across the base. I spoke in last year's article about the camaraderie of *Creswell*, and I still think that is our greatest strength.



As I said before, 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! With what we have, we do an impressive job, and we should be very proud of that – because each and every one of us, from the instructors to the developers and planners behind the scenes, 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.

A personal first for me was reopening a lighthouse - the Point Perpendicular Lighthouse. Finished in 1899, it is a stunning building that had nearly a century of service before it was replaced in 1993 with the solar powered light. It was built completely from local materials and is one of the only lighthouses that belong to Navy, being given back to us in 1995 by the Australian Maritime Safety Authority. Navy completely refurbished the lighthouse in 2012 and it was relit for the International Lighthouse and Lightship weekend in September. If you've never had the chance to see it up close, take the family for a picnic in the grounds - it is spectacular for the views alone.

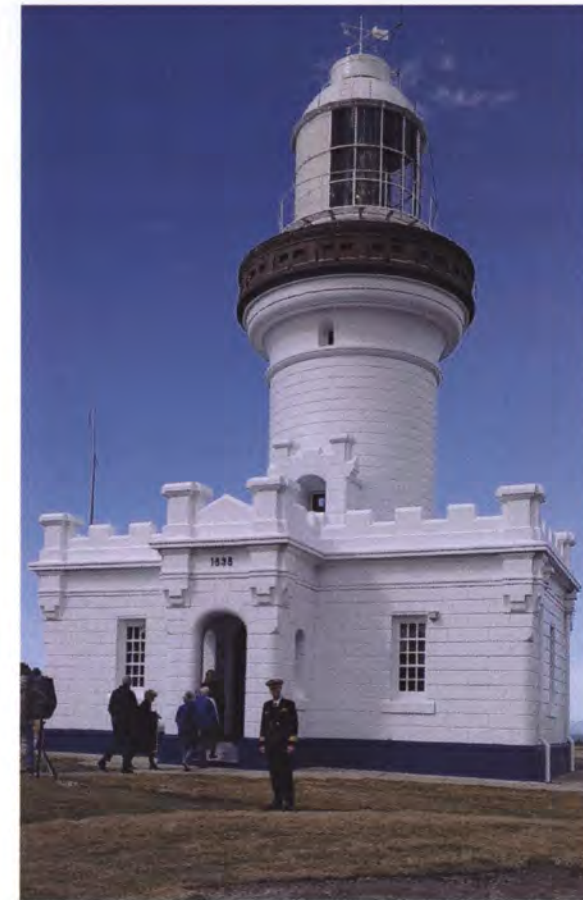
I'd like to thank many of those who left the RANC during 2012 that were part of the *Creswell* family and success: LEUTs Sam Andrew, Dan Hodgkinson and Matt Cooke who were Divisional Officers for the new entry officers, and a huge part of the NEOC program. LEUT Colin Painter, who has been a brilliant JOLC instructor, has left us to join Sea Training Group. LEUT Peter Bartholomuesz, who was really my right hand man and one of the most generous people I have ever met. Warrant Officers Dave Cook and Fred Campbell - who really only joined us this year - are off as well; many of you may not know that WO Cooke is a sharp trivia mind. LEUT Amanda Folkes, who started here as a Divisional Officer, became Lead Instructor Leadership, then Head of the Officer's Initial Training Faculty for three months, has left the college, although we have fortunately still managed to keep her here at *Creswell* as she conducts her role as a New Generation Navy Leadership instructor.

Lance Mearing, an icon of *Creswell* for 29 years retired and then came back for a brief stint before retiring again. CPO Scott Wake, who made a huge impact on WHS training. LEUT Dave Roberts and CPO Mal Shand cleaned out our Communications faculty when they left. I doubt anyone has yet forgotten the outwardly gruff CPO Dale O'Brien, who was really a big marshmallow on the inside, and then there's LS Don Cantlon, AB Tom Carroll and AB Franz

Theil also from the armoury and also big influences on the NEOCs. LCDR Peter Hudson moved on to his own command, and LCDR Helen Walker came back to us for a year - she says this is her last time, but I believe she's said that before..... Finally, a big personal farewell to the Executive Officer, Dave Graham - DaveyG. Dave and I joined *Creswell* together and he's been a great ship mate over the past two years and kept me on a one-down trim when I've needed it. Thanks mate.

NEXT YEAR

Like 2012, 2013 will be another big year with the redevelopment of the Junior Officer's Leadership Course, which we'd hope to finish this year but got waylaid by unforeseen hiccups, Workplace Health and Safety training and a new NEOC format. Next year will be my last year as the Training Commander and I have to say that I am feeling a little saddened by that already. I'll have to make it count!



CHAPLAIN'S REPORT

By CHAP Greg McGregor, RAN

With my full time Navy career coming to a close in early 2013, it has been such a privilege to finish at the place where it all began.

I have been very fortunate during my time in Navy to be posted to both of Navy's initial training facilities, being the College and RAN Recruit School. During this time it has been an inspirational experience to meet fine young Australians who are willing to embark on the great adventure of a naval career.

As the Chaplain it has been part of my role to be one of the first people in Navy to teach some of the core beliefs that Navy holds to be dear. In particular Navy Values, signature behaviours, ethics and care for the self and others. I believe that young people, though coming from a different perspective than in years past, still want to be inspired by and live by the rich tradition that has been passed down to us all.

One of the best things about being a Chaplain is the privilege of being involved in people's lives in very personal times. Sometimes these are times of great joy and others, times of sadness. Providing pastoral care to ships' companies and trainees has at times been challenging but also a tremendous opportunity to walk with people in their journey of life. In particular this year celebrating baptisms and weddings with members has been a highlight and a great joy to share in these special times with navy families.

Finally, being able to work with such a professional group of people has been an inspiration. To see day in and day out, college staff training our newest officers as well as those coming to Creswell for advanced training during the course of their careers is truly inspirational and a credit to the great service in which we belong.



OFFICER INITIAL TRAINING FACULTY (OITF) REPORT

By LCDR Rod Howard, RAN

The Officer Initial Training Faculty (OITF) had a challenging but successful 2012, ensuring a total of 264 officers graduated from 11 courses.

In January, LEUT Aaron Norley joined as Flinders Divisional Officer for New Entry Officers' Course (NEOC) 46. During the course, LEUT Amanda Folkes, who had been acting as Head Officer Initial Training Faculty (H-OITF) since January, was replaced by LCDR Rod Howard, who had just completed a deployment to Afghanistan.

NEOC 46 undertook sea training on HMAS *Tobruk* and HMAS *Newcastle* during Exercise *Ocean Shield* off Newcastle and visited HMAS *Cerberus* for weapons training. The course passing out parade was reviewed by Fleet Commander, Rear Admiral Tim Barrett, AM, CSC, RAN.

In July, NEOC 47 began with 72 trainees. The course also had the opportunity to join HMAS *Tobruk* for sea training, participating in amphibious Exercise *Sea Lion* off Townsville and transiting with the ship on her way to Exercise *Croix du Sud* off New Caledonia. NEOC 47 graduated 62 officers in a passing out parade that was reviewed by Chief of Defence Force, General David Hurley, AC, DSC.

Exercise *Matapan*, the final leadership assessment for NEOC, was given an overhaul in 2012, turning *Creswell* into a disaster zone complete with evolutions requiring liaison with the Australian Federal Police, Booderee National Park, the Fleet Air Arm and Serco-Sodexo Fire Services. Trainees were challenged to take charge of their peers in numerous and challenging leadership serials over five days.

The Reserve Cell was also busy, training 50 Reserve Officers in various stages of the Reserve Entry Officers' Course. Other courses conducted throughout the year were the Warrant Officer and Senior Sailor Entry Officers' Course (WOSSEOC), and two Undergraduate Entry Officers' Courses (UEOC).

