

The "Clipped Wings"

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The Journal of the Air Dispatch Association of Australia (Inc)
Patron ADAA - Major General D.B. Ferguson AM, CSC (Retired)



Par Oneri de Caelo

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PRESIDENT'S REPORT



The Annual General Meeting has been the major topic of interest with a major reshuffle of appointments.

Denis McCann the new treasurer has been carrying out a number of projects including new coverage for members, a large mailout to lapsed membership and support to AMTDU and 176AD for presentation of awards to qualifying soldiers.

Kemm Baber stood down as treasurer and we thank him and his wife for their support over the past years.

Preparation for the 2013 Anzac week at Gulgong is moving along nicely with a draft itinerary as shown below. Accommodation is filling up at a good pace with seventy booked in already including 11 Kiwis plus 7 caravans to date.

For more information, Chris Gill at 'squareeyes@tadaust.org.au' is your point of contact.

I wish every one a happy Christmas

Gary Cole

DRAFT ITINERARY ADAA RE-UNION 2013

Sunday 21 – 22 April,	Arrive, settle in to accommodation
Monday 22 April, PM	Meet and greet at Gulgong RSL Club
Tuesday 23 April	split activities Tour Gulgong Visit wineries
Wednesday 24 April AM	Tour Gulgong Visit wineries Dining in at RSL Club 1700 for 1730
ANZAC Day	Dawn Service 0600 at Gulgong ANZAC Memorial Park. Gunfire breakfast at RSL Club 1000 form up at ANZAC Park for march (order TBA)
	1100 Service commences Lunch at RSL Club 1400 TWO UP in RSL Club
Friday 26 April	Farewell B-B-Q at Dunns Swamp

ADAA WEBSITE

A new 'forum' area for posting message on the ADAA website is a great addition to storing updates to the ADAA reunion, amongst other things. You will however have to log in to post messages. Forums are a great source of amusement for spammers otherwise!

www.adaa.net.au/web/forum

AUSTRALIAN AIRLIFT GOES GLOBAL

Australia's airlift capability has steadily evolved in recent years, with the Royal Australian Air Force now operating on a global scale in addition to supporting forces at home.

The first C-130J-30 Hercules by Lockheed Martin was delivered more than a decade ago. Five Boeing C-17s are in service and new A330-based tanker transports are on the way.

Capability will be further enhanced over the next few years with the introduction of the Alenia C-27J Spartan to fill the battlefield airlifter role in 2015, and beyond that, replacement of the VIP fleet.

In January 2006, the Air Force's Air Lift Group was a largely tactically focused force which, apart from a handful of elderly De Havilland Canada Caribous and Boeing 707s, was centered on the C-130.

At that time, Air Lift Group owned 47 aircraft that could carry 3,775 people and 656 tons of cargo. By January 2016, when the C-27J is in service, it will have one fewer aircraft, but lift capacity will be 4,321 passengers and 950 tons of cargo.

And thanks to the retirement of the Caribous and 707s and the imminent withdrawal of the C-130H Hercules fleet, the average aircraft age will drop from 24 years to just nine. Australia's Hercules have been constantly deployed to the Middle East for almost a decade, operating first in Iraq and later Afghanistan.

In December 2006, the first C-17A Globemaster III was delivered to Australia. This aircraft transformed the way Air Lift Group does business. The sixth and final aircraft is due to be delivered at the end of October, and these aircraft bear the brunt of deployments to and from the Middle East, as well as humanitarian and disaster relief efforts around the globe.

"The C-17A has been incredibly successful and represents our biggest leap so far, coming out of a C-130-centric business, then transforming into an intercontinental operator working in the hub-and-node style of operations," said Air Commodore Gary Martin, commander of the Air Lift Group.

"We have a C-17A that transits to the Middle East every other week with up to 98,000 pounds of cargo in the back, taking the required vehicles, food supplies, weapon systems, etc., directly from Australia to Afghanistan in a single flight," he said. "The aircraft then recovers to the United Arab Emirates and operates a shuttle back into Afghanistan for a few days. It's definitely become the powerhouse of our global mass transport capability."

