

Navy Indigenous Development Program (NIDP)

Course Aim

To develop participants' Indigenous cultural awareness, physical fitness, military knowledge, personal values and reflective behaviours as well as improving employability skills through completion of nationally recognised training.

Course Location:

The program includes interacting with stakeholders and travel between Cairns (HMAS *Cairns*, Las Palmas, Great Barrier Reef International Maritime College and Tropical North Queensland Institute of TAFE), Melbourne (HMAS *Cerberus*), Canberra and Sydney (HMAS *Kuttabul*). Travel is COVID restrictions dependent.

Course Design Strategy:

The course has been designed as formal off-the-job residential training to introduce participants to various Defence contexts and assist with pathways to employment. Course content contains the skills, knowledge and behaviours to provide graduates an opportunity to engage positively with the Navy Recruit program or pursue alternate pathways of employment. On successful completion of the NIDP, participants may choose to:

1. Apply for a continuation of service within the Defence Force
2. Continue further studies within Certificate II in Skills for Work and Study (not funded)
3. Continue further studies within Maritime Studies (not funded).

Course Duration: 130 days

Learning Outcomes (LOs)

1. Integrate into Navy service life
2. Strengthen cultural identity
3. CERT II in Language, Literacy and Numeracy (TAFE delivered and nationally accredited units of competency which align to the Australian Curriculum, Assessment and Reporting Authority (ACARA) Year 10 Maths and English
4. CERT I in Maritime Operations (TAFE delivered training through the Great Barrier Reef International Marine College)
5. HLTF301B – Apply First Aid course certificate (SoA and AC 800)
6. RAN Swim Test
7. RAN Physical Fitness Test

Activities

To achieve these LOs, activities conducted and content include:

Welcome, Safety Brief and Induction
Grooming & Clothing Preparation/Shopping
Visits to Canberra (War Memorial), Sydney (Navy base/ships), visits to Army and Air Force bases in Townsville, TAFE program and COVID travel restrictions
Recruit School introductory program – living together, basic ceremonial drill, importance of hygiene/cleaning communal facilities, uniform maintenance, daily routines

Umi Arts Contract: Welcome to Country, Elders' life in the ADF/Navy, Navy Values, Life Skilling, Yarning circle, Cultural Dance Lessons

Alcohol and Drugs awareness
Outdoor and team building activities
TAFE course (Cert I and II)
Psychological resilience strategies including resilience building team activities
Youth Safety Awareness Training
Links between physical fitness and healthy lifestyles
Physical training and sporting activities
Discuss ADF entry physical fitness standards
Overview of the role of the ADF and Navy
Intro to Chain of Command and the Divisional System (support services and methods for raising suggestions/complaints)
Values behaviours, social media awareness
Uniforms, ranks and badges
Indigenous cultural strengths and qualities
Links between art and Indigenous culture
Indigenous military contributions
Effective communication
Personal development strategies

Cultural retreat:

Practical artwork activities

- Connecting art to personal beliefs
- Interpreting prepared art and discussion with peers
- Preparing Cultural Art
- Cultural Dance

Investigate family history

- Researching information relating to your family history Discussing family history findings
- Describing the significance of family history

Investigate significant military history events

- Finding appropriate research materials
- Reflecting on experiences of previous Indigenous military members
- Presenting findings on Indigenous military member
- Appraising each group's performance

Cultural Immersion Days

- Aboriginal and Torres Strait Islander cultural days

Time/Day/Date	Monday 19 Jul	Tuesday 20 Jul	Wednesday 21 Jul	Thursday 22 Jul	Friday 23 Jul	Saturday 24 Jul	Sunday 25 Jul			
630		Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast			
700		OIC Welcome Brief								
730		Staff Introductions	Battle Smart	MAAT RANAODS	Battle Smart	Ironing Demonstration	Mod 5, 2 & 14 refresh			
800		Welcome to Country								
830		0800-0900	0730-0930	0720-0845	0730-0930	UMI Arts				
900		ADELE COVID					TRANSIT	Intro		
930		Brief	Kit Issue	DCAC	SPARE	Las Palmas 0900-1200	Drill			
1000		Workplace							0945-1200	Kit Issue
1030		Behaviour						Medical	Med/Den	
1100		1000-1130 PORI	DCAC		1030-1130					
1130		Lunch								
1200			Lunch	Lunch	Lunch	Lunch	Lunch			
1230		SEMPRO via								
1300		CAMPUS	Admin/ Pay Docs DCAC	Mod 2 - W & M	Dietitian 1300-1430	Kit Labelling Grey Shirts	RI to set tasks for DOMM to complete			
1330										
1400		DMFS 1400-1500	Kit Issue Medical	Service Uniform	OPG NQ XRAY					
1430		U/B								
1500		Consent			Mod 14 - Divisional System	Intro to Rounds Class leader role		Cultural videos		
1530		SPARE	& Career Management	Rated Sailors/ OOB						
1600		Mod 5 -								
1630		LIA/Safety Brief	Ranks & Categories	Intro to cleaning						
1700		1515-1700								
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner			
1830										
1900	Check Dietary	Mod 1 -	Cleaning Stations	Cleaning Stations	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/			
1930	Requirements	Communal Living			Rounds	Rounds	Rounds			
2000										
2030										
2100										
2130										
2200										
2230										
Staff Early										
Staff Late										



Time/Day/Date	Monday 26 Jul	Tuesday 27 Jul	Wednesday 28 Jul	Thursday 29 Jul	Friday 30 Jul	Saturday 31 Jul	Sunday 01 Aug
630	Breakfast	Breakfast	RANPFT - Beep	Breakfast	Breakfast	Breakfast	Breakfast
700	Cleaning Stations	Yellow Arrow 0715-0830	HMAS Cairns	Cleaning Stations	Cleaning Stations	Cleaning Stations	Cleaning Stations
730	Visitor Passes			Battle Smart	Swim Test	MAAT A&D Mis-muster	DOMM
800	Legal/DFDA		0630-0745		Woree Pool		
830			Breakfast	0730-0930	0730-0900		
900	0800-1100		ADFFSCC Brief	CR 3	Cairns Central		
930	CR 2	ADFFSCC Brief 0900-1700 Las Palmas	ADFFSCC	HC - 0930-1000	Running Shoes	Gym Intro	Steber 0815-1300
1000			1 on 1 appointments				
1030			0900-1300				NIDP Polo
1030			CR 3				Shorts
1100	DCAC Issue			1000-1200	Kmart for		Runners
1130	Lunch	Lunch		Mod 15 -	Travel Rig	Lunch	Hat
1200				Social Media	(Jeans)		Water Bottle
1230	Intro Swim		Lunch	Lunch	Lunch	Drill	
1300	Woree Pool						
1330	CPO Turner		Vaccination	Mod 13 -	Mod 9 -		
1400			1300-1430	Conditions of Service	Parade & Ceremonial		
1430	Mod 3	1 on 1 appointments	Mod 4 -				
1500	Physical Fitness &		RAN Organisation	Drill		HAZCHEM Brief Esplanade Walk/ Volleyball	
1530	Health		1430-1600				
1600	CPO Turner				Drill		
1630	Rack Making		Boot Polishing				Kit Maintenance
1700	(H/O to DOMM)		(H/O to DOMM)				
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 02 Aug	Tuesday 03 Aug	Wednesday 04 Aug	Thursday 05 Aug	Friday 06 Aug	Saturday 07 Aug	Sunday 08 Aug
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730	Base PT 0800-0900	Babinda Kayaking 12 RCTs 3x staff	Esplanade Walk/Jog Intervals (1on/1off) 0715-0830	Swim Re-test Pool Session 0730-0830	Hike Glacier Rock Camel backs Snacks First Aid Bag	Gym Session HMAS Choules	Leave 0900-1700
800							
830			First Aid Las Palmas	First Aid Las Palmas			
900							
930							
1000	1000-1100						
1030	Las Palmas						
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1200							
1230 1300 1330 1400 1430 1500 1530 1600 1630 1700	Mod 7 -	Babinda Kayaking	First Aid	First Aid		Ship Tour & Lunch	
	Security						
	1430-1600						
	PO Spurr						
					1300-1400 (zoom)		
					Leave Brief		
1730	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1800							
1830 1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 09 Aug	Tuesday 10 Aug	Wednesday 11 Aug	Thursday 12 Aug	Friday 13 Aug	Saturday 14 Aug	Sunday 15 Aug	
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT The Northern Outlook Breakfast Guest Speakers DATSIN	Breakfast	
700								
730	Base PT 0800-0900	Pool Session 0730-0830	Esplanade Walk/Jog Intervals (1on/1off) 0715-0830	The Northern Outlook Team Building Activities	The Northern Outlook Rock Climbing Wall Abseiling Caving			Leave until 1700
800								
830								
900		Drill	RCT Feedback - RI's Las Palmas					
930								
1000								
1030	TOC Brief CR3							
1100								
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
1200								
1230	Drill	Mod 6 - CR3 Character Formation & RAN Culture MAAT Suicide Awareness 1230-1530	RCT Feedback - RI's			UMI Arts 1230-1530 Dance		
1300								
1330								
1400								
1430								
1500	Afternoon Activity							
1530								
1600		Drill						
1630								
1700								
1730						Leave expires all RCT's		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
1830								
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	
1930								
2000								
2030								
2100								
2130								
2200								
2230								
Staff Early								
Staff Late								



Time/Day/Date	Monday 16 Aug	Tuesday 17 Aug	Wednesday 18 Aug	Thursday 19 Aug	Friday 20 Aug	Saturday 21 Aug	Sunday 22 Aug
630	Breakfast	Breakfast	Breakfast	Breakfast	EMA	Breakfast	Breakfast
700	RBT - All RCTs						
730	Base PT 0800-0900	Yoga (@ gym next door to the studio) 0730-0830	Cultural Immersion Day TSI Cairns	Cultural Immersion Day 0900 start Aboriginal Mossman	Breakfast	RCT Leave	Depart for TVL 1000
800					Guest Speaker 0800-0900		
830		DRN Access			Galley Activity		
900		PMKEYS Log In			Lunch		
930		Computer Room					
1000	DRN Access	PMKEYS Log In					
1030	PMKEYS Log In	Computer Room					
1100	Computer Room						
1130	Lunch	Lunch			Lunch	Lunch	Lunch
1200							
1230	DRN Access PMKEYS Log In Computer Room	COVID-19 Vaccination 1300			Galley Activity Dessert/ Snack	Lve expires 2000	Arrive TVL
1300							
1330		TOC Brief					
1400							
1430							
1500	Drill				Pack for TVL		
1530							
1600					RCT Leave		
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
2230							
Staff Early							
Staff Late							



Time/Day/Date	Monday 23 Aug	Tuesday 24 Aug	Wednesday 25 Aug	Thursday 26 Aug	Friday 27 Aug	Saturday 28 Aug	Sunday 29 Aug
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730	TVL	TVL	TVL	Depart for Cairns	0730-0900		Leave until 1700
800					All RCTs		
830					Vaccinations	Breakfast	
900					Las Palmas	Umi Arts	
930						0900-1100	
1000						Painting	
1030							
1100							
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
1200					Lunch		
1230	TVL	TVL	TVL	Arrive Cairns	Las Palmas		1700 Leave expires all RCT's
1300						Travel Admin	
1330							
1400							
1430				Esplanade Walk/Run Stretch Session			
1500						Admin Leave COVID	
1530					Uniform Checks		
1600				Kit Maintenance	Ensure all RCT's have S2's		
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
1830							
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
2230							
Staff Early							
Staff Late							