At the end of the year we said farewell to three Divisional Officers, LEUTs Samuel Andrew, Matthew Cooke and Daniel Hodgkinson and welcomed LCDR Chloe Wootten and LEUT Shane Kennedy to the ranks as staff for 2013.



NEOC 46 BASS DIVISION



BACK ROW: MIDN ANDERSON, MIDN ROLLO, MIDN LEWIS, MIDN MARAIS, LEUT MARMION, MIDN GREY, MIDN PIGGOTT

THIRD ROW: SBLT DOS SANTOS, MIDN SOLOMON, MIDN BAULD, SBLT ROBERTSON, MIDN DODDS, LEUT ROSE, MIDN PALMER

SECOND ROW: MIDN JONES, MIDN LAIDLAW, MIDN NASH, MIDN MATTHEWS, SBLT COX, SBLT JAMES

FRONT ROW: MIDN CAMERON, SBLT ADAMS, LEUT DELO, MIDN TYWFORD, MIDN MCKEE, DIVISIONAL OFFICER: LEUT STEPHEN DELO, MBE, RAN

NEOC 46 COOK DIVISION



BACK ROW: MIDN HOLMES, MIDN WALDIE, SBLT PEREIRA, LEUT CAWLEY, MIDN BAGNATO, MIDN RUSHFORD, MIDN SCHOLFIELD
THIRD ROW: LEUT PERRY, SBLT DURRINGTON, MIDN CAMERON-TUCKER, MIDN KERSHAW, MIDN HUMPHRIES, MIDN NORTHEAD, LEUT BONNING
SECOND ROW: SBLT SINCLAIR, MIDN BROWN, MIDN GILBERT, MIDN BREWER, MIDN WILBRAHAM
FRONT ROW: MIDN THOMPSON, MIDN JORDAN, LEUT HODGKINSON, LEUT SHALDERS, MIDN MORIARTY. DIVISIONAL OFFICER: LEUT DANIEL HODGKINSON, RAN

NEOC 46 FLINDERS DIVISION



BACK ROW: MIDN STEVENS, MIDN CHEE, MIDN RICHARDSON, MIDN FRATTEN, SBLT PAES, MIDN HALES, MIDN TURNER

FOURTH ROW: MIDN PARKIN, LEUT EDWARDS, MIDN BELTON, MIDN WHITE, MIDN CAMPBELL, MIDN WRIGHT

THIRD ROW: MIDN O'HARA, SBLT GRANT, LEUT BACZKOWSKI, MIDN TANNER, MIDN WITHALL, SBLT KNEIPP

SECOND ROW: SBLT CHAMBERLAIN, MIDN PATAKI

FRONT ROW: MIDN KELLY, MIDN BOOTS, SBLT CAIRNS, MIDN BEVAN. **DIVISIONAL OFFICER:** LEUT AARON NORLEY, RAN—ABSENT

NEOC 46 JERVIS DIVISION



BACK ROW: MIDN BLESSINGTON, MIDN HODGKINSON, MIDN LEA, MIDN SIBRAVA, MIDN GRANT

THIRD ROW: MIDN PHELPS, MIDN SHAW, MIDN ROBERTSON, LEUT FALCONER, MIDN ROBERTS, SBLT WHITE

SECOND ROW: LEUT TAPIM, MIDN OLSON, MIDN GOGGIN, MIDN DICKINSON, MIDN BULLEY, MIDN HITCHINGS

FRONT ROW: SBLT DOWLING, SBLT SCOTT, MIDN CROSS, MIDN STEVENS, MIDN BENNETT. **DIVISIONAL OFFICER:** LEUT MATTHEW COOKE, RAN—ABSENT

NEOC 46 PHILLIP DIVISION



BACK ROW: MIDN LEUPEN, MIDN ANDERSON, MIDN PHILLIPS, SBLT HAY, MIDN CROSSLEY, MIDN PUROHIT

THIRD ROW: MIDN NIXON, SBLT ZHANG, MIDN VINSON, MIDN LIZKA, MIDN PERCIVAL, MIDN MILLINGTON

SECOND ROW: MIDN TAYLOR, MIDN JONES, MIDN SMITH, MIDN SEARLE, LEUT GRANT, MIDN BROWN

FRONT ROW: MIDN ROGERS, SBLT CHISWELL, MIDN FULLER, LEUT ANDREW, MIDN DIGBY, MIDN O'NEILL, MIDN SELICK. **DIVISIONAL OFFICER:** LEUT SAMUEL ANDREW, RAN

NEOC 47 FLINDERS DIVISION



BACK ROW: SBLT BATTY, MIDN HANSON-MURPHY, SBLT LAING, MIDN FIFTA, MIDN STEPHENS

THIRD ROW: SBLT COSTIGAN, MIDN GEE, MIDN JOHNSON, MIDN PRACY, MIDN JOHNSTON, MIDN MCCARTHY, MIDN VAN OVERDYK, AB LAW

SECOND ROW: CPO TIMMS, MIDN CLIFFORD, SBLT KADDATZ, MIDN COLE, CHAP TETT, MIDN PROVIS, SBLT ATKINS, LS CAMILLERI

FRONT ROW: LEUT NORLEY, MIDN TACHIBANA, MIDN BATCHELOR, MIDN BENG, MIDN PAGE, MIDN CHARALAMBOUS, MIDN BEST, LS WILLIAMS. **DIVISIONAL OFFICER:** LEUT AARON NORLEY, RAN

NEOC 47 JERVIS DIVISION



BACK ROW: SBLT PAES, MIDN SAFFREY, SBLT WING, MIDN MCCOWAN, MIDN MAGUIRE, SBLT ALOTHMAN

THIRD ROW: SBLT STEWART, MIDN MAFI, MIDN HAMILL, MIDN SKIPWORTH, MIDN CARPENTER, SBLT BOURKE, ASLT RUUSKA

SECOND ROW: LS GALLAGHER, MIDN RAWLINGS, MIDN HOYLE, MIDN BYRNE, MIDN GUILMARTIN, MIDN CLEARY, AB MACORMAC

FRONT ROW: LEUT COOKE, MIDN WRIGHT, MIDN HODGE, SBLT HAUSER, CPO HILTON, LS FLANNERY. **DIVISIONAL OFFICER:** LEUT MATTHEW COOKE, RAN

NEOC 47 PHILLIP DIVISION



BACK ROW: MIDN MITCHELL, MIDN RAUFERS, SBLT GLISENTI, MIDN LESUIK, MIDN MORGAN, MIDN LOADER, CHAP QUADRIO

THIRD ROW: SBLT TRAN, SBLT DOWLING, MIDN COUCH, MIDN HUSH, MIDN BLACK, SBLT DEDICH

SECOND ROW: PO CANNON, MIDN SUWAN, MIDN ROPER, MIDN BAKER, MIDN GILLETT, SBLT JAIN, MIDN GEERLIGS, AB EATON

FRONT ROW: LS BRASSINGTON, MIDN ZILKO, SBLT YU, SBLT CRICK, LEUT ANDREW, LS MILNE. **DIVISIONAL OFFICER:** LEUT SAMUEL ANDREW, RAN

UEOC 1/12



REAR ROW: SBLT K. SMITH, MIDN A. WING, SBLT ELLINGWORTH.

SECOND ROW: SBLT A. SCORER, MIDN S. JACKSON-MAHER, MIDN R. VISSER.

FRONT ROW: MIDN Z. HUDSON, SBLT R. WHITING, SBLT M. NORQUAY, MIDN R. WHITBY, LEUT S. WALLACE (COURSE OFFICER).

UEOC 2/12



REAR ROW: MIDN M. WOOD, MIDN J. SEROW, MIDN J. MANDRYK

SECOND ROW: MIDN M. ZGOZNIK, MIDN A. GAUDRY, MIDN A. FRASER, SBLT J. BEBERNITZ

FRONT ROW: SBLT R. BYRNE, LCDR C. WOOTTEN (COURSE OFFICER), MIDN L. WALTON.

