

DG'S HEADS UP - CDRE Ranford Elsey

NRCEP update

The Naval Reserve Capability Enhancement Program (NRCEP) is gathering momentum and a check of the uptake of positions within the FEGs and NR specialisations reveals an encouraging picture.

Leading the successful groups is the Aviation FEG with six NRCEP billets now filled. Other FEGs and specialist branches are making headway and it is encouraging to see more Reservists taking up the challenge of more operationally-focussed roles within Navy.

A Naval Reserve *Handy Billy* has been published and is included in the mailout of the Spring edition of *SeaTalk*. It contains a significant amount of information regarding the NRCEP positions and other very useful information for Reservists such as location and contact details for Reserve Regional Pools and local Directors Naval Reserve Support. I commend the reference booklet to you as something to retain in your desk or bookshelf.

Command meeting

Reference: NHQ AUSTRALIA SIGNAL 102325Z SEP 06.

The Command and Senior Staff Selection Advisory Committee (CSSSAC) 02/06 will convene on November 3 to develop advice to CN on command selections and endorsements, and senior staff appointments to be filled by the end of 2007.

Of particular interest to NR seaman officers is the opportunity for them to indicate their interest in seeking a command endorsement for minor war vessels (MWVs), particularly where experience in MWVs is shown. Whether considering CFTS or shorter periods of service, NR officers should not be put off by the process or training involved and should seek guidance from the PB FEG Commander and/or DNOP as to the likelihood of success of their application. Officers (PN and NR) are strongly encouraged to provide personal submissions of no more than one A4 page to the CSSSAC and should forward them to reach ADNOP-C1 by COB October 9. A CSSSAC pro forma is available on the DNOP website under forms or from ADNOP-C1, CMDR Wendy Malcolm.

Officers wishing to be considered for CO MWV endorsement status should submit a CSSSAC pro forma for consideration. CMDRs who are subsequently endorsed CO MWV will be eligible to nominate for advertised positions to be considered by the 2007 MCSSAC and may be considered subject to primary contenders not being available.

In view of current personnel shortages, consideration may be given to selecting CMDRs for some CO MWV positions in 2007 if required.

DNOP POC for further advice/queries regarding CSSSAC policy procedures or conduct of the CSSSAC is CMDR Malcolm who can be contacted on phone: (02) 6265 3334, fax: (02) 6265 1145, or wendy.malcolm@defence.gov.au.



DGRES-N CDRE Ranford Elsey

Visit to Cerberus and DT6

In August I had the opportunity to visit Melbourne and catch up with many NR members.

My first stop was a productive meeting with TA-LOG, CAPT Dave Garnock (CO HMAS *Cerberus*) where we discussed the areas in which NR members were working and where the NR could provide further support and capability to *Cerberus* in addition to that provided by the RRP (LCDR Eric Mushins and staff). Joining me were T/CAPT Joe Lukaitis (DNRC) and LCDR Graeme Furlonger (DDNRS-VIC).

We then spent some time with the OICs of the Seamanship, Supply, and Recruit Schools where we gained a deeper understanding of the programs and where appropriately skilled and experienced NR members could provide support.

We also discussed how training courses may be modified in the way they were delivered to NR members to provide greater flexibility, time saving and cost reduction.

Work is now underway by DGRES-N, in association with DGNPT (CSO (R)), to scope out specific work packages to assist TA LOG in the preparation and delivery of professional training courses to both NR and PN members, including the implementation of further e-learning programs.

Later that day, we met with members of DT6, which now includes members of the disbanded Mine Warfare Group 54 (MWG54). The amalgamation of DT6 and MWG54 will provide greater flexibility and capability to the Mine Countermeasures and Diving Force Element Group (MCD FEG).

Their new 'home' within the precinct of Victoria Barracks was a most welcome outcome after many months without proper administration, training, and maintenance facilities.

I was impressed with the dedication and enthusiasm shown within the team, and that augurs well for the future.

Promotions — under the microscope again

By Barry Rollings

It's that time of year again when promotions within the Navy Reserve are under review at sittings of the Qualification Based Board.

The QBB began its deliberations at the start of the month and will continue until October 27.

The revised Officers' Promotion System introduced in late 2002 aims to ensure officers are assessed in an equitable manner, with all those eligible fully assessed against the criteria.

The QBB assesses officers' competitiveness for promotion, establishes an order of merit for elevation, recommends promotion groupings (bands) and provides promotion feedback and career development advice.

For members of the Reserve, a senior Reserve officer is appointed to each relevant QBB.

QBB deliberations are used by the Career Advancement Board (CAB) to develop promotion recom-

mendations to forward to the Chief of Navy. The CAB comprises all Australia-based 'two stars' and the Systems Commander.

"Career management, and in particular promotion, is a critical element in the well-being of Navy's workforce," the Director Naval Reserve Support - National, T/CAPT Richard Phillips said.

