

'SQUAD — wait for it, wait for it — HO'

Now that we have your attention, there are considerable delays in your ...

PAY INCREASES

If you're a Reservist looking forward to more money for your time in uniform, the message is probably best expressed as: *Yes, it's coming but don't hold your breath.*

Usually reliable sources suggest that it's going to take some months for the Reserve pay system to catch up to the Defence Force Remuneration Tribunal's recent landmark ruling.

The DFRT agreed to remove the 10 to 15 per cent discount on salaries for fully-trained Reservists, compared to those for members of the PN, and to grant a Reserve Service Allowance of \$10 per day for all up to and including the rank of LCDR(E) from September 1.

And, of course, the new salaries will also be subject to the new 4.2 per cent increase in Permanent Force salaries due in November.

"It's all good news," said one officer. "It's just the system is going to take a little time to catch up."

"It could be that a lump-sum catch up actually reaches us in time

to help pay the Christmas credit card bills."

The delay was revealed after staff in the Head of Reserve Policy received questions about whether:

- The increase would be available in the next pay; and
- There was a scale to advise Reservists what their new rates of pay would be.

Staff Officer Policy Coordination in Reserve Policy Division WGCDCR Tom Buckham replied: "I am unsure as to when total payment will be effected. The CENRESPAY people need to change the computer program to reflect the changes and some of the changes are easier than others."

"They have advised that the \$10 Reserve Allowance will be paid on NR payday October 27 backdated to September 1. However the remainder is likely to take a bit longer and there will be a catch up backdated to the day of the DFRT ruling."

"We are trying to have the changes done as soon as possible, but because CENRESPAY is a legacy system, there are limited programming resources available."

Stories by LCDR Antony Underwood

"With regard to the second question, a new pay scale is being prepared by DMSA-P and will be issued when available."

"The way to calculate the new rates is to divide the Permanent Force annual salary by 365. The answer is the new daily rate."

"For example, a LSCSO on pay group 3 (OP) has an annual military salary of \$40,682. This, divided by 365 gives a daily rate of \$111.46 plus the \$10 Reserve Service Allowance ... compared to the previous daily rate of \$94.74. Note that there are not as many increments in the Reserve pay scale as in the Permanent Force pay scale."

Another way of calculating the new pay rates (to within one or two cents) WGCDCR Buckham added, is:

- SMN-WO – divide currently daily rate by 85 and multiply by 100, then add \$10 per day;
- ASLT-LCDR – divide the current daily rate by 90 and multiply by 100, then add \$10 per day;
- CMDR and above – divide the currently daily rate by 85 and then multiply by 100.

MEDALS

The Director of Honours and Awards, Ms Irene Wilson, has appealed for patience on the part of Reservists who have applied for the Australian Defence Medal.

In addition to receiving a flood of applications for the new medal, Ms Wilson said, Honours and Awards staff had been inundated with requests from serving members seeking an update on individual entitlements.

"This only slows the process even further," she said. "DH&A is very cognizant of the emotive nature of medals issues and the desire of eligible recipients to have them as soon as possible."

Ms Wilson said the sheer volume of applications received for the ADM had made it impossible to achieve the original aim of recording the entitlement for the ADM on permanent members' records by June 30.

"DH&A have so far assess the entitlement to, and dispatched medals for, 45,000 current and ex-serving personnel since April," she said. "Of these, some 25,000 current serving members have received their award."

Ms Wilson emphasized that Reservists need to apply for their medal using the AD497 form which is available on web-forms on the Defence Restricted Network and in Adobe PDF format at http://www.defence.gov.au/dpe/dpe_site/honours_awards.

"We do not have access to electronic data concerning efficient days service to enable automatic processing of entitlements," Ms Wilson said. "Also, especially for inactive Reservists, DH&A does not have current contact details for the dispatch of the medal."

"So we ask members to be patient as our staff continue to process applications as fast as they can."

Defence medal for new mum



AT RIGHT: CO Naval Headquarters -SA CMDR Andrew Jackman presents LSWTR Amanda Busbridge with her Australian Defence Medal.

By CMDR Steve Dunning

While there are delays in meeting all the bids for the Australian Defence Medal, it's clear many are reaching their destinations.

For new mother, Primary Industries IT Manager and NR stalwart LSWTR Amanda Busbridge, the award of the new Australian Defence Medal (ADM) before a number of her shipmates and friends recently was a fitting acknowledgement of her 18 years of dedicated NR service.

