TRANSFER OF AUTHORITY

DONE THEIR DUTY: LAC Reece Vieira from SECFOR 1 during the Transfer of Authority parade to SECFOR 2 at Multinational Base Tarin Kot. Photo: CPL Mark Benton

SECFOR 2 takes over security in Afghanistan as SECFOR 1 wraps up successful 198-day mission

CSG RESTRUCTURE
FOUR-PAGE LIFTOUT
A sad homecoming

SGT Dave Morley

AIR Force has again played its role in bringing home a fallen digger from Afghanistan.

CPL Cameron Baird, 32, was killed by small arms fire on June 22 during an engagement with insurgents.

During the same engagement, another Special Forces soldier was seriously wounded. RAAF Joint Terminal Attack Controller suffered minor wounds.

One of the patrol provided immediate first aid to the casualties, who were aeromobiled to the Role 2 Medical Facility at Multinational Base Tarin Kot. CPL Baird was pronounced dead on arrival by medical staff at Tarin Kot.

Known as one of the regiment’s most iconic figures, CPL Baird was farewelled on June 25 by the Special Operations Task Group (SOTG) and ISAF partners in a solemn Service of Remembrance and Ramp Ceremony at Multinational Base Tarin Kot.

CPL SGT LTCOL J said CPL Baird was a professional and disciplined soldier who exemplified all that is best in Air Force.

“Cam, you were a soldier of the highest order, one never to shy from battle,” he said.

“Rest in peace fine soldier and rest in the knowledge that we will honour you through our pledge to continue the mission here in Afghanistan.”

Australians, Afghans, Americans, Australian Special Forces, and ISAF colleagues formed an honour guard to pay final tribute to CPL Baird as he was led to a C-130 to begin his journey home.

CPL Baird was taking part in a partnered operation with the Afghan Provincial Response Company – Uruguaian to disrupt an insurgent network operating in the Khod Valley in southern Afghanistan.

This network was known to have direct influences on insurgent activity in Uruguaian province.

Disruption operations are important to support the Afghan National Security Forces as they take responsibility for security, and to enable the safe extraction of ISAF.

CPL GEN David Hurley said CPL Baird was on his fifth tour of Afghanistan, having previously served in Iraq in 2003 and Timor-Leste in 2001.

“In combat, and as a team commander, he was the man to watch and never happier than when the situation demanded decisive action and courage,” he said.

CPL Baird died how he lived – at the front, giving it his all, without any indecision. He will forever be remembered by his mates and the soldiers he served with in 2Cdo Regt.”

Speaking up for cultural reform

Michael Weaver

TEN officer cadets and midshipmen in the Australian Defence Force Academy (DAFA) have been suspended pending the outcome of an investigation into allegations of serious misconduct.

VCDF AIRMSHL Mark Binskin said the suspension was conducted by the ADF Investigative Service into an off-campus incident on the weekend of June 15-16, where it is alleged a small group of male officer cadets and midshipmen were exhibiting conduct contrary to the values and standards expected of ADF members.

“Enough is enough. People who exhibit unacceptable conduct need to understand their actions will have consequences and we will not tolerate what is alleged to have happened here,” AIRMSHL Binskin said.

“The strong, united stance you are seeing from myself, the CDF and the Service Chiefs should send a very clear message – the ADF will not accept the type of actions or conduct that contradict our Defence values.”

AIRMSHL Binskin reassured parents that DAFA has undertaken an enormous effort to implement the recommendations of the Broderick Review.

“I am confident that DAFA has the right leadership, reporting mechanisms and support structures in place to deal with incidences of unacceptable conduct,” AIRMSHL Binskin said.

“This is about instilling the right values and standards in our men and women so that they understand what Australia expects from its Defence Force and its future leaders.”

AIRMSHL Binskin has asked Sex Discrimination Commissioner Elizabeth Broderick to examine this specific issue and provide advice on how to further reinforce the cultural improvements occurring at DAFA as part of her ongoing engagement.

This follows the strong stance taken by CA LTGEN David Morrison on allegations relating to inappropriate email and images distributed from 2010 using the Defence computer network and the public internet.

Three personnel were suspended and LTGEN Morrison is considering suspension of a number of other personnel in connection with the allegations.

CDF GEN David Hurley said the strong and visible stance against unacceptable behaviour was cultural reform in action.

“We will not accept or excuse illegal, offensive or inappropriate behaviour in the ADF. Such behaviour contradicts our Defence values and will have swift and decisive consequences,” GEN Hurley said.

“As individuals we must have the moral courage to act, and the ability to respond when issues arise.”

“I commend the cadets who have stepped forward to raise concerns at DAFA, and encourage anyone who is aware of unacceptable behaviour to also speak up.”

SO'RELY MISSED: The casket of CPL Cameron Baird is escorted to the Hercules by his SOTG mates. Photos: CPL Mark Doran and Steve Dent

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Managing unacceptable conduct

Commanders, managers and leaders at all levels need to consider:

➤ The protection of individuals in the workplace.
➤ The maintenance of public confidence in the ADF.
➤ The right of the respondent to protection from improper conduct.

When an incident occurs:

➤ Report the incident as per standard RAAF procedures, including undertaking a Quick Assessment.
➤ Seek legal advice.
➤ Consider the appropriateness of:
  - Temporarily removing the respondent from the workplace;
  - Reviewing the respondent’s arrangements;
  - Suspension from duty;
  - Change of workplace;
  - Any other appropriate measures.

Await the outcome of the investigation before making permanent decisions.

Taking action against poor behaviour

IN the wake of recent revelations of inappropriate behaviour involving ADF members, ADF MajGen Geoff Brown has reminded commanders of their responsibilities to manage the welfare of the people within their commands.

“The starting point for decisions is the protection of all individuals in the workplace, including ensuring the complainant feels safe coming to work,” Gen Brown told commanders.

He explained that “taking temporary action to separate the complainant and the respondent in the workplace while the investigation occurs is a routine and accepted practice”.

After seeking legal advice, commanders’ options include the temporary removal of the respondent from the workplace, reinstatement of duties, suspension from duty, or changes to accommodation arrangements.