Time/Day/Date	Monday 30 Aug	Tuesday 31 Aug	Wednesday 01 Sep	Thursday 02 Sep	Friday 03 Sep	Saturday 04 Sep	Sunday 05 Sep
630	Breakfast	Esplanade Run/Walk 0615-0720	Red Arrow + 1 staff 0615-0720	Foam Roller 0610-0710	RANPFT - Beep HMAS Cairns	Breakfast	Breakfast
700							
730	Base PT 0800-0900					Breakfast	Breakfast
800		IMC	IMC	IMC	IMC		
830		Start at 0830	Start at 0830	Start at 0830	Start at 0830		
900							
930							
1000	TAFE Introduction	1100-1200 **Vaccinations					
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	IMC	IMC	IMC	IMC		Leave expires all RCT's
1400	Introduction						
1430							
1500							
1530							
1600							
1630							
1700		Run Club 1700-1800		Gym 1700-1800			
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1900	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 06 Sep	Tuesday 07 Sep	Wednesday 08 Sep	Thursday 09 Sep	Friday 10 Sep	Saturday 11 Sep	Sunday 12 Sep	
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast	
700								
730 800 830 900 930 1000 1030 1100 1130 1200 1230 1300 1330 1400 1430 1500 1530 1600 1630 1700 1730	Base PT 0800-0900	Yoga 0730-0830	PSTP 0715-0900	Yoga 0730-0830	Dietitian 0730-0900			
							Breakfast	
						Umi Arts		
						0930-1100 Dance		
	TAFE	TAFE	TAFE	TAFE	IMC			
	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
	TAFE	TAFE	TAFE	TAFE	IMC			
						</		



Time/Day/Date	Monday 13 Sep	Tuesday 14 Sep	Wednesday 15 Sep	Thursday 16 Sep	Friday 17 Sep	Saturday 18 Sep	Sunday 19 Sep
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700	RBT @ 0700						
730							
800	Base PT	Yoga	Transitions Session	Yoga	Yellow Arrow	The Great Northern	
830	0800-0900	0730-0830	0730-0900	0730-0830	0730-0830	Clean-up	
900			Las Palmas			Trinity Beach	
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000							
1030							
1100							
1130				**COVID Vacc			
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC	Gym Session	
1400							
1430							
1500							
1530							
1600							
1630							
1700	Gym	Run Club	Gym	Run Club	Drill		Leave expires all RCT's
1730	HMAS Cairns	1700-1800	HMAS Cairns	1700-1800			
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 20 Sep	Tuesday 21 Sep	Wednesday 22 Sep	Thursday 23 Sep	Friday 24 Sep	Saturday 25 Sep	Sunday 26 Sep
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Red Arrow		
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830	Breakfast	
900						Um Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0900-1100	
1000		S8 Uniform		S8 Uniform		Painting	
1030							
1100						Cancelled see email	
1130						23-Sep-21	
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	PSS TRAINEE LVE	Run Club	Gym	Run Club	Drill		Leave expires all RCT's
1730	Gym	1700-1800	HMAS Cairns	1700-1800			
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 27 Sep	Tuesday 28 Sep	Wednesday 29 Sep	Thursday 30 Sep	Friday 01 Oct	Saturday 02 Oct	Sunday 03 Oct
630	Breakfast	Breakfast	Breakfast	Breakfast	RANPFT - Beep	Breakfast	Breakfast
700	TOC PE121 DUE				HMAS Cairns		
730							
800	Base PT	Yoga	Pool Session	Yoga	0630-0745	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21
830	0800-0900	0730-0830	0730-0830	0730-0830	Breakfast		
900							
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Gym	Run Club	Gym	Run Club			
1730	HMAS Cairns	1700-1800	HMAS Cairns	1700-1800			
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 04 Oct	Tuesday 05 Oct	Wednesday 06 Oct	Thursday 07 Oct	Friday 08 Oct	Saturday 09 Oct	Sunday 10 Oct
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21	RCT LEAVE PERIOD 02-10 OCT 21
800							
830							
900							
930							
1000							
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330							
1400							
1430							
1500							
1530							
1600							
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 11 Oct	Tuesday 12 Oct	Wednesday 13 Oct	Thursday 14 Oct	Friday 15 Oct	Saturday 16 Oct	Sunday 17 Oct
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast		Breakfast
700							
730						Breakfast	
800	Base PT	Yoga	Base Pt	Yoga	Dietitian	Maths/ English	
830	0800-0900	0730-0830	0800-0900	0730-0830	0730-0900	Homework	
900							
930	TAFE	TAFE	TAFE	TAFE	IMC	Umi Arts	
1000		S8 Uniform		S8 Uniform		0930-1100	
1030						Dance	
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club Fartlek	DO Brief -	Run Club 2.4km	Gym		Leave expires all RCT's
1730		1700-1800	Aptitude etc	1700-1800	HMAS Cairns		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1900	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 18 Oct	Tuesday 19 Oct	Wednesday 20 Oct	Thursday 21 Oct	Friday 22 Oct	Saturday 23 Oct	Sunday 24 Oct
630	Breakfast	Breakfast	Breakfast	Breakfast	RANPFT - Beep	Gym Session	Breakfast
700					HMAS Cairns		
730							
800	Base PT	Yoga	Pool Session	Yoga	0630-0745		
830	0800-0900	0730-0830	0730-0830	0730-0830	Breakfast	Breakfast	
900						UMI	
930	TAFE	TAFE	TAFE	TAFE	IMC	Arts	
1000		S8 Uniform		S8 Uniform	Boat Phase	0900-1100	
1030		From 0800				(moved from 25 Sep)	
1100							
1130		Aptitude Testing					
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430		Aptitude Testing					
1500							
1530							
1600							
1630							
1700	Drill	Run Club	Gym	Run Club	Gym		Leave expires all RCT's
1730		1700-1800	HMAS Cairns	1700-1800	HMAS Cairns		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 25 Oct	Tuesday 26 Oct	Wednesday 27 Oct	Thursday 28 Oct	Friday 29 Oct	Saturday 30 Oct	Sunday 31 Oct
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Yellow Arrow	Maths/English	
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830	Homework	
900						Umi Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0900-1100	
1000		S8 Uniform		S8 Uniform		Painting	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	Gym	Run Club	Gym		Leave expires all RCT's
1730		1700-1800	HMAS Cairns	1700-1800	HMAS Cairns		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 01 Nov	Tuesday 02 Nov	Wednesday 03 Nov	Thursday 04 Nov	Friday 05 Nov	Saturday 06 Nov	Sunday 07 Nov
630	Breakfast	Breakfast	Breakfast	Breakfast	RANPFT - Beep	PT session	Breakfast
700					HMAS Cairns		
730						conf	
800	Base PT	Yoga	Pool Session	Yoga	0630-0745		
830	0800-0900	0730-0830	0730-0830	0730-0830	Breakfast	Breakfast	
900						Umi Arts	
930						0900-1200	
1000	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	Dance	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330							
1400	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH		
1430							
1500					Graduation Kit		
1530					Fitting Overflow		
1600							
1630							
1700	Gym	Run Club	Gym	Run Club	Gym		Leave expires all RCT's
1730	HMAS Cairns	1700-1800	HMAS Cairns	1700-1800	HMAS Cairns		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



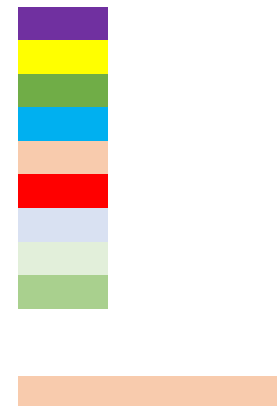
Time/Day/Date	Monday 08 Nov	Tuesday 09 Nov	Wednesday 10 Nov	Thursday 11 Nov	Friday 12 Nov	Saturday 13 Nov	Sunday 14 Nov
630	Breakfast	Breakfast	Breakfast	Breakfast	Yellow Arrow	Breakfast	Breakfast
700					Breakfast		
730	Base PT 0800-0900	Yoga 0730-0830	Transition & DCO (1on1 Cabin 206) 0730-0915 Las Palmas	Remembrance Day Yungaburra	ZOOM 0830-0900	0600 wakey wakey RAN Activity 0645-0745 Pool 0800-0900 Breaky 0930-1100 Gym	
800							
830							
900							
930	TAFE	TAFE S8 Uniform	TAFE		IMC		
1000							
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	Remembrance Day Yungaburra	IMC		
1400							
1430							
1500							
1530	Drill	Run Club 1700-1800	Gym HMAS Cairns	Run Club 1700-1800	Gym HMAS Cairns		Leave expires all RCT's
1600							
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 15 Nov	Tuesday 16 Nov	Wednesday 17 Nov	Thursday 18 Nov	Friday 19 Nov	Saturday 20 Nov	Sunday 21 Nov
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Gym		
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830	Breakfast	
900						Umi Arts 0900-1100 Painting	
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC	Outstanding Homework	
1400							
1430							
1500							
1530							
1600							
1630							
1700	Gym	Drill	Run Club	Volleyball	Outstanding		Leave expires all RCT's
1730	HMAS Cairns		1700-1800	Staff v RCTs	Homework		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



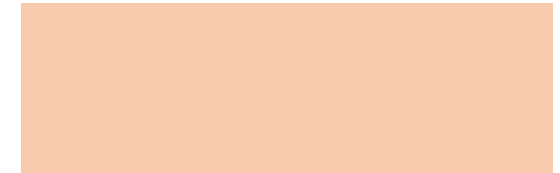
Time/Day/Date	Monday 22 Nov	Tuesday 23 Nov	Wednesday 24 Nov	Thursday 25 Nov	Friday 26 Nov	Saturday 27 Nov	Sunday 28 Nov
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730	Base PT 0800-0900	Yoga 0730-0830	Pool Session 0730-0830	Yoga 0730-0830	Drill	RAN Activity	
800							
830							
900							
930	TAFE	TAFE S8 Uniform	TAFE	TAFE S8 Uniform	IMC	Fitzroy Island	
1000							
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC	Drill	
1400							
1430							
1500							
1530	Drill	Run Club 1700-1800	Gym HMAS Cairns	Run Club 1700-1800	Gym HMAS Cairns		Leave expires all RCT's
1600							
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 29 Nov	Tuesday 30 Nov	Wednesday 01 Dec	Thursday 02 Dec	Friday 03 Dec	Saturday 04 Dec	Sunday 05 Dec
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730					Course QC	conf	
800	Base PT	Yoga	Pool Session	Yoga	0730-0900		
830	0800-0900	0730-0830	0730-0830	0730-0830		Breakfast	
900						Umi Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0900-1200	
1000		S8 Uniform		S8 Uniform		Dance	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC	Nu Ship Supply	
1400						Tour? See DO for	
1430						information	
1500						Drill	
1530							
1600							
1630							
1700	Drill	Esplanade Walk	Drill	Esplanade Walk	Gym		Leave expires all RCT's
1730		1700-1800		1700-1800	HMAS Cairns		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1900	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