WEAPONS AND CEREMONIAL REPORT

By *LSBM Donald Cantlon*

HMAS *Creswell* Weapons and Ceremonial section, led by CPO Dale O'Brien for NEOC 46 and CPO Barker for NEOC 47 and assisted throughout the year by their staff, POB Damien Keygan, LSBM Donald Cantlon, LSBM Gareth White, ABBM Franz Thiel and ABBM Zachary Kelly, were again an ever present, hard working Department within the Royal Australian Naval College (RANC).

Staff within 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, University Entry Officers Course and more predominately the New Entry Officers Course. The Weapons and Ceremonial section also assist in training for courses from other faculties, such as the Lateral Entry Program and the Reserve Entry Officers Course.

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 +

Hours on the Parade ground

In excess of 550 hours.

In May 2012, LS Cantlon joined HMAS *Darwin* for their RIMPAC deployment. During LS Cantlon's absence, LSBM Gareth White arrived and continued to stay after LS Cantlon returned from RIMPAC duties. After completion of the Graduation for NEOC 46, CPO O'Brien left his tenure with the RAN and his duties were assumed by CPO Barker.

Also of note during 2012, the armoury came under the command of the XO. This change in Command structure did not overly affect daily business and the Department still continued to provide training as required to the RANC.

ANZAC Day ceremonies and commemoration commitments were well supported in the Shoalhaven and South Coast region by *Creswell* personnel. We had several hundred attendees at our Dawn Service in which NEOC 46 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 Brett Chandler RAN, through the town's streets. The Training Commander, CMDR Patrick O'Brien RAN, was 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. Jervis Division from NEOC 47 provided a Cenotaph Guard for Milton/Ulladulla on Remembrance Day.

COMAUSFLT Rear Admiral T.W. Barrett, AM, CSC, RAN was the Reviewing Officer for NEOC 46 graduation. Armoury staff conducted an outstanding job, ensuring that NEOC 46 was up to the standard of a Royal Guard for their graduation parade. Chief of Defence Force General David Hurley AC, DSC, was the Reviewing Officer for



the NEOC 47 graduation. Chief of Navy, Vice Admiral R.J. Griggs AM, CSC, RAN, was also in attendance 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 2012, they can walk with their heads held high. The dedication, professionalism and Navy Signature Behaviours they have displayed, have helped produce a "good end product" for the RAN, while at the same time placing 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 2012 and prepare to attack 2013 with the same gusto and professionalism. BRING IT ON.

TA-ITLM COURSE PLANNING REPORT

By Mrs Fiona Goodman

2012 was another busy year for the Course Planning team consisting of Mr Gareth Bexton, Mr Ray Burt, Mrs Fiona Goodman and Mr Rodney Webb. Taking over the scheduling of all TA-ITLM courses run at the RANC, RS and SLMF-East and West in 2011 meant the work tempo within the cell was at an all time high. As well, the introduction of the Five Year Training Plan presented its own unique set of challenges, such as the requirement to have all TA-ITLM courses, planned a minimum of 18 months in advance.

The key to successful training support lies in the cooperation of all the course officers and administration staff. With this in mind, the efforts of the Course Planning team help to ensure that student records are meticulously maintained and college staff are well prepared, with all necessary resources available. Together we have provided a quality service throughout 2012 and we look forward to continuing this.

The year 2013 promises to be bigger and better with greater numbers of trainees anticipated to come through the RANC. No doubt this will keep us all on our toes!



NAVAL POLICE COXSWAINS' REPORT

By CPONPC Dave Biddle



Naval Police Coxswain's (NPC) primary roles at HMAS *Creswell* are Garrison Policing, Discipline, Minor Criminal Investigation, Physical/Personal Security Officer duties and Service Administrations. *Creswell* NPC's statistics for 2012 were as follows:

- 350 Prohibited Substance Tests;
- 2286 Alcohol breath tests conducted and
- 209 Official Passports procured.

The primary functions of NPCs are the maintenance of Discipline and the conduct of investigations. This is supplemented for more serious offences through the use of Australian Defence Force Investigative Service, Australian Federal Police and NSW State Police.

Our administrative duties have included the procurement of official passports of New Entry officers and the ongoing renewal of ship's company passports. NPC staff have also conducted lectures for staff, students and trainees which have included induction training, security awareness, DFDA, members leave/travel categorisation and Crime Scene Preservation briefs.

One of the non core NPC tasks is to assist and coordinate the Ship's company with traffic and parking management/control for a number of high profile events during the year including the New Entry Officer Courses' graduation week, the ANZAC dawn service and VIP visits.

During 2012, the NPC office has been subjected to Audits from various organisations. These audits have included a Protective

Security Assessment and a Service Police Technical Standard Inspection with 'standard achieved' during both audits - only minor deficiencies identified. Throughout the year NPC staff have also assisted with OP reliefs onboard HMAS *Betano* and HMAS *Success*.

The following NPC's have served at *Creswell* during 2012:

- CPONPC Dave BIDDLE (Coxswain),
- PONPC Jon HERON (Office manager),
- LSNPC Mark THOMSON (Admin, Discipline and Investigation) and
- LSNPC Alex ORMAECHEA (Admin, Discipline and Investigation).

Additionally, CPONPC Peter HILTON and CPONPC Roy WRIGHT served as the College Regulator through out 2012.

CRESWELL LIBRARY REPORT

By Ms Clare Walsh

2012 for the Library has been eventful with the consolidation of Library services across the board. There is renewed focus on Virtual Library services and the continued provision of Library services at HMAS *Creswell* and the Australian Hydrographic Office, Wollongong. For *Creswell* Library the transformation of the Lieutenant Commander Promotion Course, provided the opportunity for a renewed focus for Library Orientations, one which emphasised the importance of utilising credible, reliable and scholarly sources of information for referencing and writing for students.

Our Library Manager is now situated at the Royal Military College, Duntroon, known as RMC Library. Karyn Hall has taken up the helm as part of the consolidation of library services which now includes the Wollongong Hydrographic Office Library, *Creswell* and Liaison Librarian services provided at HMAS *Albatross*. Staff have said a fond goodbye to the Wollongong Librarian, Mrs Belinda Saunders who is now looking forward to spending some quality time with family and is planning a holiday to Canada to see her son. It is intended that Clare Walsh, currently on leave will take up the Wollongong Librarian role on her return. We welcomed Ms Susan Blood from DSTO libraries in Canberra to take up the role of Librarian at *Creswell*. Dawn Smith our ever faithful Library Technician continues in her role at *Creswell*.

The closure of HMAS *Albatross* Library was significant in 2012. The core of this Library collection was rehoused at *Creswell* Library and Library services are now provided to Albatross clients via the Liaison Librarian role and through access to the Virtual Library. Virtual Library Services includes the Digital Media Library Service, Overdrive. This library service offers electronic library items exclusively for downloads onto personal electronic devices, home computers, smart phones, and iPods or eBook readers. 'Ask librarian' online services are on track to be launched this coming year where clients can place reference enquiries using the intranet site. The Library intranet page has been revamped with updates

to the Library catalogue. This site includes many current and work specific databases and journals for the Library clients to access and reference articles in full text.

The *Creswell* Library hard copy collection will be refreshed this year to cater for Library clients at both *Creswell* and *Albatross*. It is planned that the collection will begin to accommodate an emerging focus on forensic IT. The LCPC course has refreshed interest in the collection in the areas of Australian History. The New Entry Officers Course, the Junior Officers Leadership course and the Chief Petty Officers Promotion course all heavy users of Library services continue to utilise the Library for Orientations and provide focus to the collection in the areas of Maritime strategy and history. *Creswell* Library continues to be most fortunate and is a donation rich Library, receiving books which complement the existing collection from book lovers who have remembered *Creswell* fondly. Retired members LCDR Vorobieff and CAPT Chris Skinner are among those who have been most generous, along with a local benefactor Wendy Roberts.