The mother of six-month old son Christopher, LS Busbridge said her motivation to be involved in the NR comes from the opportunity to "not only serve but also to be part of a great team where the camaraderie amongst the group (she serves) with in SA is so strong."

Enlisting as a teenager at the former South Australian NR Depot, HMAS *Encounter* in October 1988 she under-

took initial Recruit Training at HMAS *Cerberus* and was promoted to LS in 1999. Unfortunately with the decommissioning of HMAS *Encounter* in the early 1990s career opportunities for many NR members such as LS Busbridge diminished.

As testimony to her commitment, LS Busbridge continued to make herself available for service and with the integration of the NR in to the total Navy workforce she found that opportunities for work started to open up. This allowed her to add another string to her bow when she took on ceremonial duties as a member of the NHQ-SA guard.

"I've participated in numerous ANZAC Days, Vietnam Vets Day, exhibitions at the Adelaide Royal Show, Navy Weeks, Gawler Freedom of Entry and other ceremonial occasions. And it's great to be able to contribute in this way," said a proud LS Busbridge.

LS Busbridge had little difficulty recounting some of the memorable things she has undertaken in her formative NR career, including the physical activities, high ropes and leadership courses. She added that all this training and experience has prepared her well for her new duties and for any challenges Navy may throw her way.

"Navy has also provided me with a part-time career and network which extends out from my normal civilian life which at the same time is completely different to my work in IT in the State government," she said.

"Initially I was looking to obtain some new skills and then thought about joining up full time but my work commitments changed in Adelaide. So Navy part-time suited me best and it's been great to experience two completely different careers and enjoy the challenge and diversity."



Fleet oiler HMAS *Success*.

Success approaches with South Aust Navy Week

By CMDR Steve Dunning and LEUT Steve Miller

South Australian Navy Week celebrations planned for October promise to be bigger than ever this year with a wide range of activities including a Navy Expo at the historic Port Adelaide Inner Harbour, a ship's open day at Outer Harbour and a number of ceremonial activities in and around Adelaide.

The 18,000 tonne fleet oiler HMAS *Success* will be a major attraction when she berths at Outer Harbour for open day activities on Sunday October 15. More than 157 metres long and with a crew of some 220, *Success* is the largest ship ever built in Australia for the RAN.

In what has become something of a ritual, the start of Navy Week is heralded by the ceremonial raising of the Australian White Ensign on the City of Charles Sturt giant flagpole on Port Road, one of the State's key arterial roads between the Port and the Adelaide CBD.

Other ceremonial activities include a garden service at the Naval Memorial, Peace Park, North Adelaide to remember Navy personnel lost in war, and a commemorative church service at Christ Church, North Adelaide.

A Navy Expo is also planned for October 14 at Inner Harbour near the lighthouse and marketplace.

CO Naval Headquarters-South Australia CMDR Andrew Jackman said a number of exciting displays are being planned and he hopes one of the highlights of the Expo will be the landing of a Sea King helicopter.

"Other activities will include displays by SA's Dive Team 9, a ship's boarding party team, a naval cadet chal-

lenge and a multi-media presentation. Defence Force," CMDR Jackman said, "and Navy careers advisors will also be on hand to talk with potential recruits and interested bystanders about careers in the Royal Australian Navy."

"The ever popular SA detachment of the RAN Band will also be on hand to entertain the public in what promises to be a great outing for South Australians who want to participate in Navy's celebrations."

"Typically, here in SA activities such as Navy Week are a joint effort between the various elements of my command including the many Naval Reservists who support NHQ-SA either individually or as formed units such as DT9 and the Band."

Australian Naval Cadet units will also open their doors to the public and some lucky cadets will get the chance to searide in *Success*. This will afford them an excellent opportunity to gain greater insight into life and vocations in the Navy and help them if they are interested in adult employment as officers or sailors in the Navy.

CMDR Jackman said the aim of the Expo and the ship visit is to give as many South Australians as possible the opportunity to see the Navy at work and as an exciting and worthwhile career choice.

"Navy Week gives South Australians the opportunity to get to know their Navy a little better during Navy Week," he said. "It also highlights the Senior Service's past and current operational achievements around the world and its role in protecting Australia's maritime security."