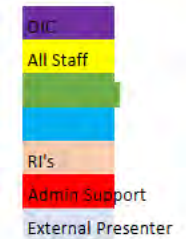


Time/Day/Date	Monday 06 Dec	Tuesday 07 Dec	Wednesday 08 Dec	Thursday 09 Dec	Friday 10 Dec	Saturday 11 Dec	Sunday 12 Dec
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700			RI;				
730	Course QC		Pack belongings	Remaining RCT's;			
800	0700-0830	0730-0830	Final clean	Final Cabin			
830		Final paperwork	Cabin checks	Inspections			
900							
930	TAFE		Navy Graduation	Return Navy DCAC			
1000	DPNU	TAFE Graduation	Set Up	Return Cabin Keys			
1030				Bedding Muster			
1100			Lunch	See note ->>>>			
1130							
1200	Lunch	Lunch		Lunch	Lunch	Lunch	Lunch
1230			UMI Final Practice				
1300							
1330	TAFE	RI;					
1400		Pack belongings					
1430		Final clean					
1500		Cabin checks					
1530		Finalise AC853-2	Navy Graduation				
1600		for RCT's					
1630		Transitioning					
1700	Gym						
1730	HMAS Cairns						
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



Time/Day/Date	Monday 31 Jan	Tuesday 01 Feb	Wednesday 02 Feb	Thursday 03 Feb	Friday 04 Feb	Saturday 05 Feb	Sunday 06 Feb
630		Breakfast	Breakfast	Breakfast	Breakfast	Esplanade Walk	Esplanade Walk
700		OIC Welcome Brief				0630-0730	0630-0730
730		Staff Introductions	Battle Smart	Battle Smart	Battle Smart		
800		Welcome to Country				Breakfast (NH)	Breakfast (NH)
830		0730-0900	0730-0930	0730-0930			
900		ADELE COVID				UMI Arts	Drill
930		Brief	Kit Issue	DCAC	SPARE	Intro	
1000		Workplace	0945-1200	Kit Issue	MAAT A & D		
1030		Behaviour	Medical	Med/Den	1000-1130	0900-1200	Mod 2, 5 & 14
1100		1000-1130	DCAC				Refresh
1130		Lunch					
1200			Lunch	Lunch	Lunch	Lunch	Lunch
1230		SEMPRO via					
1300		CAMPUS	Admin/ Pay Docs	Mod 2 -	OPG NQ XRAY		
1330			DCAC	W & M		Kit Labelling	RI to set tasks
1400		DMFS 1400-1500	Kit Issue	Service Uniform		Grey Shirts	for DOMM to
1430		U/B	Medical				complete
1500		Consent			SPARE		
1530		SPARE		Mod 14 -	Intro to Rounds		Cultural videos
1600		Mod 5 -		Divisional System	Class leader role		
1630	LIA/Safety Brief	Ranks & Categories	Intro to cleaning	& Career	Rated Sailors/ OOB		
1700		1515-1700		Management			
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Check Dietary	Mod 1 -	Cleaning Stations	Cleaning Stations	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1930	Requirements	Communal Living			Rounds	Rounds	Rounds
2000							
2030							
2100							
2130							
2200							
2230							
Staff Early							
Staff Late							

Time/Day/Date	Monday 07 Feb	Tuesday 08 Feb	Wednesday 09 Feb	Thursday 10 Feb	Friday 11 Feb	Saturday 12 Feb	Sunday 13 Feb
630	Breakfast	Breakfast	RANPFT - Beep	Breakfast	Breakfast	Breakfast	Breakfast
700	Cleaning Stations	Cleaning Stations	HMAS Cairns	Cleaning Stations	Cleaning Stations	Cleaning Stations	Cleaning Stations
730				Dietitian	Swim Test		
800	Legal/DFDA	ADFFSCC brief	0630-0745	0730-0900	Woree Pool		Depart for
830		0800-1630	Breakfast				HMAS Cerberus
900	0800-1100		HMAS Cairns Gym Tour		0730-0900		
930				Mod 15 - 0930-1030	Knart for	Essential Item Run	
1000			Mod 4 -	Social Media	Travel Rig		
1030			RAN Organisation	0930-1030	(Jeans)		
1100			0930-1130	Conditions of Service	0930-1030	Pack for Cerberus	
1130	Lunch	Lunch	Lunch	1100-1230	SPARE		
1200							
1230	Intro Swim		Dental Hygiene	Lunch	Lunch	Lunch	Lunch
1300	Woree Pool						
1330		ADFFSCC brief	1300-1400	Mod 7- Security	Ironing		
1400				1330-1430	Demonstration		
1430	Mod 3		Mod 9 -		Locker Layout		
1500	Physical Fitness &		Parade & Ceremonial				
1530	Health		1415-1600				
1600		1 on 1 appointments		Drill	Drill		Arrive
1630	Rack Making		Boot Polishing				HMAS Cerberus
1700	(H/O to DOMM)		(H/O to DOMM)				
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1930	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							



OIC

All Staff

RI's

Admin Support

External Presenter

**Classroom 2 booked

Time/Day/Date	Monday 14 Feb	Tuesday 15 Feb	Wednesday 16 Feb	Thursday 17 Feb	Friday 18 Feb	Saturday 19 Feb	Sunday 20 Feb
630	Breakfast	Breakfast	EMA RI's/CPOPT	Breakfast	Breakfast	Breakfast	Breakfast
700			Breakfast				
730	Transit		Transit				
800	Kit Issue (overflow)	Transit		PT/High Ropes Group 1	PT		
830			Chapel Visit				
900	RS Command Welcome Brief	MT/ET Fac					
930	(CO/XO/CWO/CHAP)		Transit		Drill		
1000		BF Visit/WTTS (1000-1100)	Drill	High Ropes Group 2		Arrive RAAF Laverton	
1030							Depart Melbourne
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1200							
1230	Drill	Transit	Transit	High Ropes Group 2	Pack for Laverton		
1300		SASTC (1315-1415)	Standard CS Faculty Tour				
1330							
1400	Kit Issue (overflow)	Transit	Transit	Module Catch Up			
1430							
1500		Museum Visit	RS TWUC/Armoury Tour				
1530							
1600							
1630					Depart HMAS Cerberus		Arrive Cairns
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Cleaning Stations/Rounds	Cleaning Stations/Rounds	Cleaning Stations/Rounds	Cleaning Stations/Rounds	Cleaning Stations/Rounds	Cleaning Stations/Rounds	Cleaning Stations/Rounds
1930							

EMA
All Staff
EMA
RI's
Admin Support
External Presenter

** Program compiled by RAN RS - need to confirm in Jan 22

**Need to arrange Mod 6 Character Formation by the Chaplain

**And arrange with CSC for brief on Pay

Time/Day/Date	Monday 21 Feb	Tuesday 22 Feb	Wednesday 23 Feb	Thursday 24 Feb	Friday 25 Feb	Saturday 26 Feb	Sunday 27 Feb
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800							
830							
900							
930							
1000							
1030							
1100							
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1200							
1230							
1300							
1330							
1400							
1430							
1500							
1530							
1600							
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
2230							
Staff Early							
Staff Late							

DIC
 RI's
 Admin Support
 External Presenter

Time/Day/Date	Monday 28 Feb	Tuesday 01 Mar	Wednesday 02 Mar	Thursday 03 Mar	Friday 04 Mar	Saturday 05 Mar	Sunday 06 Mar
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800			Base PT 0800-0900	The Northern Outlook Team Building Activities	The Northern Outlook Rock Climbing Wall Abseiling Caving	The Northern Outlook	Leave until 1700
830							
900						UMI Arts 0900-1200	
930						Dance	
1000			RCT Feedback - RI's				
1030							
1100							
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1200							
1230							
1300			RCT Feedback - RI's			Guest Speakers Yarning Circle Chaplain	
1330							
1400							
1430							
1500							
1530							
1600		Esplanade Walk 1600-1700	Drill				
1630							
1700							Leave expires all RCT's
1730						Leave for all RCT's	
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830							
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
2230							
Staff Early							
Staff Late							

Time/Day/Date	Monday 07 Mar	Tuesday 08 Mar	Wednesday 09 Mar	Thursday 10 Mar	Friday 11 Mar	Saturday 12 Mar	Sunday 13 Mar	
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	
700	RBT - All RCTs							
730	Base PT 0800-0900	Esplanade Walk/Jog	Cultural Immersion Day	Cultural Immersion Day	Red Arrow 0730-0830		Depart for TVL 1000	
800		Intervals (1on/1off) 0715-0830						
900								
930		First Aid			First Aid			Zoom
1000	Las Palmas	Las Palmas	TSI	Aboriginal				
1030			Cairns	Mossman				
1100								
1130	Lunch	Lunch			Lunch	Lunch	Lunch	
1200								
1230	First Aid	First Aid			Zoom	Leave expires all RCT's 1600	Arrive TVL	
1300								
1330								
1400								
1430								
1500								
1530								
1600								
1630								
1700	Drill	Drill		RCT Lve	Pack for TVL			
1730								
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
1830								
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	
1930								
2000								
2030								
2100								
2130								
2200								
2230								
Staff Early								
Staff Late								

Time/Day/Date	Monday 14 Mar	Tuesday 15 Mar	Wednesday 16 Mar	Thursday 17 Mar	Friday 18 Mar	Saturday 19 Mar	Sunday 20 Mar
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730	TVL	TVL	TVL	Depart for Cairns	0730-0900		
800					All RCTs		
830					Vaccinations?		
900					RI - PSTP	Umi Arts	
930						0900-1100	
1000						Painting	
1030							
1100							
1130	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
1200					Lunch		
1230	TVL	TVL	TVL	Arrive Cairns	Travel Admin		Leave expires all RCT's 1700
1300					ve Leave Week		
1330					TAFE COVID Forms		
1400					Uniform Checks		
1430					Ensure all RCT's have		
1500							
1530					Drill		
1600							
1630							
1700							
1730					Leave for all RCT's		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
1830							
1900	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1930							
2000							
2030							
2100							
2130							
2200							
2230							
Staff Early							
Staff Late							