The Library is taking shape to embrace these changes and settle into consolidated service provision and a refreshed promotion of the Virtual Library. Aiming to provide continued quality Library services for Defence Library clients.



DEFENCE ENVIRONMENT TEAM REPORT

By Mr Glenn Forrest

Another year of looking after the unique and significant training areas that make up HMAS *Creswell*, Jervis Bay and environs. Whether it was remediating natural sites after the tramping of numerous trainees' boots, providing guidance on the maintenance and upkeep of the significant Commonwealth List Heritage sites, undertaking hazard reduction burns in preparation for the fire season or monitoring the numbers and impacts of kangaroos, the Regional Environment Officer (Glenn Forrest) and his team were out and about in all weather conditions. Not only were kangaroos on the Environmental Team's radar but monitoring protected seabirds, monitoring introduced marine pests in the Bay and mapping weeds in our bushlands to meet national and international legislative requirements, were also in the Team's sights. Providing environmental guidance and direction to DSTO, DMO, ADF and civilian agencies alike in the many and varied activities, trials and exercises across terrestrial and maritime areas to ensure that Defence can continue to operate in these strategically important Training Areas was also paramount to the Environmental Team. But who can complain (even mid-winter in pouring rain), when the fruits of their labours can so easily be recognised across this beautiful landscape.



DEFENCE SUPPORT REFORM GROUP REPORT

By Mr Brodie Wootten

Creswell may look like the swan gliding effortlessly across the water, but in 2012, Defence Support was heavily involved in the activity underneath the surface, making things happen. Every lawn mowed, book borrowed, travel request submitted, had a role for Defence Support to play to assist Navy in continuing to deliver quality outcomes at *Creswell*.

The major redevelopments base-wide were completed in 2011, but 2012 was when the facilities came into full use. The gymnasium, Griffiths House and Geelong House became assets that helped *Creswell* once again forge a reputation as one of the premier ADF establishments.

Over the course of the year, 127 visits from external groups were supported, ranging from Camp Quality to the Austin A40 club

of NSW and the Judge Advocate General to conferences held by Defence Material Organisation. These visitors were accommodated and fed alongside the regular support to Officer training and professional development for Navy.

In total, over 170,000 meals were served for people in 408 cabins that were used almost 70,000 times.

Chief of Navy's Senior Leadership Group came to the base in November, and it was gratifying to see that all the hard work put in on a daily basis by a small team could deliver a seamless and professional backdrop for the key decision-makers in Navy.

In the background, the replacement base audible alarm system was installed to assist with future base evacuation routines and

significant work was undertaken to enable electronic induction processes and a canteen service for 2013.

Highlights of the year included seeing families move into the new service accommodation built on Benson Road and watching the Sir Vice Admiral Richard Peek Auditorium being made into a grand ballroom for the final farewell for New Entry Officers' Course 47.

All of this could not be possible without the hard-working contracting teams from Serco Sodexo Defence Services and Brookfields Comprehensive Maintenance Services. Thank you.



HMAS CRESWELL MEDICAL CENTRE REPORT

By ABMED Robert Harper

The HMAS *Creswell* Medical Centre provides medical support for ship's company, and those posted to HMAS *Creswell* on various courses. Our role tends to be behind the scenes. In addition to conducting routine medical management, we also conduct vaccination parades, provide medical support for various exercises undertaken at *Creswell*, and provide MEDEVAC support for Fleet units operating in the Jervis Bay area. This year we participated in several casualty exercises, including two simulated helicopter crashes. The first of these was at Jervis Bay airfield, and the second at *Creswell* itself. On that occasion, the aircraft managed to hit the clock tower in perfect weather conditions and make a crash landing on the Quarterdeck.

One of the highlights of the year is the opportunity to attend a NEOC graduation parade. For the medics, this means dressing up in ceremonials, parking the ambulance in a discrete location, and being ready to assist any NEOC who decides to pass out prematurely. On November 28 we attended a particularly impressive parade in which nobody required medical assistance. As such, it was one of the few parades that I've actually seen from start to finish.

Our team began 2012 with Dr Ken Yagmur, registered nurses Mary Oswald and Wendy Hamlyn, physiotherapist Jennifer Prins, LEUT Rebekah Tomlinson, POMED Adrienne Rohrt, LSMED Kelly Gallagher, and ABMED William Taylor.

This year we have farewelled LEUT Tomlinson who posted to HMAS *Stirling*, and ABMED Taylor who posted to HMAS *Kuttabul* with a promotion. LSMED Amanda White started her maternity leave in October, having been part of the *Creswell* medical team since June.

We welcome LEUT Megan Hoare, ABMED Robert Harper and ABMED Elizabeth Young to the medical team. The team at HMAS *Creswell* Medical Centre will always strive to provide first class



medical care – whether you are seeking advice about a blister or in need of emergency medical treatment. Stay safe and look after yourselves.

ABMED Robert Harper

"Drink more water!"

Front Row (left to right) – LEUT Megan Hoare, ABMED Robert Harper, POMED Adrienne Rohrt, LSMED Kelly Gallagher, and ABMED Elizabeth Young.
Back Row – Dr Ken Yagmur and Mary Oswald (registered nurse).

MANAGEMENT AND STRATEGIC STUDIES FACULTY (MSSF) REPORT

By LCDR Helen Walker, RANR

The year 2012 has again been busy for the MSS faculty. A total of 482 RAN members have completed one of the six courses offered by MSSF.

- LCDR Promotion Course (LCPC) – 56
- Junior Officer Leadership Course (JOLC) – 237
- WO Entry Leadership Course (WOELC) – 9
- WO Promotion Course (WOPC) – 30
- CPO Promotion Course (CPOPC) – 131
- Lateral Entry Program (LEP) - 19

We welcomed a number of new staff members to the faculty in 2012, myself included. WO Fred Campbell and WO Dave Cooke took over from WO Peter Jones and WO Dave Larter as the WOPC & CPOPC Facilitators.

We also welcomed back LEUT Richard Bosdyk as CIO-MSSF and LEUT Jim Kelly as CIO-LCPC, having farewelled LEUT Scott Warne and LEUT Chris McConachy respectively. We welcomed the return of LEUT Mark Johnson to the fold as the perennial JOLC officer. LEUT Kasey Cox and PO Ken Elliott joined us in September to form the Communication cell. LEUT Michael Martin joined the fold in early November to take up the position of JOLC officer.

We have had a number of farewells during 2012. WO Dave Larter left us in March. LEUT Dave Roberts posted to HMAS Success and CPO Mal Shand moved to the 'birdie world' in September. The end of year turn over has had a number of members leaving the department, including WO Dave Cooke (to Staff College), LEUT Col Painter (to STG) and myself back to shore in January 2013.

2012 has seen the consolidation of the Lieutenant Commander Promotion course, with a significant amount of effort from LEUT Kelly. Jim is now an expert at negotiating the Nerriga Road to Canberra.

The MSSF team has made a significant contribution to RANC as a whole, with all members either being a Lead Instructor or instructor/assessor to the New Entry Officer Course and the

Reserve Entry Officer Course. All have been active members of the WOSSM and Wardroom. Particularly WO Fred Campbell who has been the SWO and Mess President of the WOSSM.

I would like to thank the MSSF team for their amazing support of myself and the department during 2012. I wish a fond farewell to those moving on and to those staying that they continue to strive for excellence in their field.



PORT SERVICES REPORT

By LCDR Robinson, RAN

HMAS *Creswell* waterfront has been employed for trials of new equipment, training and supporting the Fleet in 2012. Port Services is also the first point of call for visiting agencies. Parachute Training School (PTS), Clearance Diving Team 1 (CDT1), 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, and on occasion, diplomatic skills.

Within the core roles of providing support to the Fleet and 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 45,000 litres of fuel over the last 12 months to local and visiting units.