These types of interim actions do not prejudice an investigation, nor do they assume any particular investigation outcome. Interim measures ensure the safety of everyone in the workplace and help maintain public confidence in Air Force as a modern, professional organization.

“Commanders and leaders at all levels have responsibilities to set the highest standards and take appropriate action,” Gen Brown said.

“I am absolutely committed to shaping Air Force as an organisation of choice where people feel comfortable to always do the right thing. Our Air Force is overwhelmingly made up of good people who do the right thing, but those people that display unacceptable values and behaviours are not welcome in our Air Force.”
SECFOR 2 takes the lead

CAPT Sean Childs

HERON Rotation 11 officially transferred their command authority to Rotation 12 at Kandahar Air Field on June 10.

“Your collective efforts through individual and collective training,” FLTLT Cardinale said, “have prepared you for your role and security will become more challenging as we go on, but we will maintain flexibility and continually adapt and re-evaluate the situation to provide our effect until the last aircraft leaves.”

Heron 12 at the helm

SECFOR 2 is marched off by Commander FLTLT Ben Kurylowicz during the Transfer of Authority parade with SECFOR 1 at Multinational Base Tarin Kot.

Photo: CPL Mark Doran

Heron 12 is one of our biggest security challenges. Security will become more challenging as we go on, but we will maintain flexibility and continually adapt and re-evaluate the situation to provide our effect until the last aircraft leaves.”

TAKING REIGN: CO Heron Rotation 11 WGCDR Adrian Maso watches CO Heron 12 WGCDR Steven Parsons sign the Transfer of Authority certificate during a ceremony at Kandahar Air Field.

Photo: LS Justin Brown

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Flying with the doctors

SONLDR Paul Linheam

ON ANY given Wednesday in the Brisbane-based Royal Flying Doctor Service (RFDS), patients may see their normal RFDS nurse accompanied by a flying suit-clad RAAF Flight Paramedic or Flight Nurse.

The regular flights by Health Operational Conversion Unit (HOCU) instructors to maintain clinical skills are the brainchild of CO, WGCDR Michael Penman, who undertook similar training while serving in the New Zealand Defence Force.

"I used to undertake regular flying duties with a civilian rescue helicopter and fixed-wing service, and that experience complemented my military flying and kept me current," he said.

"I thought it was appropriate we did something similar at HOCU because we’re all instructors, we sit in a classroom or fly in an airplane, teaching people using training missions, so our guys don’t get to see real patients while they’re here.”

An approach to the RFDS’s Queensland Branch at Brisbane Airport changed that.

Every Wednesday one of the HOCU Instructors works alongside a RFDS Nurse, giving them insight into how the RFDS conducts its daily business of retrieving patients from all over Queensland.

The patients are of varying ages and conditions, from prematurity babies to trauma cases to the elderly. As all of the instructors are either Registered Nurses or Enrolled Nurses, they are able to assist the flight nurse aboard the aircraft.

"This will enable our instructors to remain current in aeromedical retrievals and intensive care in the air, and gain experience that can be transferred to the military setting," WGCDR Penman said.

"Last week my Sergeant had a long day, hours and hours of flying with two really sick patients on ventilators – which is about as sick as you can get.

"It was great training and he was very pleased.”

While flying with the RFDS gives the HOCU instructors an opportunity to maintain clinical currency, it also allows them to refresh their experience with sick patients, it also gives them an opportunity to actually meet the people they may be working with should a disaster occur.

WGCDR Penman said HOCU instructors would present lectures on the aeromedical evacuation system on RFDS courses, and would arrange “Safety in the Air” demonstrations when the RFDS students visited RAFF Base Amberley twice a year.

The RFDS nurses are also coming out to fly in a C-17 on our Military Critical Aero Evacuation Team course, where we train the military critical care doctors and nurses,” he said.

The association would be of great value to both the RFDS and the ADF because while the airframes are very different in size, the focus is the same – the safe carriage of patients to a medical facility.

"WGCDR Penman said he felt he had found his niche, only to be told after years he was due back in the Army to be posted to Waiouru, the training area in the bleak and barren centre of the North Island.

There were nearby mountains for skiing but no schools for his children.

I said no, and the rest is history,” he said. "I’ve been in the RFDS now for 12 years and I certainly made the right choice.”

"After postings to RAFF Bases Williamtown and Darwin and Canberra, WGCDR Penman is happily settled into life at RAFF Base Amberley with HOCU.

Life of service with many twists and turns

SONLDR Paul Linheam

THE route CO of Health Operational Conversion Unit (HOCU), WGCDR Michael Penman, took to joining the Air Force was anything but direct.

He joined the New Zealand Army in 1980 as a nursing officer after spending three years in the reserves. Nurses and dentists in the New Zealand Defence Force were triservice so he found his first posting to the Royal New Zealand Navy (RNZN).

WGCDR Penman’s first deployment was to the First Gulf War with US Navy and the USN Fleet Hospital 6, which was a 1000–man, 500-bed tent hospital.

"After two years with the RNZN I was then told I was being posted to the Army and, by the way, you’re to be a paratrooper in charge of the parachute medical team,” WGCDR Penman said.

He deployed to Bosnia in late-1995, attached to British Royal Regiment of Fusiliers, where his ambulance was an M-113 armoured personnel carrier. After that he was posted to the New Zealand Air Force in Auckland, where he spent a lot of time on rescue missions in Iroquois helicopters and the civilian Westpac Rescue Helicopter Service.

WGCDR Penman said the ADF Alcohol and Other Drug (AOD) Strategy put in place in 1990 by then RNZN Medical Team Commander,” WGCDR Penman said.

WGCDR Penman said he felt he had found his niche, only to be told after years he was due back in the Army to be posted to Waiouru, the training area in the bleak and barren centre of the North Island.

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"After postings to RAFF Bases Williamtown and Darwin and Canberra, WGCDR Penman is happily settled into life at RAFF Base Amberley with HOCU.

The ADF Alcohol and Other Drug (AOD) Strategy put in place in 1990 by then RNZN Medical Team Commander,” WGCDR Penman said.

"As an organisation, we are committed to achieving a balance between encouraging the responsible use of alcohol and preventing its misuse as an ongoing element of our core business,” she said.