Time/Day/Date	Monday 21 Mar	Tuesday 22 Mar	Wednesday 23 Mar	Thursday 24 Mar	Friday 25 Mar	Saturday 26 Mar	Sunday 27 Mar
630	Breakfast	Breakfast	Breakfast	Breakfast	RANPFT - Beep	Breakfast	Breakfast
700					HMAS Cairns		
730							
800	Base PT	Yoga	Dietitian	Yoga	0630-0745	RAN Activity	
830	0800-0900	0730-0830	0730-0900	0730-0830	Breakfast		
900							
930	TAFE	IMC	IMC	IMC	IMC		
1000	Introduction						
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	IMC	IMC	IMC	IMC		
1400	Introduction						
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1900	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 28 Mar	Tuesday 29 Mar	Wednesday 30 Mar	Thursday 31 Mar	Friday 01 Apr	Saturday 02 Apr	Sunday 03 Apr
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Esplanade Walk		
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830	Breakfast	
900						Umi Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0930-1100 Dance	
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	DATSIN Guest	Run Club	Drill	Run Club	HMAS Cairns		Leave expires all RCT's
1730	Speaker	1700-1800		1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 04 Apr	Tuesday 05 Apr	Wednesday 06 Apr	Thursday 07 Apr	Friday 08 Apr	Saturday 09 Apr	Sunday 10 Apr
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Yellow Arrow	RAN Activity	
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830		
900							
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 11 Apr	Tuesday 12 Apr	Wednesday 13 Apr	Thursday 14 Apr	Friday 15 Apr	Saturday 16 Apr	Sunday 17 Apr
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800	Base PT	Yoga	Transitions Session	Yoga	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22
830	0800-0900	0730-0830	0730-0900	0730-0830			
900			Las Palmas				
930	TAFE	TAFE	TAFE	TAFE			
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE			
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	HMAS Cairns	Run Club			
1730		1700-1800	Gym	1700-1800			
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 18 Apr	Tuesday 19 Apr	Wednesday 20 Apr	Thursday 21 Apr	Friday 22 Apr	Saturday 23 Apr	Sunday 24 Apr
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22	RCT LEAVE PERIOD 15-23 APR 22
800							
830							
900							
930							
1000							
1030							
1100						Return flights today	
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							LEAVE EXPIRES 1300
1330							S2's - DOMM to check every uniform is ironed correctly
1400							
1430							
1500							
1530							
1600							
1630							
1700							
1730							
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 25 Apr	Tuesday 26 Apr	Wednesday 27 Apr	Thursday 28 Apr	Friday 29 Apr	Saturday 30 Apr	Sunday 01 May
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730	ANZAC DAY	Yoga 0730-0830	Pool Session 0730-0830	Yoga 0730-0830	Dietitian 0730-0900	PT	
800							
830						Breakfast	
900		Umi Arts					
930		TAFE	TAFE	TAFE	IMC	0930-1100	
1000		S8 Uniform		S8 Uniform		Dance	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330		TAFE	TAFE	TAFE	IMC		Leave expires all RCT's
1400							
1430							
1500							
1530							
1600							
1630							
1700		Run Club	HMAS Cairns	Run Club	HMAS Cairns		
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 02 May	Tuesday 03 May	Wednesday 04 May	Thursday 05 May	Friday 06 May	Saturday 07 May	Sunday 08 May
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730	PUBLIC HOLIDAY	Yoga	Pool Session	Yoga	Dietitian		
800		0730-0830	0730-0830	0730-0830	0730-0900		
830						Breakfast	
900						Umi Arts	
930		TAFE	TAFE	TAFE	IMC	0930-1100	
1000		S8 Uniform		S8 Uniform		Dance	
1030							
1100							
1130		Aptitude Testing					
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330		TAFE	TAFE	TAFE	IMC		
1400							
1430		Aptitude Testing					
1500							
1530							
1600							
1630							
1700		Run Club	Drill	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800		1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1900	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 09 May	Tuesday 10 May	Wednesday 11 May	Thursday 12 May	Friday 13 May	Saturday 14 May	Sunday 15 May
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Red Arrow	RAN Activity	
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830		
900							
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	DATSIN Guest	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730	Speaker	1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 16 May	Tuesday 17 May	Wednesday 18 May	Thursday 19 May	Friday 20 May	Saturday 21 May	Sunday 22 May
630	Breakfast	Breakfast	Breakfast	Breakfast	RANPFT - Beep	PT session	Breakfast
700					HMAS Cairns		
730							
800	Base PT	Yoga	Pool Session	Yoga	0630-0745		
830	0800-0900	0730-0830	0730-0830	0730-0830	Breakfast	Breakfast	
900						Umi Arts	
930						0900-1200	
1000	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	Dance	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330							
1400	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH	TOC MED/PSYCH		
1430							
1500							
1530							
1600							
1630					**See note		
1700	Drill	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 23 May	Tuesday 24 May	Wednesday 25 May	Thursday 26 May	Friday 27 May	Saturday 28 May	Sunday 29 May
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Yellow Arrow		
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830	Breakfast	
900						Umi Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0900-1100	
1000		S8 Uniform		S8 Uniform		Painting	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 30 May	Tuesday 31 May	Wednesday 01 Jun	Thursday 02 Jun	Friday 03 Jun	Saturday 04 Jun	Sunday 05 Jun
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730						RAN Activity	
800	Base PT	Yoga	Pool Session	Yoga	Yellow Arrow		
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830		
900							
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 06 Jun	Tuesday 07 Jun	Wednesday 08 Jun	Thursday 09 Jun	Friday 10 Jun	Saturday 11 Jun	Sunday 12 Jun
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730							
800	Base PT	Yoga	Pool Session	Yoga	Red Arrow		
830	0800-0900	0730-0830	0730-0830	0730-0830	0730-0830	Breakfast	
900						Umi Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0900-1100	
1000		S8 Uniform		S8 Uniform		Painting	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	DATSIN Guest	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730	Speaker	1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 13 Jun	Tuesday 14 Jun	Wednesday 15 Jun	Thursday 16 Jun	Friday 17 Jun	Saturday 18 Jun	Sunday 19 Jun
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700							
730							
800	Base PT	Yoga	Transitions Session	Yoga	Pool Session	RAN Activity	
830	0800-0900	0730-0830	0730-0900	0730-0830	0730-0830		
900			Las Palmas				
930	TAFE	TAFE	TAFE	TAFE	IMC		
1000		S8 Uniform		S8 Uniform			
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	Drill	Run Club	HMAS Cairns	Run Club	HMAS Cairns		Leave expires all RCT's
1730		1700-1800	Gym	1700-1800	Gym		
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 13 Jun	Tuesday 14 Jun	Wednesday 15 Jun	Thursday 16 Jun	Friday 17 Jun	Saturday 18 Jun	Sunday 19 Jun
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	PT session	Breakfast
700							
730					SPARE for;		
800	Base PT	Yellow Arrow	Pool Session	Esplanade Walk	Outstanding Admin		
830	0800-0900	0730-0830	0730-0830	0730-0830	Uniforms?	Breakfast	
900						Umi Arts	
930	TAFE	TAFE	TAFE	TAFE	IMC	0900-1200	
1000		S8 Uniform		S8 Uniform		Dance	
1030							
1100							
1130							
1200	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
1230							
1300							
1330	TAFE	TAFE	TAFE	TAFE	IMC		
1400							
1430							
1500							
1530							
1600							
1630							
1700	DATSIN Guest	Drill	Drill	Drill	Drill		Leave expires all RCT's
1730	Speaker						
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/	Cleaning Stations/
1900	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds	Rounds
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Time/Day/Date	Monday 20 Jun	Tuesday 21 Jun	Wednesday 22 Jun	Thursday 23 Jun	Friday 24 Jun		
630	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
700			RI;				
730	Course QC	Course QC	Pack belongings	Remaining RCT's;			
800	0730-0830	0730-0830	Final clean	Final Cabin			
830			Cabin checks	Inspections			
900			Finalise AC853-2				
930	TAFE		for RCT's	Return Navy DCAC			
1000	DPNU	TAFE Graduation	Transitioning	Return Cabin Keys			
1030				Bedding Muster			
1100			Lunch	See note ->>>>>			
1130							
1200	Lunch	Lunch		Lunch	Lunch	Lunch	Lunch
1230			UMI Final Practice				
1300							
1330	TAFE	RI;					
1400		Pack belongings					
1430		Final clean					
1500		Cabin checks					
1530		Finalise AC853-2	Navy Graduation				
1600		for RCT's					
1630		Transitioning					
1700	HMAS Cairns						
1730	Gym						
1800	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner
1830	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds	Cleaning Stations/ Rounds
1900							
1930							
2000							
2030							
2100							
2130							
2200							
Staff Early							
Staff Late							

Monday	03-Aug-20	Induction								
Tuesday	04-Aug-20	Induction	01-Sep-20	Yoga/IMC					01-Dec-20	TAFE
Wednesday	05-Aug-20	Induction	02-Sep-20	IMC					02-Dec-20	TAFE
Thursday	06-Aug-20	Induction	03-Sep-20	Yoga/IMC	01-Oct-20	Townsville / Cairns			03-Dec-20	TAFE
Friday	07-Aug-20	Induction	04-Sep-20	Battle Smart / IMC	02-Oct-20	Tin Cul Ret			04-Dec-20	IMC
Saturday	08-Aug-20		05-Sep-20	Umi Arts	03-Oct-20	Tin Cul Ret			05-Dec-20	UMI
Sunday	09-Aug-20		06-Sep-20		04-Oct-20	Tin Cul Ret	01-Nov-20		06-Dec-20	
Monday	10-Aug-20	Intro to RAN Swim test	07-Sep-20	TAFE	05-Oct-20	Public Holiday	02-Nov-20	TAFE	07-Dec-20	
Tuesday	11-Aug-20	RANPFT	08-Sep-20	Yoga/TAFE	06-Oct-20	Indigenous Elder Day	03-Nov-20	Yoga/TAFE	08-Dec-20	UMI/GRAD
Wednesday	12-Aug-20	Induction	09-Sep-20	TAFE	07-Oct-20	SUP Day / Maths	04-Nov-20	TAFE	09-Dec-20	
Thursday	13-Aug-20	Induction	10-Sep-20	Yoga/TAFE	08-Oct-20	TOC Work exp / Maths	05-Nov-20	Yoga/TAFE	10-Dec-20	
Friday	14-Aug-20	RAN Swim Test	11-Sep-20	Battle Smart / IMC	09-Oct-20	Battle Smart / Maths	06-Nov-20	IMC	11-Dec-20	
Saturday	15-Aug-20		12-Sep-20	PT	10-Oct-20		07-Nov-20	UMI Arts	12-Dec-20	
Sunday	16-Aug-20		13-Sep-20		11-Oct-20		08-Nov-20		13-Dec-20	
Monday	17-Aug-20	Induction	14-Sep-20	TAFE	12-Oct-20	Base PT / TAFE	09-Nov-20	TAFE		
Tuesday	18-Aug-20	Induction	15-Sep-20	Yoga/TAFE	13-Oct-20	Yoga/TAFE	10-Nov-20	Yoga/TAFE		
Wednesday	19-Aug-20	TI CID	16-Sep-20	TAFE	14-Oct-20	Base PT / TAFE	11-Nov-20	TAFE		
Thursday	20-Aug-20	Induction	17-Sep-20	Yoga/TAFE	15-Oct-20	Yoga/TAFE	12-Nov-20	Yoga/TAFE		
Friday	21-Aug-20	Induction	18-Sep-20	IMC	16-Oct-20	Battle Smart / IMC	13-Nov-20	IMC		
Saturday	22-Aug-20		19-Sep-20	PT	17-Oct-20		14-Nov-20	UMI		
Sunday	23-Aug-20		20-Sep-20		18-Oct-20		15-Nov-20			
Monday	24-Aug-20	Induction	21-Sep-20	TAFE	19-Oct-20	Base PT / TAFE	16-Nov-20	TAFE		
Tuesday	25-Aug-20	Induction	22-Sep-20	Yoga/TAFE	20-Oct-20	Yoga/TAFE	17-Nov-20	TAFE		
Wednesday	26-Aug-20	Induction	23-Sep-20	TAFE	21-Oct-20	Base PT / TAFE	18-Nov-20	TAFE		
Thursday	27-Aug-20	Induction	24-Sep-20	Yoga/TAFE	22-Oct-20	Yoga/TAFE	19-Nov-20	TAFE		
Friday	28-Aug-20	Induction	25-Sep-20	IMC	23-Oct-20	Battle Smart / IMC	20-Nov-20	IMC		
Saturday	29-Aug-20		26-Sep-20	PT	24-Oct-20	PT	21-Nov-20	PT		
Sunday	30-Aug-20		27-Sep-20		25-Oct-20		22-Nov-20			
Monday	31-Aug-20	TAFE	28-Sep-20	Townsville	26-Oct-20	Base PT / TAFE	23-Nov-20	TAFE		
Tuesday			29-Sep-20	Townsville	27-Oct-20	Yoga/TAFE	24-Nov-20	TAFE		
Wednesday			30-Sep-20	Townsville	28-Oct-20	Base PT / TAFE	25-Nov-20	TAFE		
Thursday					29-Oct-20	Aptitude / CN Brief	26-Nov-20	TAFE		
Friday					30-Oct-20	SEMPRO / IMC	27-Nov-20	IMC		
Saturday					31-Oct-20	UMI Arts	28-Nov-20	UMI		
Sunday							29-Nov-20			
Monday							30-Nov-20	TAFE		

NIDP ATSI Members May 2020 – December 2021

NIDP-13	21	Q1/2 2020
NIDP-14	6	Q3/4 2020
NIDP-15	17	Q1/2 2021
NIDP-16	13	Q3/4 2021

Notes:

1. NIDP-13 had commenced before COVID started impacting travel. Listed here as they had not yet graduated in May 2020.
2. The historical course average size since Jul 2016 is 16.