The C-17A has also taken over many of the tactical roles in-theater, including airdropping of supplies using the Joint Precision Air Drop System, with an accuracy of about 10 meters.

"That's one of the huge changes, the speed and distance that can be covered and the ability to get the load to the person in the foxhole in the dead of night and nobody knows we were there," Martin said.

The stalwart of the Air Lift Group remains the Hercules, with 12 C-130J-30s and currently four C-130Hs in service. The older aircraft are being withdrawn and will cease flying in December. Four of the original 12 aircraft have been given to Indonesia, and the sale of a further six to the Indonesian Air Force was announced in August.

The C-130J-30 fleet is due for two further incremental software upgrades between 2014 and 2019 and the installation of the Large Aircraft Infra-Red Counter Measures self-protection system.

"That then gives us a highly maneuverable aircraft, well-tested and well-trying, and one which is still able to conduct all the tactical activities we require, both in the region and in the prolonged operations we are undertaking in Afghanistan," Martin said.

The next aircraft type to be acquired is the C-27J, 10 of which are on order through the Foreign Military Sales program with the United States for delivery beginning in 2015. The 1.4 billion Australian dollar (\$1.43 billion) deal has attracted critics, who claimed an open competition was not conducted and questioned the value of purchasing a European aircraft through an FMS deal. The project is the subject of an ongoing review by the

Australian National Audit Office.

The Air Force has steadfastly maintained its preference for the aircraft, which will fill the battlefield airlift role vacated by the retirement of the Caribou in 2009.

"The C-27J will fill the niche between [the Chinook helicopter] and Hercules quite nicely, and the contract negotiations between our Transition Team, the Project Office, the USAF and [Italian C-27J builder] Alenia are progressing very well," Martin said. "We're in the early stages, but most of the timelines have been established."

Australia is acquiring five KC-30A multirole tanker transports from Airbus Military, and despite a series of delays to the project, Martin said the aircraft is settling into service well.

"We performed 71 tasks last month [September] with two out of the three aircraft delivered so far and of those, 50 percent were air-to-air refueling missions and we didn't have a single aircraft turn away from us," he said. "Considering we've only been flying it for one year and we're not even at initial operating capability [due in December] yet, that's a great achievement," he said.

Work with the Advanced Aerial Refueling Boom System has not commenced, however, due to a boom separation incident over the Atlantic Ocean in January 2011. Trials will commence next year.

"This aircraft can look after six fighters from Australia to the mainland United States quite happily," Martin said. "Its loiter time and fuel-offload capabilities are almost twice that of a KC-10A."

The final part of the Air Lift Group jigsaw puzzle will be the replacement of its three Bombardier Challengers and two 737-Boeing business jets (BBJs) in the VIP fleet between 2016 and 2019.

"Looking at the Challenger market, there's probably between 11 and 17 corporate jets out there right now which could fulfill our requirements in a pretty dynamic way," Martin said. "But when it comes to the BBJ replacement, it's really between Airbus and Boeing."

"The Australian Defence Force will soon have the complete package, from strategic airlift capability down to local," said Andrew Davies of the Australian Strategic Policy Institute. "It will be capable of hub-and-spoke operations anywhere in the world."

Defense News - Nigel Pittway, October 18, 2012

CAN YOU HELP?

"I am co-authoring a book which will depict the history of each of the Empire and Commonwealth Army Service Corps, to include their Successors and Predecessors, through the badges and insignia worn by their soldiers. A significant chapter of this book will include the AASC, RAASC and RACT.

A grant for this book has been provided by the Institution of the Royal Army Service Corps and Royal Corps of Transport and publication is scheduled for the Spring of 2014.

The Australian Army Service Corps chapter is in draft but I believe that some unit patches from the Vietnam-Iraq period may not be known to us thus would not be included in our book.