Port Services is also the point of contact for the latest in the Fleet Training Program (FTP), which we update immediately upon receipt of changes. Possible conflicts are quickly resolved to ensure maximum efficiency and support to the Fleet. The latest version of the FTP is emailed daily to the Command regulator to be utilised by the Officer of the Day.

The Port Services team has provided the following services/support over the last three months:

- a. Crane drivers, Dogmen and forklift drivers to AUSCDT1 who have been in the area recovering diodes/mines from the Jervis Bay province.
- b. Crane support, fuel, a berthing plan and 24 hour support to DL Seal.
- c. Fuel, a berthing plan, Shark Risk Profile briefs.
- d. A safety boat and Shark Risk Profile brief to adventure training teams and NEOCs carrying out continuation training in the bay.
- e. Storage of inert mine shapes prior to laying.
- f. The bulk storage of fuel.
- g. Support for urgent URDEF rectification through stores delivery.
- h. Support of MEDEVACs.
- i. Monitoring of recreational boat (South wind, Explorer and Alexander, Friendship) endorsements and bookings, private boat access to the waterfront boat ramp and out of hours activities.

After a busy 2012, we have ensured a safe, but exciting work environment.

The team are well motivated and looking forward to supporting the Fleet and other external units into 2013.

PRACTICAL LEADERSHIP TRAINING REPORT

By LCDR Stephen Delo, RAN

In relation to practical leadership training, 2012 was a change in emphasis from previous years. As part of an ongoing review to make our training more 'marinised', we looked to replicate challenges we face out on the high seas or tri service operations. As such, we moved to focus on areas such as moral courage, resilience, courage, honesty and professionalism in order to provide more mental and physical challenges within our practical leadership exercises. Our assessment criteria reflect our values and our theoretical training, which allows us to coach and inform our trainees more clearly on the expectations and standards we wish to see them achieve.

NEOC 46 and 47 rose to the challenge and by Exercise *Matapan* (at the end of their training) we saw them dealing with issues surrounding the fire service, the AFP, boat work, a whole base lockdown and the use of weapons as part of their rules of engagement. Staff involvement has been reduced to allow NEOs to come to their own solutions more readily. This approach allows for fairer and more detailed development throughout the six months, that each group is with us. Realism in training in order to highlight the potential challenges they may face in their career has produced some strong feedback from trainees, which allows us to modify our work to suit their ways of understanding.

Exercise *Dardanelles* saw the teams bond as Divisions for the first time under arduous circumstances with the sea becoming a dominant theme. When challenged the trainees physically come together and offer mutual support and motivation, highlighting the ethos of life at sea where we are all of one company. NEOs feel a huge sense of achievement after *Dardanelles* as during the process, they will have met many of their previous conceptions of their ability and moved through them, increasing both their self esteem and confidence.

Having built the teams, Exercise *Sunda Strait* allows us to then build their decision making and resource management skills through clear communication, and starts the visual assessment and development process heading towards graduation. Scenarios allow them to solve physical conundrums that need whole team participation and leave no team member without a role. This replicates ships' teams and allows trainees to understand the 'skills of communication', aided by in-depth debriefs by staff, both during and after the exercise.

Exercise *Coral Sea* requires teams to put together a brief on the Battle of Coral Sea and the lessons learned in relation to teamwork, communication and leadership. Linking our training back to these key historical events allows trainees to see that many of the same principles still apply today and skills such as initiative, understanding your people and the ability to diagnose and drive through a solution are skills demanded of every officer. The exercise itself is for the individual leader to guide a team and, whilst largely containing bespoke 'stands,' gives them more confidence, allowing for a detailed one to one debrief, setting them up for success or further development if required. Post exercise classroom sessions focus on lessons learned and lead up to the final leadership exercise and beyond.

The climax of practical leadership training is Exercise *Matapan*. This exercise is a culmination of the practical training received to date by the NEOs. As such they conduct a simulated 'work up' to proceed on a mission to assist civil authorities for disaster relief and restoration of order. This simulation is related to relief of a town called Com, in the Luatem district of Timor Leste. This town has similar dimensions to HMAS *CRESWELL* and as such it made the ideal training ground, considering its access to the sea and land resources. Training opportunities reflected protection of local

people and resources as well as assistance to local authorities in support and repair operations. There was live active liaison with fire, police, rotary wing, ranger, medical and other military forces during the serials which ran for five days, interacting with approximately 26 role players. A particular thank you to Ross Masterson and Steve Szabo for their commitments in fire brigade and AFP support throughout.

The exercise draws together in one holistic package a clear, in-depth understanding of the leadership potential of the trainees across a range of environments and scenarios. Closely relating activities to future needs or tasking has been the cornerstone of the PLT team and as one trainee stated afterwards "*I feel that keeping a positive attitude and behaviour, any challenge could be conquered*". Our role is have NEOs internalise reactions to situations in a pragmatic, efficient and well communicated fashion that would not only inspire others but instil confidence in them as leaders.

This contextualisation, through either critical self reflection in the field or classroom sessions, is the key objective of all of our training. I would like therefore to acknowledge the hard work and diligence of all OITF staff and supporting RANC assessors in that process. Thank you to all staff, military and civilian, who contributed to Leadership Training at HMAS *CRESWELL* in 2012. Without your support the activities could not take place and we could not provide the best possible training to all New Entry and Reserve Entry personnel.

RAN SCHOOL OF SURVIVABILITY & SHIP SAFETY REPORT

By LCDR David Baker, OAM, RAN

Throughout 2012 the Royal Australian Navy School of Survivability and Ship Safety (RANSSSS) has continued with 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, 2012 has been one of the busiest years for the school in recent history. Training Facility East (TF-E) has trained over 3500 personnel in all forms of CS this year including Pre Workup Training (PWT).

2012 has also been the second year of operation for the refurbished TF-E following an \$18 million redevelopment which was completed in January 2011. During this year students have been exposed to world class facilities with the Dynamic Leak Stop and Repair Unit and the diesel fired Advanced Fire Fighting Unit, both of which are computer controlled from the central Simulator Control Room. These two units in particular, provide students with the, 'as close to real' scenarios, that are possible to achieve within a safe training environment.

2012 has also seen the refurbishment of the Static Leak Stop and Repair Unit which gives TF-E redundancy for training when the Dynamic Unit needs to be shut down for maintenance. Owing to its configuration it also gives students some complex shoring activities that differ from the Dynamic Unit. The Helo Fire Fighting Unit has also been refurbished and is now providing ships' flight deck teams the opportunity to experience a real fire during PWT.

Through all the changes that have occurred in 2012 the RANSSSS continues to consistently perform to the highest standards and live up to its motto.

'Survive to Fight'



LCPC 2/12



REAR ROW: LEUT A. FENN, LEUT N. REID, LEUT J. LINEHAN (JOINT DUX), LEUT D. LORD, LCDR R. SMILIE (THRING AWARD).

SECOND ROW: LEUT R. BOSDYK, LEUT C. PAINTER, LCDR J. EVANS, LEUT M. RYAN (JOINT DUX), LEUT M. BLAGG.

FRONT ROW: LCDR H. WALKER (H-MSSF/COURSE OFFICER), LEUT A. MCLAUGHLIN, LEUT S. GRANEY, LEUT M. WINTER, LEUT L. STURZAKER, LEUT J. KELLY (LCPC COURSE FACILITATOR)..

LCPC 3/12



REAR ROW: LEUT S. DUE MADSEN, LEUT K. HAYMAN, LCDR I. HIBBARD (THRING AWARD).

THIRD ROW: LEUT D. HAMILTON, LCDR K. BOLT, LCDR J. MCBAIN, LEUT G. BENHAM.

SECOND ROW: LEUT W. MILES, LEUT M. STILES, LCDR A. YORK, LEUT P. CROSBIE.

FRONT ROW: LCDR H. WALKER (H-MSSF), LCDR A. O'NEILL (DUX), LEUT S. FUSS, LCDR W. LISSING, LEUT J. KELLY (COURSE OFFICER).