Indigenous Pre-recruitment Program (IPRP)

Course Aim

'The IPRP is designed to improve the physical fitness, confidence and mental resilience of Indigenous trainees who do not meet the ADF physical fitness standards and/or assessed general enlistment ready, but are otherwise suitable for enlistment. The program is six weeks in duration and any additional training offered is at the discretion of Services. Candidates are recruited to an allocated ECN/Mustering/Category and induction pathway; however, must pass the Pre-enlistment Fitness Assessment (PFA) to commence a recruit course.

Course Location:

As this program may be conducted across a number of locations, any unit/audience specific training equipment or facility needs that can be used to contextualise the training and assessment requirements of this LMP are the responsibility of the unit conducting this program. Any such requirements are to be sourced and funded IAW with all applicable Defence and unit policies and procedures.

Course Design Strategy:

The IPRP is designed to improve the physical fitness, confidence and mental resilience of Indigenous trainees who do not meet the ADF physical fitness standards and/or assessed general enlistment ready, but are otherwise suitable for enlistment. The program is six weeks in duration and any additional training offered is at the discretion of Services. Candidates are recruited to an allocated ECN/Mustering/Category and induction pathway; however, must pass the Pre-enlistment Fitness Assessment (PFA) to commence a recruit course.

Course Duration: 18.64 days

Learning Outcomes (LOs)

1. Examine cultural identity
2. Examine personal values
3. Enhance mental resilience
4. Enhance health and wellbeing
5. Develop personal administration skills
6. Develop communication skills
7. Develop effective teamwork
8. Examine the ADF organisation
9. Participate in a service environment

Activities

To achieve these LOs, learning activities conducted and content include:

- WTSS FE88 (Rifle) Shoot
- Exercise Johari Compass
- Exercise Final Summit
- Welcome to Country

- Yarning time
- Introduction to culture
- My Journey
- Values, behaviour and discipline
- Psycho-social coping skills
- Indigenous dance
- Military customs and traditions
- Goal-setting, reflection and performance feedback
- Major resilience outdoor activity
- Program completion ceremony
- Indigenous military contribution
- Military Justice System
- History and role of the ADF and the Services
- Team and confidence-building
- Team sports
- Maintain a room and communal barracks
- Health, hygiene and nutrition
- Defence conditions of service
- Personal finances and budgeting
- Service corps, categories and musterings
- Basic drill and parade
- Initial fitness assessment
- Physical training
- Final fitness assessment



MEMORANDUM OF AGREEMENT
BETWEEN
THE ROYAL AUSTRALIAN NAVY,
THE AUSTRALIAN ARMY AND THE
ROYAL AUSTRALIAN AIR FORCE
REGARDING
THE INDIGENOUS PRE-RECRUIT PROGRAM

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by
Charles.Huxtable
Date: 2021.12.05
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CJ Huxtable
CDRE, RAN
COMTRAIN

glenn.ryan1
Digitally signed
by glenn.ryan1
Date: 2021.12.06
08:11:43 +11'00'

GJ Ryan, CSC and Bar
BRIG
DG TRADOC

s22

Digitally signed
by gregory.frisina
Date: 2021.12.06
13:48:44 +11'00'

GJ Frisina
AIRCDRE
CDR AFTG

- Must provide clear articulation of what the amendments included for each version so that it can be readily identified within the MOA document.**

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MEMORANDUM OF AGREEMENT BETWEEN THE ROYAL AUSTRALIAN NAVY, THE AUSTRALIAN ARMY AND THE ROYAL AUSTRALIAN AIR FORCE REGARDING THE INDIGENOUS PRE-RECRUIT PROGRAM TRAINING

- A. [Defence Learning Manual](#)
- B. [Rationalised Training in Defence Procedures Manual](#)
- C. [Article of Appointment for Manager Joint Training for IPRP Training of Dec 2015](#)
- D. HQ FORCOMD DGTRADOC Minute X6544887 Directive On The Indigenous Pre-Recruitment Program of 15 Dec 16
- E. [Defence Reconciliation Action Plan 2020](#)
- F. [ATI 3-1/17 Army Soldier Induction Training System – ARA](#)
- G. [Defence Health Manual Vol 2 Part 3](#)
- H. [LWD 7.0 Training and Education](#)
- I. [ATI 1-19/17 Codes of Conduct for Instructors and Trainees](#)
- J. 1 RTU Staff Standing Orders Chapter 6.4 *Codes of Conduct*
- K. TA-ITLM Standing Orders of 26 Oct 17
- L. RAN Training Force Code of Conduct and Breaches of the Trainee Code of Conduct dated 26 Oct 17

INTRODUCTION

1. The Indigenous Pre-Recruit Program (IPRP) is implemented under the training doctrine and policy framework of Ref A - B. Under this framework, Director General Training and Doctrine (DG TRADOC) is the Manager Joint Training (MJT) for IPRP (Ref C). COMDT RMC-A is appointed the Training Authority (TA) that manages the development and provision of IPRP training as the MJT delegated representative (Ref D).
2. The IPRP is designed to improve the physical fitness, confidence and mental resilience of Indigenous trainees who do not meet the ADF physical fitness standards and/or assessed general enlistment ready, but are otherwise suitable for enlistment. The program is six weeks in duration and any additional training offered is at the discretion of Services. Candidates are recruited to an allocated ECN/Mustering/Category and induction pathway; however, must pass the Pre-enlistment Fitness Assessment (PFA) to commence a recruit course.

AIM

3. This Memorandum of Agreement (MOA) describes the roles, responsibilities and obligations of the Royal Australian Navy, Australian Army and Royal Australian Air Force and its Training Establishments (TE) in supporting the analysis, design, development, implementation and evaluation of IPRP training. The MoA identifies the program delivered, the number of individuals to be trained, the resources required and who provides those resources. This MoA also includes mechanisms for the review of IPRP training.
4. This document is to be read in conjunction with Refs A-L.

TRAINING MANAGEMENT

5. **Manager Joint Training.** DG TRADOC, as the MJT, has management authority for IPRP implementation and representation in the Defence governance hierarchy. The MJT

reports to the Defence Education Training Board (DETB). For consistency and clarity throughout this MoA, the term 'MJT' will refer to either the MJT or a delegated representative.

6. **IPRP Training Advisory Group (IPRP TAG).** The IPRP TAG is a permanent forum for stakeholders to advise on issues associated with ongoing management of existing and future IPRP training covered by this MOA. The IPRP TAG is to maintain IPRP training to ensure the integrity and relevance of that training. The IPRP TAG Chair is the TA who reports to the MJT. The Terms of Reference (TOR) for the IPRP TAG are in Annex B.

7. **SADL Phase Authorities.** Training under this MOA is managed and conducted in accordance with the Systems Approach to Defence Learning (SADL), captured in Ref A, which details the roles and responsibilities of Training Phase Authorities. The SADL Phase Authorities for the training covered by this MOA are listed in Annex C.

8. **Authorities for the management of training.** Ref A details the role and responsibilities of Owners of Defence learning requirements and those of the Learning Management Authorities (LMA).

9. The TA has a responsibility to manage specified IPRP training in accordance with Refs A and B. Each Service is required to identify their specific job requirements through their Job Task Profiles (JTPs) under the SADL. The nominated Phase Authorities for the program delivered under this MOA are detailed in Annex B and may include exported training, which remains under the governance and compliance of the TA.

TRAINING REQUIREMENTS

10. **Baseline training.** This MOA identifies the training course (Annex A), the Baseline Training Rates (BTR) contained in Annex D, and the resource commitments required from each Service for the conduct of this training. Proposed changes to agreed curricula will be presented by the Joint Curriculum Review Board (JCRB) to IPRP TAG for consideration in accordance with Annex B. If the IPRP TAG endorses changes to the curricula and changes introduce enduring resource impacts, then the MJT will follow the processes described in Ref B to amend the MOA BTR.

11. **Directed Training Requirement (DTR).** The MJT will manage the agreed DTR in accordance with Ref B. The MJT will ensure that the programs listed in Annex A are scheduled to meet the agreed DTR and panelled as specified in the Learning Management Package (LMP).

12. **Variation to Training Requirements.** Annual variation to the training requirement will be managed via the MJT delegate for scheduling IAW Ref B. Service and Group training requirements are to be advised to FORCOMD Training Coordination by the relevant representatives. The MJT scheduling delegate is to be advised of training requirements no later than 01 August annually or otherwise advised for the next financial year. Any proposal to cancel a Joint Program will be subject to thorough consultation with all stakeholders prior to submission to MJT.

13. **Temporary amendment to DTR.** Where a Service is unable to fill their allocated session DTR, MJT is to be advised as soon as practicable. These unsubscribed positions may be offered by MJT to other Services as opportunity training. Service representatives are to

seek endorsement from the MJT to transfer DTR to another Service. A Service cannot hold unused DTR in abeyance or transfer it to future Training Year (TY) Schedule of Programs.

14. **Permanent amendment to BTR.** Where a Service wishes to permanently change their program DTR, it is to be negotiated between the Service and the MJT, and the MJT is to update Annex D of the MoA accordingly.

PROGRAM MANAGEMENT

15. **Evaluation.** Each Service is responsible for the completion of Training Reviews and PAR for their respective course and send outcomes to S7 RMC-A.

16. **LMP management and review.** The tools used to control and manage training are a fully developed Learning Management Package (LMP) that conforms to the requirements of the SADL and extant Defence Training Policy requirements, in concert with the ADF human resources management system. All programs, whether exported or not, are to be instructed using the authorised LMPs, which are not permitted to be locally amended without authorisation from the IPRP AG.

17. **LMP amendments.** The MJT, in consultation with the Service Analyse Authorities, remains the authority for changes to the common program in Annex A. Changes to this LMP will be managed through the IPRP TAG process in accordance with Ref B. Each Service is to command one IPRP per calendar IAW the current LMP.

18. **Training management governance arrangements.** As defined at Ref B, each Service is responsible for the resourcing and management of training, of the defined DTR listed in Annex D. This includes six weeks of training, and the raising of training reports including Record of Attainment if applicable. Any accredited training outcomes that result from the successful completion of rationalised training are to be awarded by the approved training provider. HQ RMC-A is responsible for the funding of AT for all programs.

19. **Program panelling.** As per Ref B, program panelling is to be conducted by DFR against the agreed DTR allocation and the minimum and maximum program panel size specified within the LMP. Service panelling authorities, as detailed in Annex B, are required to provide full details of their respective program panels to the conducting TE NLT four weeks prior to the program commencement.

20. **Program Administration.** The TE is responsible for the entry and completion data in the ADF human resources management system for programs in Annex A. Single-Service Career Management Agencies are responsible for employment status updates on program completion.

STAFF MANAGEMENT

21. **Establishment and staff appointments.** Each service is responsible for providing appropriately qualified/experienced individuals to staff an IPRP session. Service signatory agreement is to be sought for any functional changes regarding the employment of personnel in the agreed numbers detailed at Annex E.

22. **People management.** In line with Ref B, Service Training Establishments Commanding Officers (TE CO) are responsible for all personnel posted or attached within their command.

TRAINEE MANAGEMENT

23. **Management of Trainees.** Recruits are to be managed appropriately in line with their respective Service requirements. Each Service is responsible for the management of all recruits on their allocated program. A Tri-Service Board of Studies (BOS) or Progress Board is to occur fortnightly at the location the program is being conducted with a representative from each Service.