I would be delighted to hear from fellow collectors of Australian Army Service Corps badges and related insignia particularly Air Dispatch, Army Maritime, and unit designed Army Transport patches from the Vietnam-Iraq period.

I can be contacted at: mmchenry@tmmg.us.com, or

Colonel Michael McHenry, 2308 Chesapeake Avenue, Hampton, Virginia, 23661-3207, USA

I have been corresponding with Garry McGravie and received a copy of his excellent book which has provided a wealth of information, pictures, and a VERY good read. His book is a "pace setter" for other AD Associations and certainly does a great service to the past soldiers who have worn the RAASC/RACT Air Dispatch insignia.

Regards

Michael McHenry (US Army (Ret))

REPORT FROM ATTENDANCE AT AMTDU 14TH NOVEMBER 2012

I and Chris Gill attended the presentations of the Basic Air Dispatch (BAD), Crew Commanders (CC) and Officers' Air Logistics Courses.

The purpose of attending was to fulfil the ADAA's sponsorship of an award to the "student of merit" in the BAD and CC courses.

The award for the BAD course was presented to 8585763 PTE Thomas Cole and the award for the Crew Cmdr course was presented to 8563080 PTE Patrick Brennan

Each student was given one of the ADAA maroon polo shirts.

LT Kathleen Adams and LT Cameron Scott completed the Air Logistic Basic Officer Course (ALOBC)

Of course to show of what the people have really been doing, check out the bulldozer that they are all perched on. Its about the same as the one that John Evans, John Taylor, Peter Skewes and a little bit of help from yours truly, rigged and dropped in November 1868. Sorry folks, its not new to AD. The dropping of this platform was featured on Channel 7 a few weeks ago.

While the visit was brief it was rewarding. Nine members from these courses have applied to become members of the ADAA. I had a chat with Capt. Gary Wahlen – he says he is busy and if you are wondering what the Army guys at AMTDU are doing, check out the program for next year – FULL ON



PTE Thomas Cole



PTE Patrick Brennan



Course	Where run	Dates
Army Training Flight Instructor Training x 1 Continuous TRG	Richmond	21 JAN – 1 FEB 13
Dangerous Goods Pack and Accept Air x 7	Richmond	4 – 8 FEB 13
Air Portability Team Leader x 4	Richmond	11 – 28 FEB 13
Unit Emplaning Officer x 4	Richmond	11 – 1 MAR 13
Dangerous Goods Pack and Accept Air x 7	Nowra	25 FEB - 1 MAR 13
Dangerous Goods Pack and Accept Air x 7	Richmond	4 – 8 MAR 13
Air Portability Team Leader x 4	Richmond	11 – 26 MAR 13
Unit Emplaning Officer x 4	Richmond	11 – 28 MAR 13
Crew Commander x 2	Richmond	30 APR - 5 JUN 13
Dangerous Goods Pack and Accept Air x 7	Richmond	24 – 28 JUN 13
Special Forces Air Droppable Rigid Hull Inflatable Boat x 1	Richmond or Perth	8 - 26 July 13
Dangerous Goods Pack and Accept Air x 7	Richmond	29 JUL – 02 AUG 13
Air Portability Team Leader x 4	Richmond	05 – 20 AUG 13
Unit Emplaning Officer x 4	Richmond	05 – 23 AUG 13
Air Logistic Basic Officer Course	Richmond	August ??
Dangerous Goods Pack and Accept Air x 7	Richmond	26 – 30 AUG 13
Dangerous Goods Pack and Accept Air x 7	Richmond	2 - 6 SEP 13
Air Portability Team Leader x 4	Richmond	9 – 24 SEP 13
Unit Emplaning Officer x 4	Richmond	9 – 27 SEP 13
Basic Air Dispatch x 1	Richmond	8 OCT – 14 NOV 13
Crew Commander x 2	Richmond	9 OCT – 14 NOV 13
Supervisor Aerial delivery x 1	Richmond	18 NOV – 06 DEC 13
SAD - C17 Aircraft and Extraction Parachute Jettison Device Gap x 2	Richmond	Dec-13
C17 Aircraft and Extraction Parachute Jettison Device Gap x 2	Richmond	Dec-13

176 END OF YEAR

The 176 Air Dispatch Squadron Christmas Party was held on 6th December 2012 at The Sergeants Mess at Chowder Bay. Chris Gill and I attended the party at the invitation of the O.C., Major David Toohey.