RADM Walker said Defence had been pleased to be working closely with the Australian Drug Foundation to develop the ADF Alcohol Management Strategy.

"Our Strategy will provide a framework for improving alcohol management within the ADF, reducing alcohol misuse and its harms, enhancing organisational capacity and reducing organisational costs,” she said.

"The ADF Alcohol Behaviour Expectations Statement and the ADF’s Alcohol Management Policy are in place and will soon be released and the ADF is committed to their implementation.

The National Drug and Alcohol Awards is an annual event that highlights the front line achievements in the field of alcohol and other drug intervention. Senior Defence representatives and ADF cadets attended the awards night, while the RMC-D Band entertained the gathering.

The ADF Alcohol Behaviour Expectations Statement and ADF Leaders Guide to Alcohol Management can be found at:


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Controllers get berets

FLTLT Cath Friend

THEY may have protected identity status, but combat controllers can still hold their heads high with the issuing of the new combat controllers berets and brevets.

The men were presented with their berets and brevets – which recognises their special role in Air Force – in front of their peers, commanders and loved ones at RAAF Base Williamtown.

Commander Air Combat Group AIRCDRE Tony Grady said the beret was recognised throughout the world’s militaries as a sign of elite forces, or special mission capable units.

“Like the headdress of the Special Forces they support, the combat controller beret has special significance and unique heraldry associated with it,” he said.

“As a volunteer to the Combat Control Team (CCT) capability they have committed themselves to the highest standards of professional conduct in their duty as a combat controller. Through selection, they have demonstrated physical and mental toughness required for service.”

The road has been long for both the members and the staff at 4SQN. It started in 2006 when Special Operations Commander Australia asked DCAF if the Air Force was capable of fielding battlefield airmen similar to US Air Force combat controllers.

As a result, in 2007 Commander Air Combat Group established the Special Tactics Project Proof of Concept Trial.

The aim was to graduate Air Force personnel from Commando training, train them as joint terminal attack controllers and then by January 2008, deploy them outside the wire in support of Special Forces.

Between 2008 and 2009 three intakes completed initial training and four members deployed with Special Operations Task Group.

Since 2008, CCTs have developed an outstanding operational reputation when deployed on combat operations and domestic training exercises.

The hard work finally paid off in 2012 when the combat controller mustering and air surface integration officer stream was created. With this decision the airmen that were no longer under training were promoted to the rank of sergeant and the CCT capability declared Initial Operating Capability.

As written on their certificates: “Let everyday you wear the beret and brevet remind you of the commitment you have made, the trials you have faced and prepare you for the ones to come. Today as you accept the combat control beret and brevet you are again challenged to renew that commitment and master the airmanship tasks required to defend our country.”

AWARDED:

A 4SQN combat controller proudly wears his beret on parade.

Photo: LAC Craig Barrett

The beret is the colour of the Air Force aircraft grey, which signifies the constant presence of aviation in the daily duties of the combat controller.

The Sykes-Fairbain dagger represents the close link combat controllers share with the commandos they support for operational tasks and the common training they share. The shield symbolises protection, as the combat controller must always be mindful of protecting friendly forces and civilians above all other considerations.

The beret and brevet provide a symbol by which other service personnel may recognise these men as combat controllers, and the long and arduous process implicit in becoming one. Regardless of background category or mustering, these accoutrements will brand all combat controllers alike and provide motivation for new applicants to aspire towards.

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Aircraft noise concerns

CAF AIRMSHL Geoff Brown has raised strong concerns about a local council’s decision to develop land adjacent to RAAF Base Williamtown.

AIRMSHL Brown and Defence Parliamentary Secretary Senator David Feeney visited Williamtown and Raymond Terrace to raise concerns about the development of 153 Richardson Road, Raymond Terrace.

Port Stephens Council approved an in-principle development application for the land.

AIRMSHL Brown said Williamtown was a strategic base for our national security and needed to be protected for the future. “RAAF Base Williamtown needs to be protected against urban encroachment, so the men and women of Air Force can continue to do their important work,” he said.

“RAAF Base Williamtown is going to be protected for the future. ANEF release. The consultation was to ensure the future predicted noise exposure was understood.”

ANEF and Australian Standards increases people to aircraft noise that could have been avoided,” Senator Feeney said. “RAAF Base Williamtown isn’t going anywhere – any future development inside the ANEF exposes new people to totally avoidable aircraft noise.”

This decision also comes on the back of the considerable consultation that has gone on with both the council and community groups before the Williamtown ANEF release.

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A strategy for safety standards

The ADF will establish an Australian countermeasure qualification capability under an improvement program now under way.

Aircraft Stores Compatibility Engineering Squadron (ASCENG SQN), together with the Defence Science and Technology Organisation and Munitions Branch (MunB) are working together to build a standard countermeasure certification strategy to which all of the ADF airborne countermeasures will be subjected.

ASCENG SQN, which falls under Aerospace Operational Support Group (AOSG), is the authority for carriage and release of countermeasures on ADF aircraft, and squadron XO Andrew Dunstone is at the forefront of the management of the integration.

“Certification and qualification standards have to constantly evolve to match the pace with material and manufacturing development, with no current standardised testing approach to identify and understand these potential new hazards,” he said.

“The certification program will provide the ADF with confidence that all in-service countermeasures have been assessed and the hazards associated with their use are adequately understood and managed,”

Airborne countermeasures are designed to protect aircraft and crew deployed to hostile situations. The ADF has learned that the new breed of airborne countermeasures are not as low risk as previously thought, though thankfully with no loss of platform or life.

“The constant drive towards more effective countermeasures within the ADF, via the Australian Airborne Countermeasures Team (AACT), to defeat evolving threats has seen the countermeasures that we are using being manufactured with new materials and manufacturing techniques,” Mr Dunstone said.

“This has introduced a range of new hazards to our aircraft that were previously unthinkable for stores of this type.

“At the extreme end of the scale, these new countermeasures can present a high risk of significant aircraft damage or even worse, should they fail to function correctly when leaving the aircraft.”