LCPC 4/12



REAR ROW: LEUT T. STECUM, LCDR J. HISSINK (DUX), LCDR T. EVERINGHAM (THRING AWARD).

THIRD ROW: LEUT T. SHUH, LEUT W. BECHLY, LEUT C. DUKE, LCDR D. CRAIG.

SECOND ROW: LEUT D. CLARKSON, LCDR C. FINGLETON, LEUT M. ROBERTSON, LCDR D. SMITH, LEUT B. WELLER.

FRONT ROW: LCDR H. WALKER (H-MSSF), LCDR L. KORMANY, LEUT A. FRENCH, LEUT J. KELLY (LCPC COURSE FACILITATOR).

LCPC 5/12



REAR ROW: LEUT R. TOOHEY, LCDR M. RYAN, LCDR M. ADAMS.

SECOND ROW: LEUT T. PENFOLD, LEUT P. STRETTON, LEUT J. HAWLEY (DUX), LEUT J. CAREY (THRING AWARD), LEUT D. WILSON.

FIRST ROW: LCDR C. OKELY, LCDR S. WISEMAN, LCDR K. MILLER, LCDR D. CROSSLEY, LEUT K. STOREN, LEUT D. GOODBUN.

FRONT: LCDR H. WALKER (H-MSSF), LEUT J. KELLY (LCPC COURSE FACILITATOR).

JOLC 1/12



REAR ROW: MIDN A. LACHLAN, LEUT D. PRATT, MIDN D. GATELY, SBLT D. DORONI-DAWES (DUX), MIDN J. FRIEND.

FOURTH ROW: MIDN B. FLOOD, MIDN M. SHEPHERD, MIDN A. GELY, MIDN F. WALTON, MIDN C. WIGHTON.

THIRD ROW: MIDN M. FARNSWORTH, MIDN J. CLEMENTS, MIDN E. ROSS, MIDN S. STIBBARD, MIDN A. APSE.

SECOND ROW: MIDN K. ALINDEG, MIDN C. HODGE, LEUT A. ATTWOOD (PAFFARD AWARD), MIDN M. SMITH, MIDN T. MACKENZIE.

FRONT ROW: LEUT R. BOSDYKE (C/O), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER).

JOLC 2/12



REAR ROW: LEUT S. GROSSER (PAFFARD AWARD), MIDN N. TURNER, SBLT T. MCINTOSH, LEUT P. BEVIN, MIDN D. CAREW.

FOURTH ROW: MIDN M. NICHOLS, MIDN R. CHOICE (DUX), MIDN J. COOPER, MIDN T. BAILLIE, MIDN K. DAVIS.

THIRD ROW: MIDN R. AVILA, MIDN E. SCHOER, MIDN J. GREGORY, LEUT K. CLARKE, LEUT D. RAITH.

SECOND ROW: MIDN M. SOARES, MIDN H. PHELPS, MIDN D. BROWN, MIDN R. MEITAL, MIDN E. ABELL.

FRONT ROW: LEUT R. BOSDYK (CIO), LCDR H. WALKER (H-MSSF), LEUT M. JOHNSON (COURSE OFFICER).

JOLC 3/12



REAR ROW: MIDN K. ROUSE, MIDN R. STICKELS, MIDN A. GODDARD, MIDN J. DAVIS, MIDN S MENDEZ.

THIRD ROW: MIDN A. BEERENS, MIDN P. BOUBIS, MIDN T. LAUGHLIN, MIDN C. LISZKA, MIDN J. HEALY, MIDN M. RUSH.

SECOND ROW: MIDN S. HOBBY, MIDN D. DVORNICICH, MIDN J. CHINNER, LEUT S. COLE (PAFFARD AWARD), MIDN E. RINGROSE-VOASE, MIDN A. SHAMS, MIDN A. CRANSTON.

FRONT ROW: LEUT M. JOHNSON (COURSE OFFICER), LEUT R. BOSDYKE, (CIO), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER). ABSENT: MIDN N. NGUYEN (DUX), SBLT C. ROWDEN.

JOLC 4/12



REAR ROW: SBLT. D. COCHRANE, LEUT A. BHANDAL, LEUT M. GRAHAM, LEUT P. VAN DE POL (PAFFARD AWARD), SBLT C. ABBOTT (DUX).

SECOND ROW: LEUT M. COWLING, SBLT B. WISE, SBLT K. MOGFORD, LEUT K. GALLIFORD (PAFFARD AWRD), SBLT N. DAVIES.

FRONT ROW: LEUT R. BOSDYK, LCDR H. WALKER (H-MSSF), LEUT M. JOHNSON (COURSE OFFICER).

JOLC 6/12



REAR ROW: LEUT B. SANSOM (PAFFARD AWARD), SBLT A. PHILIP, SBLT J. KNIGHT, LEUT M. URQUHART (DUX).

FRONT ROW: LEUT R. BOSDYK (CIO), LEUT S. PAYET, LEUT R. HIGGINS, LEUT C. PAINTER (COURSE OFFICER).

JOLC 8/12



REAR ROW: LEUT D. COURTNEY, MIDN S. LLOYD, LEUT M. DOGGETT.

THIRD ROW: MIDN L. BANEA, SBLT K. CARRIAGE (DUX), SBLT M. LAW, SBLT I. FISHER.

SECOND ROW: SBLT D. FAWCETT, MIDN J. KOKSHOORN, SBLT R. WILLIAMS, MIDN I. ZEKO.

FRONT ROW: SBLT M. CHAPMAN, SBLT N. PATTERSON, SBLT V. HART (PAFFARD AWARD), MIDN M. VINES, LEUT R. BOSDYK (CIO).

JOLC 9/12



REAR ROW: MIDN M. STOBO, MIDN G. CHISHOLM, MIDN T. SILBURN EVANS

THIRD ROW: MIDN K. TANNOCK, MIDN D. YOUNY, SBLT M. TURRILL, MIDN P. WAGER

SECOND ROW: MIDN S. MCGREGOR, SBLT K. COX, MIDN T. TYLER-GREAVES (DUX), MIDN S. FRASER, SBLT V. MORRIS (PAFFARD AWARD).

FRONT ROW: LEUT R. BOSDYK (CIO), SBLT C. HACKER, SBLT M. LEE, LEUT D. FRANZEL, SBLT N. PHILLIPS, LEUT B. DOYLE (COURSE OFFICER).

JOLC 10A/12



REAR ROW: SBLT C. BROOKER, SBLT B. DURNIN (DUX & PAFFARD AWARD), SBLT D. WILLIAMS.

THIRD ROW: LEUT J. MCCARTHY, SBLT S. MOREY, SBLT J. HEPNER, LEUT B. MCKEOWN, SBLT D. KHAYAT, SBLT D. OSBOURNE.

SECOND ROW: LEUT C. STARLING, SBLT J. FEARNLEY, SBLT M. ALBERT, LEUT M. NICHOLAS, SBLT M. MODUN.

FRONT ROW: SBLT L. BERNARD, LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER), SBLT M. TABULO.

JOLC 10B/12



REAR ROW: SBLT N. PETERS, SBLT M. WHANSLAW, SBLT L. DEVITT.

THIRD ROW: LEUT D. WILSON (JOINT PAFFARD AWARD), SBLEUT A. MCLEOD, LEUT M. GOODA (JOINT PAFFARD AWARD), SBLT B. MCGRATH, SBLT M. HILL, SBLT B. NEWMAN.

SECOND ROW: SBLT S. SUCKLING (JOINT DUX), SBLT D. KINSEY, SBLT S. EDDIS (JOINT DUX), LEUT P. WILLIAMS, SBLT M. KHAN.

FRONT ROW: LEUT M. HOARE, LCDR H. WALKER (H-MSSF), LEUT M. JOHNSON (COURSE OFFICER), LEUT C. NICKELS.