A more perfect venue could not be found around Sydney Harbour shores.

Drinks and canapés were served on arrival and continued with excellent finger food and a DJ providing the music. One of the diggers and partner even entertained the party with their rendition of Jennifer Grey's and Patrick Swazi's dance to "Time of My Life" from the movie "Dirty Dancing"!

As the evening grew later and the noise grew louder, the SSM WO2 Ken Smith called the troops to order so that the OC could carry out the formal part of the evening.

There were some 7 promotions, 6 medals and awards presented including Afghanistan ISAF medals.

Some of the individual awards were:

- Soldier's medallion, Pte Patrick Brennan
- Air Dispatcher of the Year award, Pte Patrick Brennan
- Parachute Rigger of the Year award, LCpl Luke Addlem and
- 3 Troop Soldier of the Year, Pte Susan Touch

The OC announced that during the year, the Unit had lost one soldier to cancer, Pte Michael Smith (RIP)

There were 30 personnel leaving the Unit for various reasons for which farewells were offered.

Following the OC's presentations and announcements, I was given the opportunity to present the Air Dispatch Association's "Soldier of the Year" award. Again Pte Patrick Brennan was called to "front and centre". This young soldier obviously shows a lot of potential and it was a great pleasure to be a part of the "end of year" for the Squadron.

There were numerous prizes to be won and though I left early, it was promising to continue to be a lively shindig.

Chris Gill invited all of the troops to the reunion at Gulgong next April. Reports are that it is going to be a great turnout.

With permission of the OC, note the following STATS of the Squadron:

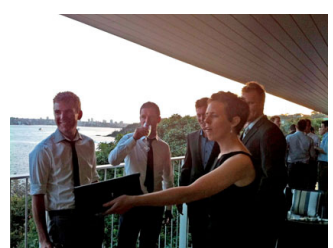
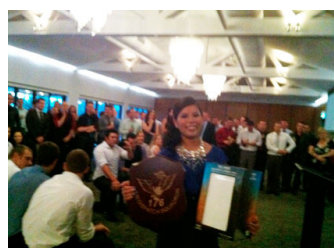
- Personnel: 182 (incl Ares)
- Conducted 84 separate tasks for external units - 45 for SOCOMS, 28 for ALG and 11 for FORCOMD

These involved 566 people to carry out the tasks.

The Unit was involved in Ad Hoc tasks such as Legacy Badge Day, ANZAC Day and Remembrance Day, even to selling poppies.

- 14 members have been deployed or have returned from deployment and a further 15 are scheduled to deploy early in 2013. Locations have been Afghanistan and PNG.
- People have been on tasks or exercises in Singapore, Guam, USA, Alaska, New Zealand and Indonesia
- One person has joined the Unit after serving in 47 Sqn in UK.
- The unit alone conducted 837 SL and 521 FF jumps during this past year while providing numerous Jump Masters, Jump Instructors and DZSO's to external units. It has conducted 1,536 Static Line and 1,241 Free Fall Jumps in total

Denis McCann



176 AIR DISPATCH SQUADRON – RAAF BASE RICHMOND

PTE Brennan faces forward, staring into the eyes of the paratrooper to his front. To PTE Brennan's left and right sit more Paratroopers, all nestled in tightly next to one another in preparation for their descent over the Rickaby' Creek Dropzone. At 1000 feet, the Parachute Jump Master gives the command, and PTE Brennan's stick stand up, hook on, and begin to prepare for their descent. PTE Brennan is the first in his stick and after carrying out the necessary equipment checks spends the next few minutes gazing out of the back of the C-130 and over the greater Hawkesbury area. The Parachute Jump Master gives another command, and PTE Brennan positions himself over the edge of the ramp. The Parachute Jump Master gives PTE Brennan a comforting grin before the green light activates and PTE Brennan thrusts himself into the jet stream of the rumbling C-130.