ASCENG SQN will pursue the use of the ADF certification regime as the basis for an international countermeasure certification standard, promoting greater disclosure across all suppliers and users, allowing greater use of foreign and supplier qualification programs while ensuring the safety of our people and assets.

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Remote control aircraft victory

Eamon Hamilton

A PAIR of Air Force technicians faced the world’s best in remote control (RC) aircraft at a competition in Florida. Aptly named Top Gun, the competition is now in its 25th year and from May 1-5 drew 106 entrants from 26 countries.

This year the entrants included CPL Peter Goff, a project technician with the Air Lift Systems Program Office, and CPL Anthony Ogle, a reservist with 75SQN.

Top Gun is an invitation-only event, where judges critique the realism of an RC aircraft – not just the detail, but also how it flies.

Both CPLs Goff and Ogle attended last year’s Top Gun as spectators, but were invited to participate in this year’s event following their success in state and national competitions.

They each drew on WWII for inspiration, with CPL Goff building a Grumman F6F-5 Hellcat carrier-borne fighter, while CPL Ogle built a Republic F-47 Thunderbolt long-range fighter.

CPL Goff said construction of his Hellcat took more than two years, and was completed from scratch using a mix of balsa, plywood and fibreglass.

Building the Hellcat’s structure took just six months – the majority of effort went into recreating the finer details.

“The most time-consuming part was reproducing the thousands of rivets and all the panel lines, and also achieving a realistic weathered finish using pastels was rather difficult,” CPL Goff said.

“There are two appropriate sayings when building a scale model. The first is, ‘When the construction of the aircraft is 90 per cent complete, you usually still have 90 per cent to go’. The other saying is, ‘You never finish a scale model, you only stop working on it’.”

The Hellcat weighed in at 12.7kg. Its undercarriage rotates and retracts into the wing exactly like the real aircraft, with other features including controllable cowl and wing flaps, a sliding canopy and detailed cockpit.

During the build, a trial and refinement process was conducted to ensure the RC replica flew correctly, a process which took extensive research, CPL Goff said.

“There were many hours researching old war documentaries on how that particular aircraft flew so as to replicate its flying characteristics as best as possible,” he said.

CPLs Goff and Ogle were among five Australians who attended Top Gun 2013.

Packed in custom-built cases, the RC models were flown by Qantas and then transported by road with the assistance of two friends the corporals made at Top Gun 2012.

At Lakeland Regional Airport, east of Tampa, the 106 entrants battled it out across six categories.

Competitors make four flights with their RC aircraft to demonstrate its ability to fly like the real thing, and are also judged on a static assessment of the model, which critiques the builder’s attention to detail.

CPL Goff was awarded a trophy for best unlimited entry, which is judged based on the performance of the aircraft over the entire event, as well as placing sixth in the unlimited class, where no restrictions apply on the scale, size or builder of the model.

“Nearly finished and we now have contacts in the RC industry worldwide.”

The competition whet the corporals’ appetite for a return in 2014, and CPL Goff said he intended to bring an American F-4 Phantom.

Both CPLs Goff and Ogle were among the 106 entrants from 26 countries.

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“When the V8s are lined up on the grid you would expect all eyes to be on the cars, but an F/A-18A Hornet turned on an awesome display of power in Darwin that wowed the crowds.

Pilot FLTLT Todd Woodford commanded the full attention of the 40,000 spectators when he conducted high-speed passes, turns, and vertical climbs.

RAAF Base Tindal’s 75SQN provided two aerial displays over the SkyCity V8 Supercar Championships, held at Hidden Valley.

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FLTLT Cath Friend

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The next race is in Townsville from July 5-7 and will feature a Hawk 127 Lead-in Fighter, providing a low-level aerobatic display.

NEED FOR SPEED: Avionics technician LAC Casey Kelly was part of a team from 75SQN on the starting grid at the V8 Supercars at Hidden Valley, Darwin. Inset, pilots FLGOFF Kris Sieczkowski and FLTLT Thomas Quin are shown the engine of the Mustang Trans Am by Tony Karanfilovski, a driver in the Touring Car Masters.

Photos: LAC Dan Pinhorn
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WHEN WOFF Maeve Tennent decided to call it a day after 47 years’ service in the Air Force, CO 23SQN WOFF TDLT Tim Ellis, who was one of five crew killed in October 1991 when their B707 crashed off Victoria while on a training exercise, “Art is a healing presence in hospitals,” Dr Hall said. “It creates a welcoming environment for patients and their families as well as staff. “We are honoured to accept this work from Kay’s sister Leigh as part of St Andrew’s War Memorial Hospital’s growing permanent collection. We have had an enormous benefit.”

WOFF Tennent reached Sergeant, which was the highest rank available to women at the time, in just four years. Then, in 1977, all limitations on rank were removed. The stewardess musterings was disbanded and the now substantive rank of pilot was introduced.

WOFF Tennent had the same job opportunities as her male counterparts. The need to care for her mother led WOFF Tennent to leave the permanent Air Force and join 23SQN, where she served with enthusiasm and dedication.

There were opportunities to experience new challenges, such as the International Four Day Nijmegen marches in the Netherlands. “It was one of the great opportunities in my service career, and I went on the 160km military marches in 2000, 2002, and 2004,” she said.

“It was tough, but if you did the training you didn’t have any worries.” WOFF Tennent has had 18 COs in her reserve career, but said the only one who wasn’t born when she first joined was the current CO 23SQN, WOCDR Nickson, who paid tribute to her at her farewell morning tea.

“Maeve has been in 23SQN since 1987 and has given loyal, dedicated service her whole career; she is one of those people who give enthusiastic dedication to the service,” he said.

She will return to Amberley in civvies as a volunteer at the RAAF Amberley Aviation Heritage Centre.
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In memoriam

ONE funeral wasn’t enough to pay tribute to the late SQNLDR Mark “Shoes” Sadowski.

Multiple services were held at bases in Queensland, New South Wales and Darwin so colleagues far and wide could remember the well-loved friend, who died aged 49 after suffering a heart attack at home.

The funeral at Mount Hawthorne in Western Australia and memorial services at RAAF Bases Amberley, Townsville, Richmond, Williamtown and Darwin remembered SQNLDR Sadowski as an “old-school straight-shooter who was extremely well respected by all”.