24. **Learner Progress Management.** TE COs (or service representatives) have the authority to remove recruits who are 'not yet competent', in accordance with the relevant training establishments trainee management policy. Where the decision has been made to remove a recruit, the member's parent Service is to be advised. Specific direction and details on process, procedures and the responsibilities are to be sought prior to taking any action.

25. **Policy on removal from training due to injury or other circumstances.** Appropriate parent service representatives are to be immediately notified when a recruit, due to injury or other circumstances, cannot return to training within such a period as would allow the recruit to complete the program. TE COs have sole discretion as to whether a recruit continues training, or is transferred to Personnel Support Unit (or holding platoon), is returned to their unit, or is returned to their home location.

26. **Authorities and Processes for separation during training.** Each Service retains the authority for decision making of their recruits regardless of the location of each IPRP session. This is inclusive of any decision making which directly relates to recruits separating from the ADF. Each Service TE CO have this delegation as the authority for decisions of their Service Recruits. Process for separations are contained in Annexes F-H.

27. **Responsibilities during HOTO.** As part of the handover process from IPRP to recruit training, the Service responsible for conducting the session is to:

- a. provide Recruits with a course report
- b. organise travel to each recruit's respective TE through their Service Chain-of-Command
- c. forward individual's pers file to the respective Recruit School
- d. ensure all instructors have completed recruit reporting and administration requirements IAW the respective service requirements
- e. a written HOTO is completed for Navy and Army and PR039 for Air Force, which is then sent to the respective Recruit School [Annex I], until eSMS is fully implemented into all training institutions.

ADMINISTRATION AND LOGISTICS

28. **General Supply and Administration Services.** The Estate and Infrastructure Group (E&IG) and Capability Acquisition and Sustainment Group (CASG) are responsible, via Inter Agency Agreements (IAA), for provision of specified supply and general administration services at Defence Establishments. The MJT will liaise with E&IG to identify and implement those components of the IAA impacting delivery of common and Joint Training at respective TEs.

29. Ref B details respective arrangements, agreements, individual and collective responsibilities, personnel administration, and logistic and financial support for rationalised Defence training. This includes those in relation to recruit movement, allowances and training equipment. Each Service is responsible for the normal costs of operating, administering and supporting of the IPRP conducted at their TE, and will fund all travel identified as a program requirement in the LMP.

30. **Equipment.** TEs are responsible for securing all the training assets necessary for the conduct of all IPRP sessions.

REVIEW OR AMENDMENT OF MOA

31. **Duration and review of MOA.** This MOA is effective from the date of signing and remains so until reviewed or amended, replaced by a superseding document or until cancelled by a mutual agreement of the participating stakeholders. In the event that there have been no amendments to the MOA, it is to be re-endorsed by the DETB signatories every three years.

Annexes:

- A. Courses covered by the MOA - Indigenous Pre-Recruit Program
- B. SADL Phase Authorities – Indigenous Pre-Recruit Program
- C. Terms Of Reference for the Indigenous Pre-Recruit Program Training Advisory Group
- D. Baseline and Directed Training Requirement – Indigenous Pre-Recruit Program
- E. Structure And Staffing – Indigenous Pre-Recruit Program
- F. RAN Discharge Processes – Indigenous Pre-Recruit Program
- G. Army Discharge Processes – Indigenous Pre-Recruit Program
- H. RAAF Discharge Processes – Indigenous Pre-Recruit Program
- I. HOTO Minute – Indigenous Pre-Recruit Program

**ANNEX A TO
IPRP MOA
BQ29254562**

INDIGENOUS PRE-RECRUIT PROGRAM

Serial	PMKeyS ID	Program Title	PMKeyS Short Title	Proficiency	Program Duration (Days)	Learning Centre
1	215403	Indigenous Pre-Recruit Program	D9999R001	P123004	41	HMAS Cerberus Army Recruit Training Centre RAAF Base Wagga

**ANNEX B TO
IPRP MOA
BQ29254562**

INDIGENOUS PRE-RECRUITMENT PROGRAM TRAINING ADVISORY GROUP

TERMS OF REFERENCE

1. The Indigenous Pre-Recruit Program Training Advisory Group (IPRP TAG) is established under the authority of the Defence Education and Training Board (DETB) and reports to that body as shown in Ref A. The IPRP TAG is responsible for the effective conduct of the responsibilities identified in these Terms of Reference (TOR).

Scope

2. The IPRP TAG is to consider training for aspects of specified common and rationalised IPRP training detailed within the IPRP MOA. This normally limited to extant courses; however, the TAG may also provide advice and recommendations regarding opportunities and feasibility of further rationalisation.

IPRP TAG roles and responsibilities

3. The IPRP TAG is to work under the direction of the appointed Manager Joint Training (MJT), who reports to the DETB as per Ref A. The IPRP TAG is to:

- a. monitor the effectiveness of the conduct of Indigenous Pre-Recruit Program training
- b. provide rationalised training policy advice and direction as it relates to training
- c. identify emerging training gaps and opportunities
- d. establish and manage Joint Curriculum Review Boards (JCRB) and Working Groups (WG) where necessary, to address particular curricula, regulatory compliance requirements, and staffing and budget issues impacting the Analyse, Design, Develop, Implement, or Evaluate phases or management of training
- e. consider curricula, staffing and budget issues unable to be resolved by any established JCRB or WG.

IPRPTAG membership

4. The IPRP TAG comprises of the following membership:

Executive:

MJT Representative (Chair)	COMDT RMC-A
Navy Delegate Leadership and Management	Director Training Authority – Initial Training
Army Delegate	S7 HQ RMC-A
RAAF Delegate	SO1 Capability Management HQAFTG

Training Establishment	Navy – CO Recruit School Army – CO 1 st Recruit Training Battalion Air Force – CO 1 Recruit Training Unit
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Administration (provided by MJT organisation):

Secretary	HQ RMC-A
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Ex officio/Advisers:

Navy	As required to meet the agenda.
Army	As required to meet the agenda.
RAAF	As required to meet the agenda.
DFR	As required to meet the agenda.
DIA	As required to meet the agenda.
ADC	SO Rationalised Training, DELTA

5. IPRP TAG executive members are to be empowered to represent their organisation and authorised to commit resources to the rationalisation development and implementation processes, as well as to support the conduct of training where agreed. Relevant subject matter experts and any other specified stakeholders may be invited to attend IPRPTAG meetings at the discretion of the Chair.

Frequency of meetings

6. The Chair, in consultation with the other Executives, will determine the location, timing and frequency of IPRP TAG meetings. However, the group is to meet not less than annually.

Gaps and opportunities

7. IPRP TAG is the main body providing training advice on emerging gaps, opportunities and risks to the relevant service Capability Manager. The IPRP TAG is to monitor and report to the relevant service or group Capability Manager when gaps and opportunities are identified through the TAG.

Joint Curriculum Review Boards and Working Groups

8. JCRBs and WGs may be established to conduct specific tasks as identified by the IPRP TAG Executive. These groups will be subordinate to the IPRP TAG and may include representatives from training establishments, stakeholders, subject-matter experts, project staff and contractors, as appropriate. The role, responsibilities, authority and membership of any such subordinate review board or working group will be as defined by the IPRP TAG Executive in accordance with Appendix 1.

Business Rules

9. The conduct and management of IPRP TAG meetings is to adhere to the following business rules:
- a. The Secretary is to arrange for a suitable venue (including adequate accommodation, facilities, catering etc.).
 - b. The Secretary is to seek agenda items and confirm the date and times for each IPRP TAG meeting no later than 20 working days prior.
 - c. Invitees are to indicate their attendance and provide agenda items no later than 15 working days prior to the meeting.
 - d. The outcomes or status updates for Action Items are to be provided to the Secretary no later than 10 working days prior.
 - e. The agenda is to include, as a minimum, the items outlined in para 10.
 - f. Upon clearance from the Chair, the approved agenda is to be distributed within 10 working days of a meeting.
 - g. Meeting minutes are to be prepared by the Secretary and passed to the Chair for review and signature within 15 working days of the meeting being held.
 - h. The minutes are to include a tabulated summary of open action items.

Standing Agenda Items

10. The agenda is to include:
- a. welcome, opening remarks and apologies
 - b. confirmation of previous minutes
 - c. review of actions items arising from previous meetings
 - d. governance document review (TOR, MOAs and Review Schedules)
 - e. service representative updates
 - f. course paneling updates and issues
 - g. gaps and opportunities
 - h. new business
 - i. review of new action items arising from the meeting
 - j. details of the next meeting and meeting close.

Travel and administration

11. Travel and administration costs for IPRP TAG attendees are to be met by their respective unit.

Governance requirements

12. The MJT reports to the DETB in accordance with Ref A. As such, the IPRP TAG is to support the MJT by complying with the MJT Reporting Schedule as published by the Australian Defence College (ADC) Defence Education and Learning Training Authority (DELTA).

13. The IPRP TAG is also to regularly review the specified Memorandums of Agreement (MOA) in accordance with the Governance Documents Review Schedule, as published by the ADC DELTA. Required changes to the MOA managed by the IPRP TAG are to be cleared by the IPRP TAG Chair, submitted to the Training and Education Policy and Projects Group (TEPPG) for endorsement (via the DLE Secretariat) prior to it being submitted for approval to DETB.

14. This TOR is effective from the date of signing and remains so until replaced or cancelled by mutual agreement of the Principals.

Appendix:

1. Joint Curriculum Review Board (JCRB) Terms of Reference

**APPENDIX 1 TO
ANNEX B TO
IPRP MOA
BQ29254562**

JOINT CURRICULUM REVIEW BOARD (JCRB)

TERMS OF REFERENCE

JCRB Membership

1. The IPRP TAG Executive shall nominate members of the JCRB. A JCRB shall comprise of the following positions:
 - a. Chair – for IPRP TAG JCRBs, this position will nominally be filled by COMDT RMC-A.
 - b. MJT Representative – DGTRADOC Representative
 - c. Implement Authority – Unit CO responsible for delivery of the subject Course.
 - d. Navy Training Authority Representative
 - e. Army Training Authority Representative
 - f. RAAF Training Authority Representative
 - g. Secretary – to be provided by the Chair's organisation.

JCRB Roles and Responsibilities

2. When directed by the IPRP TAG Executive, a JCRB shall convene to:
 - a. Endorse or reject proposed major changes to LMPs for courses detailed in respective MOAs. Proposed amendments are to be submitted to JCRB using the proforma below. When endorsed, changes are to be staffed by the training establishment to RMC-A.
 - b. Ensure that records of the discussions, decisions and any follow-up changes that occur as a result of the JCRB are minuted and archived.

Major Changes

3. A major change is when any of the following conditions are identified:
 - a. An increase or decrease in training duration
 - b. An increase in resource allocation (organic and non-organic resources, manning, facilities or equipment)
 - c. Significant variation within the competencies has occurred

- d. The change impacts upon other training regimes
- e. Changes to technology, processes and procedures
- f. Changes impacting single Services or Groups.

Minor Changes

- 4. TE CO is authorised to develop and implement local business practices to expedite minor changes to LMPS and training regimens. A minor change is one that does not change the intent of the LMP. These are generally simple administrative changes, transferring content to online platforms, text or formatting errors or changes in doctrine that do not impact training outcomes or require stakeholder consultation or approval.
- 5. These arrangements eliminate the need for minor amendments to be submitted via formal JCRB processes. The local business rules must ensure that an appropriate risk assessment is conducted and the outcomes are documented.