PTE Brennan is an Australian Army Air Dispatcher, a soldier who packs, rigs, loads/unloads various stores and equipment for air movement; airdrop, air-land and helicopter external lift. Air Dispatchers also manually dispatch cargo from aircraft whilst in flight. Furthermore, by virtue of their requirement to operate in and around aircraft, Air Dispatchers are also required to qualify as Basic Paratroopers and regularly undertake Parachute descents – an activity that can be both exhilarating and terrifying.

176 Air Dispatch Squadron as a whole is an organisation made up of three distinct capabilities – Air Dispatch, Parachute Rigger, and integral Combat Service Support. Throughout 2012 soldiers from 176 Air Dispatch Squadron have worked tirelessly to provide varying forms of support to a multitude of organisations including RAAF Air Lift Squadrons, the Royal Military College, Mission Rehearsal Exercises, and a variety of units from within Special Operations Command among others.

Then, when members from 176 Air Dispatch Squadron aren't providing Air Dispatch, Parachute Rigger, or Combat Service Support to their dependencies, they're undertaking ongoing trade training or developing their basic soldier skills through the conduct of Infantry Minor Tactics exercises and Small Arms Range Practices.

The net effect of this is a highly respected and robust organisation capable of operating independently and providing highly effective levels of support across a myriad of operating environments, and the tempo of 176 Air Dispatch Squadron throughout 2012 has reflected this. In 2012 alone soldiers from 176 Air Dispatch Squadron have had the opportunity to support exercises in every state in Australia, Guam, Canada, Indonesia, America, and Thailand, as well as provide members for deployment to the Middle Eastern Area of Operations.

After such a busy year, it's hardly surprising to learn that members of the Squadron are looking forward to a break over Christmas, however some are luckier than others as many members of the Squadron will also be providing an Online capability in the event of Natural Disasters or any other unexpected occurrences.

Despite this tempo, members of the Squadron remain motivated, operationally focused, and upbeat, embodying the motto of "train hard, fight easy". It's just as well too, for as the Squadron sets its sights on a deployment in support of operations in Afghanistan in 2013, all are acutely aware of their obligation to one another in ensuring all who depart return home safe and sound.

FEELING UNWELL?

If you know of any member who is having any problems with health, please advise one of the committee, Brian Irving being our Welfare Officer, Phone No 02 6582 3389

DIRECTORATE SOLDIER CAREER MANAGEMENT – ARMY

By Major Justin Burdett

Ladies and Gentlemen of the Corps,

It was with great pleasure I was appointed as the Senior Career Advisor RACT at DSCM-A in 2012. The opportunity to be integrally involved in the career management of RACT soldiers has been very gratifying. This year has been a very busy year for DSCM-A, we have commenced amendment of the Career Management Cycle in order to provide more contemporary advice, and be more responsive to both the soldier and the Chain of Command (CoC). As a result, we have had to limit our Career Guidance Interviews to realign the business processes within DSCM-A. To achieve this, DSCM-A had to conduct two Personnel Advisory Committee series in 2012 for promotion eligibility in 2013 and 2014.