In a speech he delivered at the funeral, CO 1 Combat Communications Squadron (CCS) Wg Cdr Nick Clarke said SQNLDR Sadowski was “a friend, an ally and a great supporter”.

“Moreover he loved the military, the Air Force and ICLS,” he said.

“The members of ICS are part of a bigger family. To me, Shoes was not just a number or a name – he was part of that family.”

In September 2013, Shoes had three families, according to WG Cdr Clarke: his bloodline, including his father John Sadowski and sister Gillian, his military family, and his family at Thuringowa Lawn Bowling Club in Townsville where SQNLDR Sadowski was awarded bowling title of the year in 2012.

Born on January 30, 1964, SQNLDR Sadowski joined the Air Force on September 27, 1982 as a telecommunications technician.

In 2002, FLTLT Gollan was again lauded professionally and as a good friend.

“His experience as a technician enabled her to effectively translate the terminology between two separate work-places.

In 2012 she was diagnosed with cancer, which she battled until her passing on May 11. FLTLT Gollan is remembered as a woman of great warmth and wit, with an innate ability to lift the spirits of those around her. She is survived by her husband Michael, and children Madison, William and Samuel.

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“During his 31 years in the Air Force, SQNLDR Sadowski received the Australian Service Medal with Clasp South-East Asia, the Australian Active Medal with Clasp Iraq 2003, the Iraq Campaign Medal and in April this year, the Humanitarian Overseas Service Medal with Clasp Pakistan II.

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MOURNED BY MANY: SQNLDR Mark “Shoes” Sadowski has been remembered with services around Australia. Photo: CPL Glen McCarthy

Sad farewell

In memoriam

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In July 1997 he was promoted to flight sergeant, before being promoted to warrant officer in January 2004.

In November he was commissioned as a flight lieutenant electrical, before his final promotion in January this year to squadron leader – an event WG Cdr Clarke remembered as putting “a big grin on Shoes’ face”.

During his service career SQNLDR Sadowski deployed on operations Catalyst and Slipper in 2007, Pakistan Assit II in 2010 and Op Yasi Assist in 2011.

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Corporals leading the way

FLTLT David Woods

The rank of corporal is considered one of the most challenging and rewarding ranks, as well as the future engine room of the ADF.

Recognising that fact, 381 Expeditionary Combat Support Squadron (381ECCSS) has introduced an initiative called the Corporals’ Council – a forum, or fireside chat as they like to call it, where the junior leaders of the squadron come together.

The council is a unique way for corporals to gain broader situational awareness, experience and shared professional development. They determine their information requirements and the squadron executive assists by sourcing guest presenters.

SqnLdr Sonia King, T/CO 381ECCSS, implemented the council as an important development tool for Air Force.

“Developing the junior and future Air Force non-commissioned leaders is a key command responsibility and one that delivers improvements within the squadron that are sometimes not fully measurable,” SqnLdr King said.

“We have some outstanding corporals who are actively expanding their leadership and skills, and are also keen to explore further options available to them across the Air Force. The executive team at 381ECCSS is providing them a foundation for growth and opportunity through the Corporals’ Council.”

Purposefully not following a formal structure so as to encourage open and frank communication, the agenda is set by the corporals and largely driven by current events. The Corporals’ Council is provided with opportunities to hear from key leadership and command figures, together with more structured developmental presentations on a broad range of ADF and squadron issues.

Oc 395 Expeditionary Combat Support Wing (395ECSW) GpCapt Peter Davis, who was answering questions posed by the corporals at a recent Council, said he endorsed the initiative. “This will be established across all units within 395ECSW in the coming months. SqnLdr King has been tasked with providing a brief on the initiative to other 395ECSW command- ers at my next OC conference,” he said.

SqnLdr King said giving corporals greater opportunity and responsibility would help them to become stronger leaders.

“Exposing our corporals directly to finer and sometime more complex personnel and organisation topics like career planning, mentoring, reorganisation and leadership, to name a few, builds their knowledge, confidence and esprit de corps,” she said.

Expeditionary combat support squadrons by nature are dispersed around a base, so corporals from different sections rarely interact face-to-face, and communication is generally done via email or telephone. The Corporals’ Council enables a corporal from each section within the squadron to attend the council to contribute to the forum and benefit from exchanges and presentations.

Cpl Shane Blair said the Council had given him some great ideas as well as a support network. “Listening to the experiences and challenges of other corporals and executives in the squadron has really assisted me appreciate the value in networking and sharing experiences,” he said.

“You never know how your experience can assist someone else.”
John Marane

THOSE applying for a home loan subsidy through the Defence Home Ownership Assistance Scheme will have access to an increased assistance amount this financial year.

Since July 1, the primary index used by the Defence Home Ownership Assistance Scheme has been set at $529,271.

Director Military Conditions and Housing Policy Peter Redston said this was an increase of $36,831 from 2012-13.

"Taking account of the movement in the prices each year is one of the strengths of the Defence Home Ownership Assistance Scheme," Mr Redston said.

The primary index for the Defence Home Ownership Assistance Scheme is the average house price, which covers house prices across Australia during a 12-month period.

This is used to calculate the subsidised loan amounts under the scheme and is derived from Australian Bureau of Statistics published data.

The three home loan subsidy values under the scheme are based on a percentage of the average house price as follows:

- Tier 1 – 40 per cent of the average house price.
- Tier 2 – 60 per cent of the average house price.
- Tier 3 – 80 per cent of the average house price.

The Department of Veterans' Affairs is the administrator of the Defence Home Ownership Assistance Scheme.

A member who has a query on the scheme they should contact the Department of Veterans' Affairs.

Information on the scheme and tier subsidy levels is at: www.defence.gov.au/www/html/02z-how-subsidies-are-calculated.asp

FULL rent allowance is now available to ADF members without dependants who had been eligible for only partial rent allowance before July 1.

This change is expected to benefit more than 800 members.

Assistant Director Military Conditions and Housing Policy, Bruce Jackson said Defence was constantly reviewing and updating its policies regarding service conditions and housing policy.

These changes will enable members who are renting to live in housing that better meets their needs and expectations," Mr Jackson said.