JOLC 11/12



REAR ROW: SBLT M. MCGRATH, SBLT C. TIMMS, LEUT N. PARTRIDGE.

FIFTH ROW: LEUT R. SKOR, SBLT M. MIDDLETON, SBLT D. LUDOWICI.

FOURTH ROW: SBLT L. HOWARD, LEUT G. HARRIS, LEUT J. CAREY (DUX & PAFFARD WINNER), SBLT S. LAIDLAW.

THIRD ROW: SBLT L. DUCASSE, LEUT T. ROSS, SBLT N. AUSTIN.

SECOND ROW: SBLT A. MARTIN, SBLT J. LOWE.

FRONT ROW: LEUT R. BOSDYK (CIO-MSSF), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER).

JOLC 12/12



REAR ROW: CHAP A. WATERS, SBLT B. LAWRENCE, SBLT O. GRYLLS.

FOURTH ROW: SBLT A. JAMESON, SBLT G. PAYNE, SBLT C. EVILL, LEUT L. BADGER.

THIRD ROW: MIDN E. HEALY, SBLT S. ARCHIBOLD, SBLT M. GRANEY.

SECOND ROW: SBLT B. TUCKER, SBLT J. GLEESON, LEUT M. ROSEWARNE, SBLT N. PASCHINI (DUX & PAFFARD WINNER).

FRONT ROW: LEUT R. BOSDYK (CIO) LCDR H. WALKER (H-MSSF), LEUT M. JOHNSON (COURSE OFFICER)

JOLC 13-14/12



REAR ROW: SBLT B. MANUEL, LEUT A. FARLEY, LEUT G. BINNING.

FOURTH ROW: LEUT S. MCDOWELL (PAFFARD AWARD), LEUT R. GROVES, LEUT B. ZAPPIA, MIDN B. SCHOFIELD, LEUT D. WOLTER.

THIRD ROW: SBLT J. HUISMAN, SBLT T. HOOGWERF, SBLT S. MURRAY, LEUT M. MCCOLL, LEUT S. CASTREE, SBLT M. REGAN.

SECOND ROW: ENS L. CAIMEN, LEUT S. MCCOLE (DUX), SBLT S. TAYLOR, LEUT J. ROBERTS, LEUT M. AZOURY, LEUT A. MCDONALD, ENS A. PARRAS, SBLT M. BOOTH, SBLT G. SHERRIN.

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

JOLC 15/12



REAR ROW: LEUT J. RAWARD (PAFFARD AWARD), SBLT M. WHITE, LEUT J. TAYLOR, SBLT C. ANDERSON, SBLT B. KING, SBLT L. ZHANG, SBLT G. GRANT.

THIRD ROW: MIDN N. FOWLER-GAMMON, LEUT J. LONGBOTTOM, SBLT H. CLARKE, SBLT A. COX, MIDN S. GIDLEY.

SECOND ROW: SBLT L. CAIRNS, SBLT R. SCOTT, SBLT B. SINNAMON (DUX), LEUT K. THOMSON, MIDN J. WOODS, SBLT K. YOUNG, SBLT K. ADAMS, MIDN L. BLANK, SBLT C. BAHR.

FRONT ROW: LEUT M. MARTIN (COURSE OFFICER), LCDR H. WALKER (H-MSSF), LEUT C. PAINTER (COURSE OFFICER). ABSENT: SBLT J. SAVILLE

JOLC 16/12



REAR ROW: SBLT M. CICCINI (PAFFARD AWARD), MIDN A. DENNIS, SBLT M. PIERCE, MIDN C. LIVINGSTONE, SBLT G. HAY, SBLT M. SIMPSON, LEUT R. WEBB, SBLT S. PERIERA.

THIRD ROW: LEUT M. ZEED, SBLT K. SPENCER, LEUT J. HUNTER, SBLT J. CHAMBERLAIN, SBLT A. DUNCAN, MIDN M. BUCKINGHAM, SBLT J. ARMSTRONG, SBLT J. CHIPPER.

SECOND ROW: MIDN A. BETTS, SBLT M. DURRINGTON, SBLT M. PRING (DUX & PAFFARD AWARD), MIDN J. AKERMAN, MIDN A. TEMANA, SBLT J. WILSON, SBLT D. COMPARINI.

FRONT ROW: LCDR H. WALKER (H-MSSF), LEUT M. JOHNSON (COURSE OFFICER). **ABSENT:** SBLT B. ROBERTSON.

CPOPC 1/12



REAR ROW: PO S. RODGERS, CPO J. HAGAN, PO D. BOWDEN, PO A. WHITEHEAD, CPO D. CHANDLER, CPO M. COOPER, PO J. WINTOUR.

SECOND ROW: CPO P. KNIGHT, CPO P. WICOX, PO R. GRIMLEY, PO T. BOLCH, CPO B. BERGGY, CPO W. BILSBOROW.

FRONT ROW: WO D. LARTER (COURSE OFFICER), CPO D. ORREILL, CPO J. COCKS (DUX), PO M. WRATTEN, LCDR H. WALKER (H-MSSF), CPO S. SIMONS, WO D. COOKE (COURSE OFFICER).

CPOPC 2/12



REAR ROW: CPO M. HORNE, PO J. KING, PO D. PAWLENKO, PO T. ROSSOW, PO J. CLARK (DUX), CPO A. BEINKE.

SECOND ROW: PO S. MCPHEE, PO S. ARNOTT, PO S. HURON, CPO D. HARRIS, PO C. BLAKE, PO A. KURTS.

FRONT ROW: WO CAMPBELL (COURSE OFFICER), PO N. STAFFORD, PO R. COOPER, PO K. CAREY, CPO D. AKERMAN, CPO R. LUCAS, LCDR H. WALKER (H-MSSF), WO COOKE (COURSE OFFICER).

CPOPC 3/12



REAR ROW: PO R. WRIGHT, PO K. WYATT, PO M. O'DONNELL, CPO W. VIDULICH, PO R. ROY, PO M. PARKINSON, PO K. LAWTON.

SECOND ROW: CPO T. STRELOW, PO N. BLANCH, CPO J. HAMMOND, PO B. REID, PO S. CANNON, PO J. GREGORY, PO D. LONERGAN.

FRONT ROW: LCDR H. WALKER (H-MSSF), CPO K. RAVAILLION, PO P. HUNTER, CPO K. RAYNER, PO M. POLLARD, PO S. METCALFE (DUX), WO D. COOKE (COURSE OFFICER). **ABSENT:** CPO D. CHANDLER

CPOPC 4/12



REAR ROW: CPO D. BURGESS, CPO M. GRANT (DUX), PO A. LOVELLE, PO P. HINGE, CPO N. NEAVE.

THIRD ROW: PO D. SMITH, PO R. RAMPRAD, PO A. McMASTER, CPO J. DAVIS, PO S. JONES.

SECOND ROW: CPO S. SIME, PO S. HARDY, PO T. GILCREST, PO B. KENDALL, PO C. O'CALLAGHAN.

FRONT ROW: LCDR H. WALKER (H-MSSF), PO J. DOWNEY-PRICE, PO M. ELLSOM, PO J. HULL, PO K. McLACKLAND, PO A. McMAHON, WO D. COOKE (COURSE OFFICER)

CPOPC 5/12



REAR ROW: CPO A. RICHARDSON, PO D. KENNEDY, CPO R. VARIAN, PO G. WILLIAMSON, PO B. MCGREGOR (DUX) , PO G. COLLINS.

SECOND ROW: CPO A. RICHARDSON, PO I. FRYER, PO V. TOOHEY, PO J. EAST, CPO D. KANN, CPO K. ALSTON.

FRONT ROW: WO F. CAMPBELL (COURSE OFFICER), PO P. CHIROP, POG. PECK, CPO R. BROOKSHAW, CPO K. LEWIS, PO M. JACOB. WO D. COOKE (COURSE OFFICER).