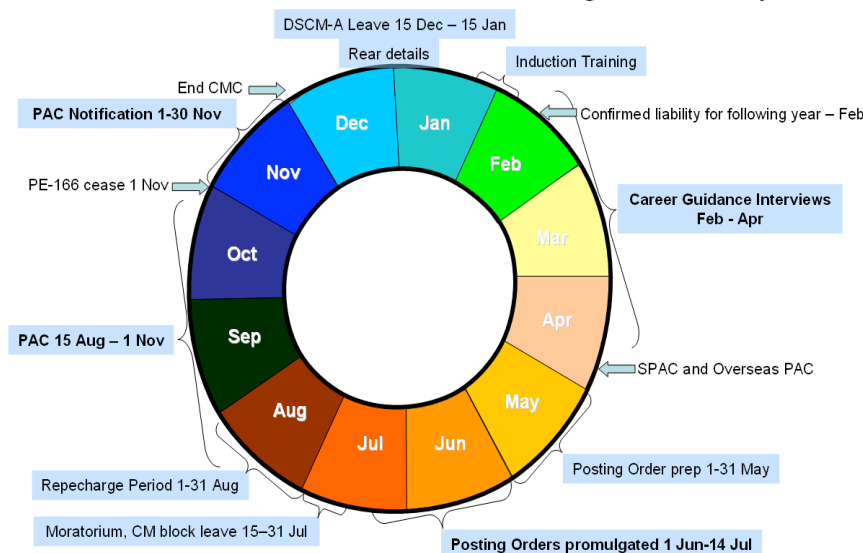
This article will aim to develop further understanding of DSCM-A, the new processes in soldier career management and highlight Corps issues affecting soldiers.

DSCM-A Vision: DSCM-A delivers excellence in career advice and management of Army's soldiers, is a trusted agency in support of the chain of command, and is a sought after posting for officers, soldiers and APS.

DSCM-A's Values: In addition to 'Army's Values', we must live DSCM-A specific values in our everyday dealings. These are encapsulated in the acronym ACRE:

- **Accountable** - The actions of DSCM-A staff are open to appropriate scrutiny. All staff document records of their dealings and are answerable to appropriate authority for their actions.
- **Consistent** - There are no surprises for the CoC or soldiers when dealing with DSCM-A; and DSCM-A delivers a consistent service in staffing the Army and exercising delegations for personnel management. Any issues are dealt with on a case by case basis.
- **Responsive** - The CoC and soldiers can expect timely and accurate responses to their enquiries by DSCM-A staff.
- **Ethical** - DSCM-A staff believe in doing the right thing and are guided in their dealings by these values as well as those of the APS and wider defence force. DSCM-A staff also apply their personal experiences and values to problem solving and decision making. Where DSCM-A and personal values conflict, staff will seek guidance from their peers and supervisors before making final recommendations or decisions.

Revised DSCM-A Career Management Cycle



What does this mean?

In short, it means DSCM-A staff are to conduct themselves with the utmost professionalism and ensure that the soldier's career management is handled above all with transparency and involvement of not only the CoC but also the individual soldier.

What is new?

DSCM-A are moving in 2013 to Brindabella Park, ACT. This will enable significant synergies to occur with all Army Career Directorates co-located including our reserve brethren, DRSCM-A. PAC Boards are now conducted approximately 18 months ahead of the Career Management Cycle. In 2013, DSCM-A will recommence the targeted career guidance interviews focusing on those soldiers that are in the Promotion Eligibility Zone (PEZ) for SNCOs and are posted WEF Jan 2014.

On the 27 Sep 2011, the Defence Minister announced in five years all roles would be open to women in the ADF. This is a phased approach and further information is contained in the CA's Directive 15/12. Needless to say, for those current serving females in the Corps; if you are considering employment in a combat role in order to ensure your success in the transition, individuals need to be able to meet all of the physical and psychological prerequisites. An application for trade/Corps transfer, PE166-1, needs to be submitted to your Career Advisor once these prerequisites have been completed.

Health of the Corps

Currently, RACT is in a very healthy state; most ECNs are over-establishment at the rank of PTE. We are also very healthy in most ranks for all our trades. The only exception is ECN 274-5 and ECN 274-6. For those aspiring to drive the Corps' larger fleet of vehicles, the removal of the Return of Service Obligation (ROSO) should encourage more drivers to become qualified. Currently, the numbers of soldiers trained versus the liability for this skill are below the liability. However, it is hopeful once the trained asset is in excess of the liability it will enable soldiers to more freely post to other locations and trade roles within ECN 274.