Before July 1, some members without dependants were provided with only partial rent allowance due to a combination of their rank and years of service.

Their contribution and rent ceilings were half the rate of a member entitled to full rent allowance.

Following this policy change, all eligible members without dependants will receive the full rate of rent allowance and make corresponding contributions.

Members who are sharing accommodation receive the appropriate shared amount.

Unless there is a service requirement to relocate, there is no removal benefit for a member seeking to relocate to a different residence as a result of the change in policy.

Eligible members do not need to take any administrative action.

Changes to the rent allowance rates occurred automatically and will appear in members' pay on July 18.

There is a small group of members who will not immediately benefit from the change to full rent allowance.

These members would have received a lower rate of rent allowance after July 1 than they were receiving before that date.

To ensure no detriment to these members, they have retained their pre-July 1 rent allowance amount until their situation is resolved.

Defence Housing Australia is managing the rent allowance changes including contacting members before July 1 to explain their options to them.

If members believe they are in this group and have not been contacted, they should contact their local Housing Management Centre or ring Defence Housing Australia on 139 342.

For more information see DEFRANG 339/2013 or email HousingPolicyInquiry@defence.gov.au

Rent allowance boost

John Marane

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Choose a week, not a day for your removals

ALL ADF members undergoing a domestic removal will be provided with an uplift on any day within a nominated week, rather than on a specified day within that week, as part of changes to take effect from August 5.

Director of Relocations and Housing Alan McClelland said the changes do not involve an adjustment to policy or relocation entitlements.

"Currently, while Toll Transitions uses their best endeavours to achieve a member’s preferred uplift date, this is not always possible, and when it is possible, it often incurs additional costs to the services removals budget," Mr McClelland said.

In 2012, Defence conducted a three-month trial of the whole-of-relocation process.

The trial showed Defence’s costs could be significantly reduced where the uplift takes place on another day within the same week as the member’s preferred uplift date.

The reasons for this were:

- Taking advantage of cost differences in services arising from the day the service is supplied; for example, midweek hotel rates are generally less than a Friday.
- Considering all relocation costs across each day of the requested uplift week when making the uplift decision.
- Choosing the day of the week that provides the most cost-effective combination of costs.

Since the introduction of the pre-application for relocation, members have been nominating a week in which they plan to uplift and Mr McClelland said the initiative was a simple extension of the plan to uplift and Mr McClelland said the initiative was a simple extension of the

Members will submit their application for relocation in the usual manner, nominating a preferred uplift date.

Toll will determine the removal cost, select the best value for money uplift date within the requested week and advise the member.

Members will be required to accept the allocated uplift date, however their interests will be protected as commanding officers can approve the preferred uplift date where operational reasons or extenuating personal circumstances exist," Mr McClelland said.

This approval will need to be provided by the member to Toll at the time they submit their application for relocation.

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HOUSING SUPPORT: ADF members without dependants are now eligible for full rent allowance instead of the original partial amount.

Photo: CPL Aaron Curan

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16 Flightline

IN TUNE: Top left, saxophonist CPL Ralph Whitesak at the Tarakan 70th Anniversary Parade in Darwin.

A RECORD: Above, LACW Alex Frisby conducts local procurement and processes the demands for incoming stores for the Middle East.

STEPPING UP: Right, SGT Morgan Campbell acts as the Air Movements Training and Development Unit quality assurance officer at RAAF Base Richmond.

FAMILY AFFAIR: Left, LAC Brad Evans and his father Craig Evans are currently both deployed to the Middle East in support of Operation Slipper.

CATCH UP: CO 77SQN WGCDR Ben Sleeman, right, catches up with colleague COL Bull Al Sall Al Neyadi during a visit by the UAE Air Force to RAAF Base Williamtown.

NEW FRIENDS: While on Operation Pacific Partnership, LACW Bianca Goodhill gets close to a Cuscus called Mangitungs, as it gets a veterinary check-up in Papua New Guinea.

ARTISTIC: CO 2OCU WGCDR Matthew McCormack accepts a gift of artwork presented by Grant Vercoe, who previously worked at the unit as an airframe fitter and is now completing a Masters in Fine art at Newcastle University.
There are some important changes coming to your credit report, ASIC chairman Greg Medcraft writes.

Extra information about how you repay your loans and credit cards is being collected now, and will be seen on your credit report from March 2014.

So if you fail to make a repayment, it can affect your ability to get credit from March 2014.

What is a credit report?

If you’ve ever applied for credit or a loan, there will probably be a report about you with a credit reporting agency.

- Credit providers use this to assess your capacity to repay a new loan or credit card, or to increase your limit on an existing loan or credit card.
- Credit reports usually contain personal information such as your address, date of birth, employment and driver’s licence number.
- They also set out your credit history such as credit you have applied for, unpaid debts, bankruptcies, court judgments and debt agreements or personal insolvency agreements in your name.
- Your credit contract will usually explain when your credit provider may make a report about you to a credit reporting agency. The credit provider must let you know before lodging a report about any overdue payments.

What is changing?

From early next year, credit reports will also include your repayment history, plus:

- The dates you made any missed payments (but not the amounts that were missed)
- If you don’t make a payment, your credit provider may refer your debt to a debt collector and may ask a credit reporting agency to record the default on your credit report.

How long will a default be listed?

A credit default listing will generally stay on your report for five years. If you pay the debt, the listing stays, but your credit report will be updated to show you have made payments.

- When you apply for credit down the track, for example a home loan or business loan, you may be rejected on the basis that there is a default listed on your credit report.
- Credit providers must tell you if your application has been rejected because of something in your credit report.

Check your report

It’s a good idea to check your credit report every year to make sure there are no mistakes that could affect your credit record and your ability to get credit.

- You can get a copy of your credit report for free from the credit reporting agency if you can wait 10 working days. You may have to pay if you need it quicker.

Visit www.moneysmart.gov.au for more information on credit reports, including how to get a copy of your report and what to do if you don’t agree with what’s in your credit report.

CREDIT CRUNCH: It is worth checking your credit report each year to ensure there are no mistakes that could affect your credit record.
The Defence Work Health and Safety Manual says fatigue in Defence cannot always be avoided, but it can always be managed. Open up to what happens when we are more than just tired.