CPOPC 6/12



REAR ROW: CPO D. HOBSON, PO D. MARTIN, PO D. CROKER, CPO D. GARDINER, PO S. HOWELL, PO T. GALE (DUX), PO B. WHITE, CPO J. MARSHALL

SECOND ROW: PO M. HAM, PO S. BAGNALL, PO M. HUNTER-WEILD, PO C. RANGE, CPO B. HARVEY, PO C. WRIGHT, CPO M. McLURE

FRONT ROW: WO F. CAMPBELL (COURSE OFFICER), PO R. MAUDE, CPO C. MARTIN, CPO R. SHANNON, PO T. CUMMINS, CPO B. WALSH, WO D. COOKE (COURSE OFFICER).

CPOPC 7/12



REAR ROW: PO D. TOBLER, PO N. STANLEY, PO M. DISCOMBE (DUX), PO N. SCARLETT, PO P. CROFT, PO M. BOBBIN, PO B. CIASKOWSKI.

SECOND ROW: PO S. HOLLIS, PO S. DENSMORE, PO N. SNADDEN, CPO C. WATKINS, PO D. MARSHALL, CPO J. AVERY, PO A. TREVIS.

FRONT ROW: WO F. CAMPBELL (COURSE OFFICER), PO P. CABAN, PO C. GRUNDY, PO N. MINNETT, PO E. EGAN, PO S. BUHAGIAR, PO J. PYKE, WO D. COOKE (COURSE OFFICER).

WOPC 1/12



REAR ROW: CPO BOWERING, CPO ELLIS, CPO WADE, CPO FLANNERY, CPO TAYLOR (DUX), CPO BITHELL.

FRONT ROW: WO COOKE (COURSE OFFICER), CPO POWER, CPO FLORES, CPO HARRIS, CPO WINKLER, CPO BEE, LCDR WALKER (H-MSSF).

WOPC 2/12



REAR ROW: CPO A. DUNCAN, CPO D. GARDINER, CPO G. McSHANE, CPO R. VARIAN, CPO J. RICHARDSON, CPO M. GRANT, CPO A. RICHARDSON

SECOND ROW: CPO M. McLURE, CPO M. HORNE, CPO K. RAYNER, CPO R. BROOKSHAW, CPO B. COTGROVE, CPO B. SIME

FIRST ROW: CPO P. LIVERMORE (DUX), CPO A. SCOTT (WITHDRAWN), CPO C. DI LIBERTO, CPO C. THEYERS, CPO G. SMITHERS, CPO S. SIMONS

FRONT ROW: WO CAMPBELL (COURSE OFFICER), LCDR WALKER (H-MSSF), WO COOKE (COURSE OFFICER).

WOSSEOC 2/12



BACK ROW: SBLT G. SHERRIN, SBLT B. MANUEL, LEUT J. MONEY, SBLT M. REGAN.

SECOND ROW: SBLT A. TAYLOR, SBLT T. HOOGWERF, LEUT B. SHEAD, LEUT D. MUNRO, LEUT C. CROOKS, LEUT N. COLE.

FRONT ROW: LCDR R. HOWARD (H-OITF), LEUT D. HODGKINSON (COURSE OFFICER).

LEP 1/12



REAR ROW: LCDR M. ROWAN, LEUT J. HUNTER, LEUT J. LONGBOTTOM.

SECOND ROW: PO C. MCGARVEY, PO G. KEMP.

FRONT ROW: LCDR R. ROSCOE, LEUT R. BOSDYK (COURSE OFFICER), LEUT I. JACKSON.

LEP 2/12



REAR ROW: LCDR M. GALVIN, LEUT A. RICHARDSON, L. GALLAGHER.

SECOND ROW: PO S. AUSTIN, PO A. HEPPENSTALL, PO P. MCCORMICK, PO S. SUMMERS.

FRONT ROW: LCDR T. DAVIES, PO R. PERRIN, CPO P. SIMPSON, LEUT A. COOPER, CMDR R. WILSON LEUT M. JOHNSON (COURSE OFFICER).

NAVY RESERVE INITIAL ENTRY TRAINING TEAM (NRIETT) REPORT

By LCDR Alan Newman, RANR

The year 2012 has been a busy and productive time for the team at NRIETT. Throughout the year, 34 Reserve Officers successfully completed their Reserve Entry Officer Course training. Through the positive management of Navy Reserve training, we have continued to reduce the Reserve training liability of Officers under training, to 50.

The Phase 1 (Residential) course members continue to be known as 'Hunter Division' - named for Vice Admiral John Hunter, the second Governor of New South Wales. The Division has 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.

Two Phase 1 courses were conducted in 2012 with a total of 27 trainees successfully completing the arduous training. In 2013 there are three Phase 1 courses programmed. One will be a specifically designed course for a small unique group of Reserve Officers, early in the year.

Phase 2 (Service Knowledge) conducted as a distance learning course, assessed and managed by NRIETT, saw 31 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 23 Officers completing their training in 2012. Two Phase 3 courses are planned for 2013.

Phase 4 courses (Sea Training Deployment) saw 30 Officers complete this phase of their training in 2012. Competition for Sea

Training Bunks has become tight with the bunk availability shrinking annually. This has meant that there has been disappointment when opportunities have been lost at the last moment.

The Reserve officers in 2012 came from a wide variety of backgrounds – from ex-Army and RAAF officers, soldiers and sailors, to doctors, lawyers, journalists, maritime trade specialists, psychologists, nurses, medical specialists, chaplains and a

meteorologist. Their ages range from the mid 20s to late 50s – as diverse as their experience. They are united by a strong desire to serve and to give something back to their country.

In 2012 the NRIETT staff (LCDR A Newman - H-NRIETT, WO R. McLaurin - 2IC NRIETT, CPO R Timms - Chief Instructor and LS M Webb - Office Manager) continued to provide a dedicated service to Reserve trainees and RANC.



REOC Ph1 1/12



BACK ROW: LEUT WRIGHT, LCDR THOMPSON, LEUT LARKINGS

THIRD ROW: LEUT ROSE, LEUT ROBINSON, LEUT HEATH, SBLT HANSEN

SECOND ROW: LS WEBB(STAFF), LEUT WINSOR, LEUT WEIR, SBLT WEBBER

FRONT ROW: WO MCLAURIN (STAFF), LEUT JARRETT, LEUT THYNNE, LCDR NEWMAN (H-NRIETT)

REOC Ph1 2-12



BACK ROW: CHAP C. BOSCH, SBLT C. JESSOP, LEUT M. MCCARTHY.

3RD ROW: LCDR P. WIRTH, LEUT D. TYNAN, CHAP F. SIANI, CHAP M. CHRISTENSEN, LCDR R. BLACKFORD.

2ND ROW: LEUT S. RAAYMAKERS, CHAP A. CROOK, SBLT C. JONES, LEUT N. PEARSON, LEUT D. SHARMA, LEUT A. FITZGERALD, LEUT C. BLACKBURN.

FRONT ROW STAFF: LS M. WEBB, LCDR A. NEWMAN (H-NRIETT), WO R. MCLAURIN, CPO R. TIMMS.

REOC Ph3 1/12



BACK ROW: LEUT SCHENK, LEUT WEIR, LEUT HEATH, SBLT HANSEN

FRONT ROW: LEUT O'NEILL, SBLT HAMMOND-ERREY, LEUT KING

REOC Ph3 2/12



BACK ROW: LEUT N ROBINSON, CHAP C BOSCH, LCDR D THOMPSON, LEUT J LARKINGS, LEUT A WRIGHT.

SECOND ROW: LEUT J ROSE, SBLT R WEBBER, LEUT A FITZGERALD, LCDR P WIRTH, SBLT M TURNER-DAUNCEY, LEUT L JARRETT.

FRONT ROW: LEUT S GULLIVER, LEUT S THYNNE, LEUT D SHARMA