"It is equally important both to individuals and the Navy organisation. In 2006, there will be 19 QBBs, primarily organised by rank and primary qualifications (PQs).

"DNOP manages the QBB process and composition and proposes board membership to DCN annually.

"The QBB provides the CAB with an assessment of an individual officer's performance, qualifications and potential and a comparison of those officers across the rank and PQs."

Promotion prerequisites, selection criteria, and their weightings varied across the ranks and PQs to

reflect differing officer employment and organisational requirements, T/CAPT Phillips said.

However, particularly with a rank, there would be occasions when individuals needed to be compared across PQs.

"For example, with promotions to CAPT which occur on a 'pool' basis, selection criteria and their weightings are designed to be as comparable as possible," he said.

"Each selection criterion has been endorsed by CN and each covers elements such as PQ competency, current performance, past performance, breadth of experience, education and qualifications and potential.

"Candidates are also invited to tender their individual inputs or member statements." "This last input is voluntary and should be of one page in length and focus primarily on the selection criteria.

"Individual members of each QBB are required to carry out Blue Jacket assessments prior to a QBB."

Reserve bugler sounds off 50 years

By LCDR Mick Gallagher

When former sailors of the first intake of HMAS *Nirimba* Naval Apprentices gathered at the old site of their training establishment, Reservist bugler ABMUSN Terry McCleary was there to sound off the 50 years.

In July 1956, 50 Naval apprentices joined HMAS *Nirimba* at Quakers Hill in western Sydney. Most were only 16 and they had signed on for a 12 year engagement. After completing their trades they then went on to serve in HMA seagoing ships.

Bugler AB McCleary was an Army private for 12 years (1969 - 1981) with service in Malaysia with Australia's 1RAR. He joined the Navy Reserve in 1984 and has served ever since.

Terry is married to Leonie (nee Tallias) and has three children.

The Navy bugle used for the service was presented last year to Terry by Maritime Commander



Reservist ABMUSN Terry McCleary sounding the ceremonial bugle given him by the Maritime Commander for safe keeping. Pic by LCDR Mick Gallagher.

RADM Davyd Thomas to be held in trust by Terry for the remainder of his bugling Navy service.

The bugle is inscribed 'Able Seaman Frederick Walter Lota Marsh - Died 1 February 1945'.

"AB Marsh was captured during Operation RIMAU in WW2," said AB McCleary. "He was

tortured, then executed, by the Japanese. He died at the age of 21 only 37 days before the war ended."

Naval cadets from TS *Sirius* at Brighton-Le-Sands formed the guard of honour at the memorial service held in the memorial garden

of the *Nirimba* Education Precinct.

"All of the Naval cadets volunteered and it was a privilege to be here," said XO TS *Sirius*, SBLT Chris Hartley. "The cadets mixed with the Navy veterans and this increased their interest in pursuing a Navy career."

Closing date extended for Davey Award

By Barry Rollings

The closing date for applications for the 2007 Matthew Davey Award (MDA), which recognises individual Reservist excellence in the civilian and military spheres, has been extended to October 30.

The award seeks to recognise individual Reservist excellence in both the civilian and military spheres by giving selected Navy Reservists the opportunity for limited overseas travel to undertake approved studies relevant to Naval Reserve capability.

The MDA is managed by the Office of Director General Reserves-Navy and the grant covers travel, accommodation and other associated costs.

The study tour is limited to a total funded period of 14 days and must be completed by June 30 in the year the MDA is granted.

The study may focus on, but not be limited to, such issues as NR involvement in: maritime defence, financial and corporate management, operations and logistics,

human resources and training, military health, public relations, and information systems and management.

"As part of the application process, Reservists are required to develop a positive and meaningful project that will benefit the NR," the Director Naval Reserve Support - National, T/Capt Richard Phillips said.

"All Naval Reserve members may make application for the MDA, providing they meet the eligibility criteria established in the MDA activity guidelines and schedule document."

The award commemorates Reservist LEUT Matthew Peter Davey, a doctor serving in HMAS *Kanimbla* as part of Operation Sumatra Assist II, who died in the Navy Sea King Shark 02 helicopter accident.

For more information and documentation visit: www.navy.gov.au/reserves_new/ProfessionalStudiesProgram/professional.cfm?mnoID=11 or contact CAPT Richard Phillips RANR on 02 9410 5629 or email richard.phillips@optusnet.com.au for further advice.

RAN Reserve News

Is produced by the Directorate of Defence Newspapers on behalf of the Director General Reserves - Navy

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Editor-in-Chief: LCDR Antony Underwood

All editorial material including letters to the editor, suggested stories for publication and images should be either emailed to:

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or posted to:

The Editor
Navy Reserve News, R8-LG-035, Russell Offices, CANBERRA ACT 2600

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