The alarm clock blurts out its morning wake-up call, yet the last thing you’re thinking of is springing out of bed. You have a coffee to kick-start proceedings, yet you could literally drive a bus out of the gaping hole you are still yawning from.

Sound familiar?

You may put this down to simply being over-tired, but getting a good night’s sleep is just the start of a solution to what could actually be classed as fatigue.

According to the Defence Work Health and Safety (WHS) Manual, the management of fatigue is an integral part of safety management. “Fatigue has predictable, adverse impacts on the workplace and therefore must be managed,” it says.

The WHS Manual explains that fatigue increases the likelihood of error through the impairment of human performance factors such as judgement, concentration, problem-solving abilities, mood, motivation, hand-eye coordination, reaction time and communication.

“Fatigue management is not just about assessing if personnel are fatigued; it is also about determining whether they are safe at work,” the WHS Manual says.

Fatigue is more than just being tired. It is a feeling of weariness, or lack of energy that does not go away, even with rest.

There are many possible causes of fatigue, including too little or too much sleep, lifestyle or emotional concerns, depression, anxiety or grief, or medical causes such as the flu, glandular fever, anaemia, sleep disorders, hypothyroidism, heart problems, cancer and other conditions.

The fact sheet Managing the Risks of Fatigue in Defence was created in line with federal regulations and is outlined in detail at: http://intranet.defence.gov.au/whs/Guidance/Fatigue

You can even calculate your fatigue likelihood score.

Defence employees and supervisors are encouraged to be aware of the causes, signs and symptoms of fatigue and the potential health and occupational hazards that may result.

The Defence WHS Manual also says that since fatigue can be predicted, individuals and managers can be held personally liable under Commonwealth WHS legislation.

Source: RAAF Safe Magazine, 03/2012

FATIGUE FIGHTER: An officer cadet feels the heat as he works through the obstacle course at RMC.

Photo: CPL Ricky Fuller

Symptoms of fatigue:
- Chronic tiredness or sleepiness
- Headache
- Dizziness
- Sore or aching muscles
- Slowed reflexes and responses
- Impaired decision-making and judgement
- Moodiness, such as irritability
- Poor hand-to-eye coordination
- Appetite loss
- Reduced immune function
- Blurry vision
- Short-term memory problems
- Poor concentration
- Hallucination
- Reduced ability to pay attention to the situation at hand
- Low motivation

Fighting fatigue:
- Drink plenty of water
- Be careful with caffeine
- Eat breakfast
- Don’t skip meals
- Don’t crash diet
- Eat a healthy diet
- Don’t overeat
- Eat iron-rich foods
- Get enough sleep
- Learn how to relax
- Don’t smoke
- Increase physical activity
- Limit the time you sit down
- Seek treatment for substance abuse
- Deconflict workplace issues
- Assess your lifestyle

Open eyes to fatigue
Seven set for World Cup

Paul Lineham

PEACE reigned briefly over the battlefield that was Baltimore Stadium while the Ode was recited and the Last Post played, but at the blast of the whistle, the long awaited charity Classic Rugby clash began.

The Classic Anzacs, playing in a strip which combined both Wallaby and All Black colours, met the Classic British and Irish XV, composed of former international players together with members of the British Army team, the Third Battalion of the Yorkshire Regiment, currently touring Australia.

The Classic Anzacs were captained by CPL Ben Roberts-Smith VC and included Wallaby and All Black legends such as Steven Larkham, Chris Latham, Ofisa Junior Ton’u, Matt Dunning and Greg ‘Marto’ Martin.

Three Australian Services Rugby Union (ASRU) players were on the Classic Anzacs side, including CPL Mick Wallace, an aircraft technician with 75Sqn at RAAF Base Richmond.

He and the other ASRU players were joined by members of the New Zealand Navy, Army and Air Force.

Playing outside back, CPL Wallace described the match as one he will simply never forget. “It was a really amazing experience to play alongside some of the legends of the game,” he said.

The match was the result of the hard work by MAJ Garthall Williams, a former member of the Duke of Wellington Regiment and now at HQ 1st Division at Gallipoli Barracks.

He said his service in Afghanistan with MTF-1 was a big driver for the match, but the catalyst was watching the ‘Heroes’ rugby game at Twickenham in 2011 and wondering why the same support couldn’t be shown in Australia.

The RSL charity Mates4Mates, aiding the recovery and ongoing care of wounded Australians, supporting charity rugby matches was a natural fit.

From the first whistle, the $500 supporters, many proudly clad in Wallaby, Lions and All Black colours, watched forgotten skills emerge and combine with impressive ability in a match that gave no quarter.

“It was a great win for the Anzacs, but I’ll tell you what, the Brits played pretty hard, it was a tough game,” CPL Roberts-Smith said.

“But you know the bottom line is we raised a lot of money for Mates4Mates and we raised a lot of awareness about the wounded guys coming home. All in all, I’m really happy.”

About $200,000 was raised for distribution among Mates4Mates (Aus), Help for Heroes (UK) and the New Zealand Fallen Heroes Trust.

MAJ Williams said he was grateful for the support given to the match and would like to see it continue. “Perhaps even a 20-20 cricket match, he said. He said the final score was the least important part of the night, but strictly for the record, the Anzacs won 29-5.

CrossFit to feature at Kapooka

A CROSSFIT throwdown will feature for the first time at the Kapooka Summer Series in November.

Kapooka is a registered CrossFit Affiliate and the competition will be geared around team events.

The Summer Series will also include golf and a rugby league nines competition now in its fourth year.

Further details from CAPT Ian Marston on 0429 232 453 or email ARTC.Events@defence.gov.au

Ready: The Combined Australian Services Rugby League team ahead of their tour to the UK for the Armed Forces Rugby League World Cup.

Photo: courtesy Sullivan Portraits

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CLASSIC VICTORY

Anzacs notch up win over the Brits and help raise $200,000 for charity

PASS OFF: CPL Mick Wallace, of 37SQN, offloads the ball at the Classic Anzac Rugby Match at Ballymore on June 21.