LMP Amendment Process

- 6. The processes for amending LMPs are detailed in Army Training Instruction 1-16 *The Modification of Individual Training*.

B1-3

JCRB SUBMISSION PROFORMA

Objective ID:	Curriculum Area:			
Date:	Prepared By:			
PROPOSED CHANGE	REFERENCES	IMPLICATIONS	DATE	
<p>BACKGROUND: The background should indicate the reason for the proposed change/amendment/deletion/ addition.</p> <p>PROPOSED CHANGE: The proposal for change should stipulate the following:</p> <ul style="list-style-type: none"> • The specific course/module the changes are to be made to and the specific curriculum area affected; • A clear statement of the change • A clear statement indicating benefits of the change; any amended unit of competency, if required (attached as an annex) • Any amended course and/or module learning outcomes, if required (attached as an annex) • An amended training requirement specification, if required (attached as an annex) • an amended training review and evaluation plan if required (attached as an annex) • A list of affected Qualifications. <p>EFFECT ON TRAINING TIME: Indicate the change in training time currently allocated.</p>	<p>The references should include any references that provide background (such as doctrine, previous JCRB/FFTAG direction, training review and/or evaluation/accident/ post-activity reports, new capability/equipment and the like) and add weight to the acceptance of the proposal.</p> <p>CONSULTATION WITH: Any consultation with external-to-unit agencies/ personnel/training schools/TAS/DDAs or internal-to-unit personnel should be noted here.</p>	<p>STAFFING: The implications on current staffing should be included.</p> <p>RESOURCES: Implications on resources should be stated. An amended resource forecast should be attached as an annex.</p> <p>TIME: The time required for the change should be indicated here.</p> <p>FINANCES: Any implications on finances for the change should be indicated here.</p> <p>COMPENSATORS: Compensators are required for changes to be approved by the MJT. Proposals that require additional training time or will incur additional cost require the approval of the principles of the MOA before implementation.</p> <p>TRAINING CONTINUUM: If the curriculum area to be modified affects any other course within the training continuum, it should be noted here along with how it should be modified in the other course/s</p>	Effective	

JUSTIFICATION	
<p>The justification should add weight to the submission. Results from the following processes may be used to add weight:</p> <ul style="list-style-type: none">• DTM Phase documentation (e.g. evaluation reports, training reviews, job analysis, etc.)• Training and assessment strategy; Curriculum design and development• Training review and evaluation strategies• Draft training management plan <p>Other sources of justification could include:</p> <ul style="list-style-type: none">• New or changed doctrine requirements,• New or changed competencies,• New equipment or technology requirements, new or changed resource requirements, or outcome of lessons, processes or boards.	

SADL PHASE AUTHORITIES – IPRP

Serial	PMKeyS ID	Program Title	Analyse	Design	Develop	Implement	Evaluate	Panelling Authority
1	215403	Indigenous Pre-Recruit Program	RMC-A (Trial Analysed HQ FORCOMD/DLB with Service and Cultural SME input)	RMC-A	RMC-A	RDW 1 RTB (RAN, Army, RAAF)	ARTC – RMC-A	NIPA or service equivalent

**ANNEX D TO
IPRP MOA
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BASELINE TRAINING REQUIREMENT – IPRP

Serial per Year	PMKeyS ID	Program Title	Panel	Service Managing Training	No. of Students				Total
					RAN	Army	RAAF	APS	
1/XX	215403	Indigenous Pre-Recruit Program	40	Army	10	20	10	0	40
2/XX	215403	Indigenous Pre-Recruit Program	40	RAAF	10	20	10	0	40
3/XX	215403	Indigenous Pre-Recruit Program	40	Navy	10	20	10	0	40
						Total Baseline Students per year			120

DIRECTED TRAINING REQUIREMENT – IPRP

Serial per Year	PMKeyS ID	Program Title	Panel	Service Managing Training	No. of Students				Total
					RAN	Army	RAAF	APS	
1/XX	215403	Indigenous Pre-Recruit Program	40	Army	10	20	10	0	40
2/XX	215403	Indigenous Pre-Recruit Program	40	RAAF	10	20	10	0	40
3/XX	215403	Indigenous Pre-Recruit Program	40	Navy	10	20	10	0	40
						Total Directed number Students per year			120

**ANNEX E TO
IPRP MOA
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STRUCTURE AND STAFFING – IPRP

The below staffing requirement for the IPRP if **DTR is completely filled**. The lead Service is required to provide the C2 (i.e. 1 x PL Comd and 1 x PL SGT/PO). When the **DTR is not fulfilled** then the staff numbers should be appropriate to the number of recruits on the program.

Serial	PMKeyS ID	Program Title	Min Panel	Max Panel	Programs per Year	RAN instructors	Army instructors	RAAF instructors	APS	Total Instructors
1	215403	Indigenous Pre-Recruit Program	6	40	3	3	7	3	0	13

**ANNEX F TO
IPRP MOA
BQ29254562**

RAN DISCHARGE PROCESSES – INDIGENOUS PRE-RECRUIT PROGRAM

1. This document outlines what documentation and approvals are required when Army/RAAF have administrative command of IPRP. The following are the processes taken IAW Defence Regulations when discharging recruits for various reasons:
 - a. Discharge at Own Resignation (DAOR) – PE121 submitted through Div/PI/Flight Staff, recruit counselled, AC853 drafted by staff, TRB drafted and submitted to CO RAN RS. Recruit separated from Defence – min 14 days process.
 - b. Medical separation - PM101 recommends downgrade in MEC status, MECRB assess recruit as J40 with recommendation to J51/J52. CMECR reviews recruit as J51/J52, TRB drafted and submitted to CO RAN RS. Recruit separated from Defence.
 - c. Psychological separation - PM008 submitted by recruit or staff, doctor evaluation with PM101 provided, psychological review and PS006 generated, NTSC for termination drafted, 14 day to respond, submitted to CO RAN RS, potential for up to 6 weeks for recruit to be separated from Defence.
 - d. Minor parental consent withdrawn - Written statement from legal guardian received removing consent for training if recruit supports application follow DAOR format. If recruit does not wish to discharge, separation will need to be completed under adverse admin pathways, Separation authority by CO RAN RS.
 - e. Failure to disclose - Nature of incident and evidence becomes apparent to staff, fact finding conducted, Divisional Officer warning or NTSC drafted, 14 day to respond, submitted to CO RAN RS. Potential for up to 6 weeks or greater for recruit to be separated from Defence.
 - f. Failure to meet a condition - warnings and censures as applicable to the condition, evidence of continued failure to meet the condition. TRB drafted and submitted to the CO RAN RS. Recruit separated from Defence.

**ANNEX G TO
IPRP MOA
BQ29254562**

ARMY DISCHARGE PROCESSES – INDIGENOUS PRE-RECRUIT PROGRAM

1. This document outlines what documentation and approvals is required when RAN/RAAF have administrative command of IPRP. The following are the processes taken IAW Defence Regulations when discharging recruits for various reasons:
 - a. Request Own Resignation (ROR) - Recruit handwrites ROR, Staff type ROR, AC853 drafted by staff, recruit counselled, Trainee Review Board (TRB) drafted and submitted to CO 1RTB. If approved, recruit transferred to separation Platoon and separated from Defence.
 - b. Medical separation - PM101 recommends downgrade in MEC status, MECRB assess recruit as J40 with recommendation to J51/J52. CMECR reviews recruit as J51/J52, TRB drafted and submitted to CO 1RTB. Recruit separated from Defence.
 - c. Psychological separation - PM008 submitted by recruit or staff, doctor evaluation with PM101 provided, psychological review and PS006 generated. TRB drafted and submitted to CO 1RTB. Recruit separated from Defence.
 - d. Minor parental consent withdrawn - Written statement from legal guardian received removing consent for training, TRB drafted, member counselled. Separation authority by CO 1RTB. Recruit separated at an accelerated pace.
 - e. Failure to disclose - Nature of incident and evidence is brought to the staffs' attention, fact finding conducted, Platoon Commander Warning (PCW)/Officer Commanding Warning (OCW) given to the recruit if relevant. TRB drafted and submitted to CO 1RTB. Recruit separated from Defence.
 - f. Failure to meet a condition - PCW/OCW, warnings and censures as applicable to the condition, evidence of continued failure to meet the condition. TRB drafted and submitted to the CO 1RTB. Recruit separated from Defence.

**ANNEX H TO
IPRP MOA
BQ29254562**

RAAF DISCHARGE PROCESSES – INDIGENOUS PRE-RECRUIT PROGRAM

1. This document outlines what documentation and approvals is required when RAN/Army have administrative command of IPRP. The following are the processes taken IAW Defence Regulations when discharging recruits for various reasons:
 - a. Separate On Request (SOR) – Recruit advises staff they wish to SOR. Staff raise the AC853. Recruit counselled, AC853 drafted and submitted to CO 1RTU via FLTCDR and PCO. Recruit separated from Defence – min 14 day process.
 - b. Medical separation - PM101 recommends downgrade in MEC status, MECRB assess recruit as J40 with recommendation to J51/J52. CMECR reviews recruit as J51/J52, AC853 drafted and submitted to CO 1RTU via FLTCDR and PCO. Recruit separated from Defence.
 - c. Psychological separation - PM008 raised to refer recruit, doctor evaluation with PM101 provided, psychological review and PS006 generated. NTSC raised, recruit response and TD raised by CO 1RTU. Recruit separated from Defence.
 - d. Minor parental consent withdrawn - Written statement from legal guardian received removing consent for training, AC853 drafted, recruit counselled. Separation authority by CO 1RTU. Recruit separated at an accelerated pace.
 - e. Inappropriate Behaviour – Incident reporting occurs as per extant arrangements, fact finding is conducted. NTSC raised, recruit response and TD raised by CO 1RTU. Recruit separated from Defence.
 - f. Failure to meet a condition – Staff/FLTCDR/CI warnings and admin action as applicable to the condition, evidence of continued failure to meet the condition. NTSC raised, recruit response and TD raised by CO 1RTU. Recruit separated from Defence.

**ANNEX I TO
IPRP MOA
BQ29254562**



SERVICE

Unit Name in Full
Address

Minute

OBJ REF

RAN RS/1RTB/1RTU TRANSFER TO RECRUIT TRAINING RAN RS/1RTB/1RTU

1. The Indigenous Pre-Recruit Program (IPRP) concluded on DD MMM YY. XX recruits have successfully completed the IPRP and will shortly be integrated into your training establishment post the final BOS.
2. Each member's Unit Personnel Record and Member Training Record are up to date and will be transferred to your Unit by DD MMM YY. A detailed HOTO from RAN RS/1RTB/1RTU with RAN RS/1RTB/1RTU will be conducted on the DD MMM YY. The details of the recruits who have taken part in the IPRP – Session 00XX and any specific issues or outstanding administration are detailed in Annex A.
3. Should there be any queries regarding this information please contact the POC.