ECN 035							
	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	35	6	32	33	25	12	143
Asset	59	7	29	24	16	12	147
ECN 099							
	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	53	9	15	14	9	3	103
Asset	73	12	14	15	10	3	127
ECN 171							
	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	79	14	28	14	7	5	145
Asset	75	15	27	13	9	4	143
ECN 218							
	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	51	8	32	23	9	3	126
Asset	66	7	31	22	7	2	135
ECN 274							
	PTE	LCPL	CPL	SGT	WO2	WO1	Total
Establishment	657	142	265	124	77	10	1275
Asset	725	108	236	116	82	7	1274

Current Corps figures Correct as at: 1 Aug 12

Note: asset figures for all ranks include soldiers posted to non-corps positions and do not include trainees allocated to the Corps.

Message to Soldiers

It is critical for all soldiers to take ownership of their career and that they take all opportunities to ensure that not only the CoC but DSCM-A are apprised of all personal circumstances and future career aspirations. The tools that are utilised by the Career Advisors are the AD148-ADF Employment Preferences and Restrictions (EPAR) and PMKEYS. It is critical that any change to circumstances are reflected in your EPAR, that you inform your CoC and Career Advisor through the submission of an updated EPAR and the information reflected on PMKEYS is accurate and current.

Posting. EPAR is a tool utilised to ensure that your individual needs are represented in the decision making process made by the Career Advisors. Therefore, when filling out these forms it is critical that you are realistic and understand your Employment Specifications (ES) by ECN contained within the Manual of Army Employment. For example, an ECN 171 Cargo Specialist, the ES specifies that an ECN 171 is to be deployable by sea, onboard a Naval vessel. If Sydney is selected as an undesired locality (Garden Island) you may be being unrealistic in your expectations as the MAE requires you to post to a Ships Army Detachment. Whilst setting realistic expectations for undesired localities it is also critical for soldiers to understand realistic expectations of service need versus personal want. If a member gains the skills of an ECN 274-5 or ECN 274-6, they need to have realistic expectations that the Service need will require you to serve in Darwin or Brisbane, not just Brisbane. You should utilise Army People Central, through PMKeyS, to assist you in identifying what positions are available in localities for when you are due to be posted.

PAR. Understanding the role of your PAR in the PAC process is critical. If you receive a PAR that summarises your performance in only one or two paragraphs, you will not compete as well as a peer who has a detailed and thorough word picture providing examples and detailed descriptions on HOW well your performance was. If you receive a PAR with insufficient detail in the word picture, DO NOT accept it; instead discuss your concerns with your assessing officer before making representation.

Message to Supervisors

Supervisors have a responsibility to set realistic soldier expectations for career development, progression and possible posting locations. Supervisors need to understand the ES and be realistic in what expectations they are providing their subordinates. The EPAR Supervisor comment is critical and if the supervisor does not understand the ES, likelihood of creating false hopes and expectations is very high. When an EPAR is submitted to you as the supervisor, you need to be realistic in your comments when considering where the member wishes to be posted. This is why it is critical for supervisors to counsel soldiers on what is a realistic and reasonable career/posting plan.

PAR. A well written PAR answers the Who, What, When and Where; but importantly it details HOW they have performed their duties. It is critical that when the PAR is written it is based on your observations or from a Supplementary report that has been written by other observers. All too often, when reviewing soldiers PARs, Career Advisors notice that documents have been cut and paste from word pictures of other individuals or not enough detail in HOW the soldier has performed. This is unprofessional and severely disadvantages the soldier when compared to their peers. It is also important to understand the importance of the Assessing Officer and Senior Assessing Officer recommendations. Recommendations for not suitable for promotion or likely to become suitable for promotion should NOT be based on time in rank or completion of promotion courses. It must be based on their future capacity to perform at the next rank.