Photo: LACW Kylie Gibson
Major restructure to change the face of airbase operations

FLTLT David Woods

COMBAT Support Group (CSG) is in the midst of a major restructure that will substantially improve operations at the 12 airbases across the country.

It is CSG personnel who enable Air Force's air power, everyone from cooks to clerks, armourers to airfield defence guards, mechanics to military police and engineers to explosive technicians.

Some of the changes that will take effect in the restructure include redefining existing squadrons, relocating headquarter elements, renaming units, transferring units to Air Force Training Group and Air Force Headquarters, and raising new units.

Commander CSG AIRCDRE Tim Innes said the Group was committed to improving the delivery of permanent and expeditionary airbase capability for Air Force.

"To improve how we deliver airbase operations we must first fully understand the environment in which we operate," he said.

"To a large extent we do, but by using industry best practices to process map these critical capabilities, we have developed an improved workforce model."

CSG is only part of the way through the process but has reached an important milestone, with the Chief of Air Force Advisory Committee approving the new organisational design. This has enabled positions for the new CSG units to be included in the posting cycle for January next year.

With CSG dispersed across 12 airbases around Australia (and one overseas), more than 5500 permanent and reserve personnel and 58 trade groups, the reorganisation is going to take a huge team effort.

AIRCDRE Innes said CSG personnel were up to the task, and were already demonstrating great flexibility in their everyday work and embracing new horizons.

"I am extremely proud of the work that has been completed so far but we still have a long way to go to finish the job," he said.

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CHANGING THE POWER BASE

The first response when help is needed on the ground

WAGGA Wagga

Life under a new 95WG

In the first round of changes, from July 4, 2013, the Air Force will move forward with a raft of adjustments that will see 96WG and 95WG respectively – 96WG will continue its role as the airfield defence guards, military police and security force member, while 95WG will focus on expeditionary airbase operations.

The people posted to a CRS will be trained to 100 per cent, GPCAPT Davis said.

The wing’s new 295SQN – a new Air Field Operations Wing (AFOW) – will focus on training across the group. At any given time, one CRS will be online and the third will be resting, GPCAPT Davis said.

"Previously, everybody in CSG was trained out of 2CR," he said. "But this CR will be structured to enable people to be training back-to-back, or they could be deployed after a CR has already deployed. They just won’t have to be at a high readiness all the time."

In another continuous operations initiative being formalised, military working dog handlers, military police and explosive ordnance disposal technicians will become the sole custodians of the Air Force beret.

"If you turn back the clock, I wore the SECPOL muster, said AOC 95WG, WAGGA Wagga, SqnLdr Gillon. "Since the formation of AFSEC and ADG musterings, there’s been a lot of confusion."

"If you ask a police officer or an EOD technician, they would say they are SECPOL and ADG, respectively."

"But they are not SECPOL and ADG - they are a Security Force Member."

At any given time, CRSs will be able to deploy a maximum of 16 personnel as required and will be the first respondents, and ready to deploy at short notice.

Wing Commander Davis, the current OC of 96WG and 95WG, will become the first OC of the new 95WG, which will be formally established on July 4.

"The new 95WG will have its own number and webbing. At any given time, one CRS will be online and the third will be resting, GPCAPT Davis said.

"We will have a much clearer understanding of the limitations of each base."
ALTHOUGH not affected by the COMBAT Support Group (CSG) restructure, Health Services Wing (HSW) plays an important role in CSG’s mission.

HSW is responsible for the flexible aviation health component of the CSG mission and all operational aspects of the raise, train and sustain functions for Air Force health personnel and equipment.

Although small – about 295 permanent and 250 reserve personnel, HSW provides health support to exercises, operations and aeromedical evacuation activities both in Australia and overseas. HSW also ensures the training support systems for Air Force health personnel are suitable to achieve its mission.

The Wing is comprised of health personnel representing all health specialisations and musters in Air Force across three squadrons and one training unit, including 3 Aeromedical Evacuation Squadron (3AMES), 1 and 2 Expeditionary Health Squadrons, and Health Operational Conversion Unit, according to HOCU XO SQNLDR Brendan Casey.

“Aviation medicine support is an essential part of HSW's contribution to CSG capability but with deployable surgical teams, highly specialised reservists and many other medical staff augmenting on-base health facilities and supporting exercises it is not the only element”, SQNLDR Casey said.

Before an Air Force medical officer commences duty at their squadron they will undertake specific training through the Wing’s HOCU at RAAF Base Amberley. At HOCU, health professionals learn about medicine and health support in the field as well as in the air during operational health support and aeromedical evacuation (AME) courses.

“HOCU trains a number of health categories and musters including medical officers who want a career beyond the normal medical and allied health profession,” SQNLDR Casey said.

“Heath support in the Air Force appeals to the medical officers especially, because it provides challenges beyond their original job as a doctor.”

“The Air Force offers them a means to gain clinical knowledge and experiences in many different environments that, if still employed within the civilian system, they may not get the opportunity to try and support during.”

Health personnel across HSW are often called on to deploy rapidly around Australia and internationally. “Due to this short notice requirement we have AME teams on 24-hours notice to move, which can be reduced quickly if the medical support is urgently required,” SQNLDR Casey said.

“As example of this was when civilians were evacuated out of Bundaberg during the flooding earlier this year.

“We’re a small Wing but we do a considerable amount of work within the expeditionary space and the AME system.

“It’s not just the CSG environment we operate in, we are actually working across the Air Command and ADF organisation as well.”

The Air Force offers them a means to gain clinical knowledge and experiences in many different environments.

– SQNLDR Brendan Casey, HOCU XO

ON BOARD: Personnel from 3 Aeromedical Evacuation Squadron perform medical training in a C-17.

Photo: LACW Kylie Gibson

SPECIALISTS:

Health Services Wing Radiographer FLGOFF Elisha Jewel scans an image detector to assess an X-ray on a Mobile Digital Imaging System.

Photo: LACW Shannon McCarthy

CHECK-UP: Nursing Officer FLGOFF Elizabeth Gill, of 1 Expeditionary Health Squadron Wagga, checks the blood pressure of a patient in the outpatients ward at RAAF Base Amberley.

Photo: LAC Dan Pinhorn