Personnel Advisory Committee

Highlighted in previous issues of the Corps Journal, there is a Standard Minimum Time in Rank where soldiers enter the PEZ. To be promoted the soldier must be found suitable at a PAC and there must be a vacancy. Given the current vacancies, the vast majority of soldiers should not expect to be promoted at the earliest opportunity. The main driving factor in this is a lack of vacant positions. Each year more soldiers enter the PEZ, which means they are competing with more soldiers for promotion; some of these soldiers may

have a stronger reporting history than another. As a result of this, there is even greater scrutiny of their performance at PAC.

The role of the PAC is to consider all eligible soldiers for promotion to SGT and above. To be considered at PAC they must meet the minimum time in rank, have the required number of annual PARs and have a promotion recommendation on their most recent PAR from their Senior Assessing Officer. If they do not meet these requirements, they are not considered at PAC. In the PAC the Career Advisor is the soldiers' representative; they present a summary of the soldiers' key strengths and weaknesses, how well they have performed in their postings and provide a promotion/banding recommendation. An important point to note is that the PAC is only authorised to consider factual information. This factual information is drawn from PMKeyS, career history, postings, your EPAR and your PARs.

This year there was another change to the PAC format. Your Career Advisor presents all soldiers that have entered the PEZ to the arbitrator, who places them into either category A, B or C. Category A are soldiers eligible to go to PAC. Category B are soldiers who are not eligible to go to PAC this year and Category C are those soldiers that are no longer to be considered having received a Band 4 determination in previous years.

Every soldier taken to PAC receives a banding from 1 – 4. With promotion being highly competitive, DSCM-A is conscious of giving soldiers timely, accurate and realistic feedback on the likelihood of promotion given the current environment. This is based on the vacancy to promote and your performance against your peers. We understand that it can be a shock when a soldier is advised they are not as competitive as they may have thought. This allows soldiers to better plan their career and consider their posting options. DSCM-A has also determined that on entering the PEZ for your respective rank you will have six years to acquire the next rank. If you are not successful you may be taken to PAC and receive a Band 4 determination.

If you have any questions regarding this matter you should speak directly to your Career Advisor.

Postings

DSCM-A's mission is to provide effective soldier career management in order to contribute to the delivery of the personnel dimension of capability to the Army. While we attempt to ensure that your personal goals and desires are accommodated, our key task is to put the right soldier in the right place at the right time. So that we are aware of what your preferences are, you should regularly submit an AD148 ADF Employment Preferences and Restrictions (EPAR) and ensure PMKEYS is current and accurate.

Consequences of your Actions!

To reinforce previous advice, but is a re-occurring issue; as a member of the Corps, all soldiers are required to hold a current drivers licence. When your civilian drivers licence is cancelled or suspended, this will result in your military drivers licence being cancelled (except in exceptional circumstances). When a soldier loses their civilian drivers licence for a period greater than six months; the unit commander is required to make a recommendation to DSCM-A advising if the soldier should be re-trained, re-allocated or their service terminated. Whilst every case is assessed on its merits, the large majority of soldiers who have their licence suspended for greater than six months are required to transfer to another corps or to be terminated from the Army.

If you are in this situation, remember, your decisions have put you in this position. As members of the Royal Australian Corps of Transport we have a professional and moral obligation to set the standard when it comes to professionalism on the roads. If you speed, or drink and drive, you're a 'bloody idiot' and it is quite possible you will no longer be a member of the Corps. Negative career action as a result of unacceptable conduct is not a dual punishment!

Conclusion

In summary, the Corps is in a very healthy state, with promotions at all ranks being highly competitive. The submission of accurate and detailed PARs are critical. As Career Advisors we review every soldiers PAR when it is submitted to DSCM-A, and the PARs reflect that the vast majority of the Corps continues to be Par Oneri!

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