C Bloggs
RANK
POSITION

DD Mmm YY

Annex:

- A. Transfer SITREP IPRP Recruits to RAN RS/1RTB/1RTU

Distribution
CO RAN RS
CO 1RTB
CO 1RTU
CHQ X Coy
WHQ RDW

ANNEX A TO
RAN RS/1RTB/1RTU TRANSFER TO RECRUIT TRAINING RAN RS/1RTB/1RTU
DATE

TRANSFER SITREP IPRP RECRUITS TO RAN RS/1RTB/1RTU

A Coy	
Member	Detail
PMKEYS, Last Name, INITIALS AGE, Sex	<p>PFA Results: X Push Ups, X Sit Ups, X.X Beep Test</p> <p>Sentinel Report: DEFEV</p> <p>ID Card Location: Physical HOTO</p> <p>Exit ROC Complete: DD MMM YY</p> <p>Course Report Required: Yes</p> <p>Outstanding AGSVA Issues: Yes/No</p> <p>Student Objective File Location: OBJ ID Number</p> <p>Performance: Member performed to a poor/good/excellent standard.</p> <p>Attitude: Demonstrated poor/good/excellent attitude across performance of all tasks.</p> <p>Issues: List any issues, if any</p>
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Navy Indigenous

Navy Diversity and Inclusion

Directorate of Navy Culture



ACKNOWLEDGEMENT

ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the land on which we meet and their continued connection to country.

We pay our respects to Elders of the past; those in the present and the Elders of our future; and extend our respect to all Aboriginal and Torres Strait Islander people attending today.



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NAVY

Aboriginal and Torres Strait Islander Portfolio

Scope

- Who we are
- Why we do what we do
- Defence Reconciliation Action Plan (D-RAP)
- Navy Indigenous Action Plan (NIAP)
- Divisional and Indigenous Members support
- Professional and Personal Development
- Navy Indigenous Mentoring Program
- Defence Aboriginal Torres Strait Island Network
- Diversity Reference Group (DRG) – Aboriginal and Torres Strait Islander



Navy Indigenous Team



Navy Indigenous Advisor: LCDR Samuel (Sam) Sheppard

Murri Man -Muluridji descendant Mareeba Far North QLD



Staff Officer Navy Indigenous Affairs: LEUT Damian Briggs

Koori Man - Wiradjuri descendant Western NSW



Project Officer Navy Indigenous: CPO Tina Elliott

Murri Woman - Gubbi Gubbi descendant South Eastern QLD

Navy Indigenous Team

Regional Indigenous Development Coordinators (RIDC)



RIDC-Cerberus:
LS Henry Burns



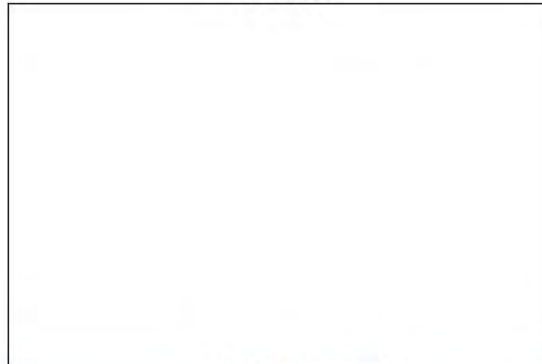
RIDC-Stirling:
Vacant



RIDC-Cairns:
LS Breanna Jacobs-Rochford



RIDC-Kuttabul:
CPO John Alderton (Jan 22)



RIDC-Darwin:
Vacant



RIDC-Shoalhaven (Cres/Alb):
PO Jordon Bradshaw (Jan 22)

History – First Nation Australians

- Australia has the oldest continuous civilisation on earth, extending back over 65,000 years.
- 250 languages and 600 dialects in 1788, over 500 different nations
- Torres Strait Islands make up around 274 small islands, 17 of which are inhabited
- The Dreamtime
- Torres Strait Island Tagai
- Complex systems of family ties



Welcome to Country



- Conducted by Traditional Owners, or Aboriginal and Torres Strait Islander peoples who have been given permission from Traditional Owners.
- Welcoming visitors and respect for country.
- Contact your local Aboriginal Land Council or Native Title representative body to arrange.



Acknowledgement to Country



- **Generic** - 'I begin today by acknowledging the Traditional Custodians of the land on which we <gather/meet> today, and pay my respects to their Elders past and present. I extend that respect to Aboriginal and Torres Strait Islander peoples here today.'
- **Specific** - 'I begin today by acknowledging the <insert name of people here (e.g. Ngunnawal)> people, Traditional Custodians of the land on which we <gather/meet> today, and pay my respects to their Elders past and present. I extend that respect to Aboriginal and Torres Strait Islander peoples here today.'
- **General** - 'In the spirit of reconciliation the [organisation] acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.'



First Nations Disadvantage



- National Agreement on Closing the Gap – First Nations Disadvantage
- Inequality Includes:
 - Shorter life expectancy
 - Higher rates of infant mortality
 - Poorer health
 - Lower levels of education and employment
 - Over representation in the Criminal Justice System.
 - Child Removals
 - Community & Family Violence

(Wright and Lewis 2017, p.25)



Understanding First Nations Disadvantage



Defence FOI 354/21/22
Item 3 Document 1

- Social and cultural determinants = The way we live, work and play affects our health
 - Racism
 - Discrimination
 - Lack of education and employment
 - Cultural Disconnection

(Wright and Lewis 2017, p. 25)

- Intergenerational Trauma

- War
- Massacrers
- Death from disease
- Slavery
- Rape
- The Stolen Generation (forced removal of children from parents, estimated 100,000 in total)
- Forced Removal From Land
- Imprisonment
- Childhood abuse in institutions
- Children taken away from parents

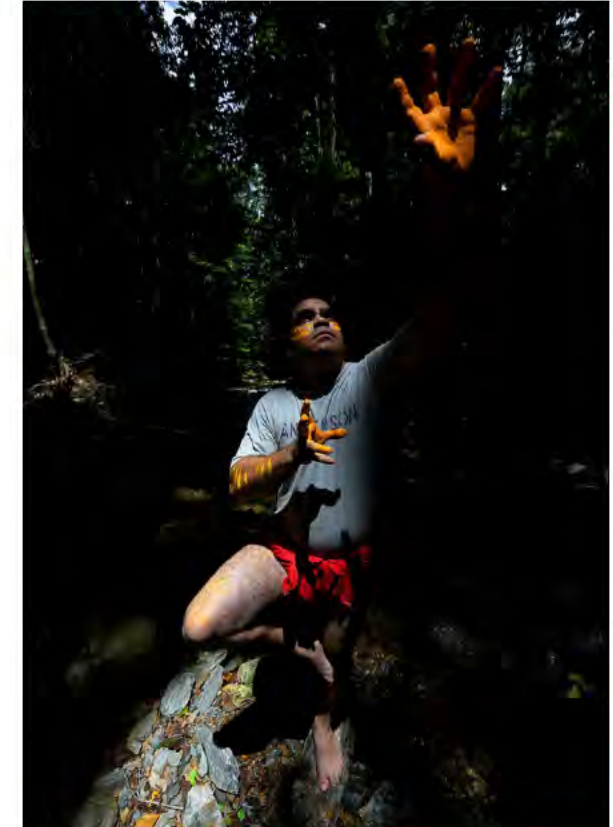


The result- Facts



- Social Reasons:

- 1 in 4 First Nations students remain below national minimum standards for reading.
- In 2019, around 34 percent of First Nations youth aged 20-24 had not attained Year 12 or equivalent.
- Just over half of all young people in detention in 2019 were First Nations Australians.
- The average life expectancy of Aboriginal and Torres Strait Islander people was approximately ten years less than that of non-Indigenous Australians.
- Just over half (52.2 per cent) of Aboriginal and Torres Strait Islander people aged between 15 and 64 years were not employed in 2012-2013, compared with 24.4 per cent of non-Indigenous Australians.



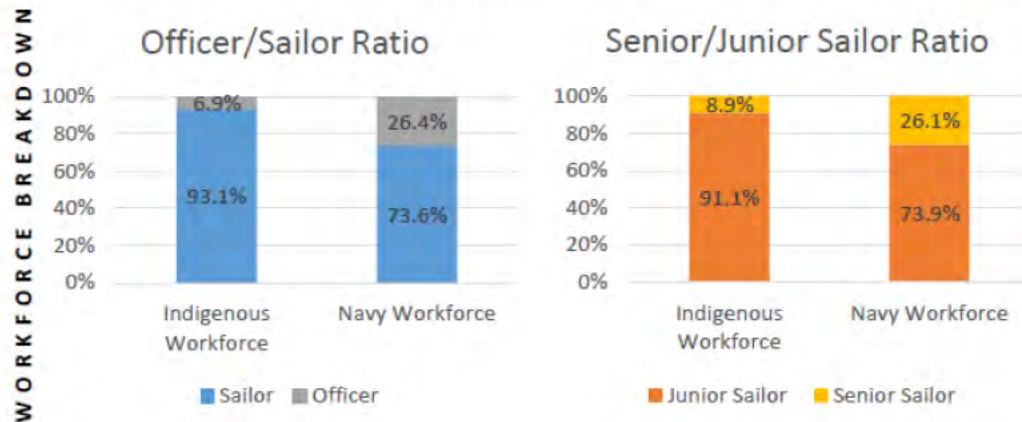
Recruitment and Retention



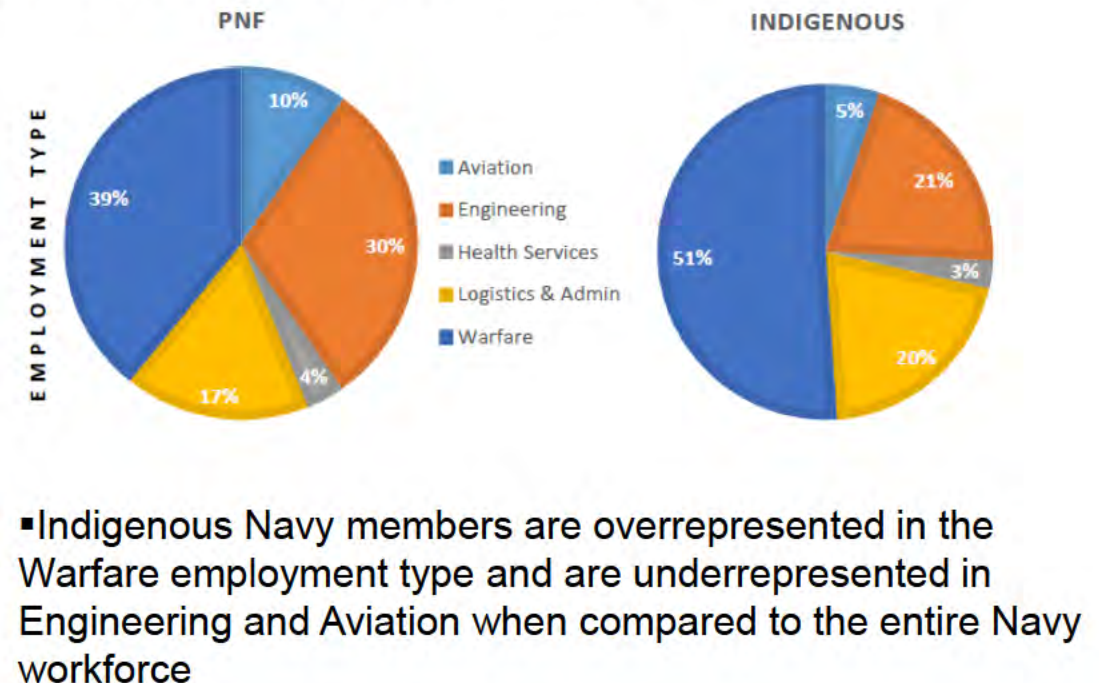
Defence FOI 354/21/22
Item 3 Document 1

■ Navy Reasons:

- True inclusion can only occur when Indigenous Australians are represented in all ranks and workforces



- Indigenous Navy members are underrepresented in the Senior Sailor and Officer ranks when compared to the entire Navy workforce



- Indigenous Navy members are overrepresented in the Warfare employment type and are underrepresented in Engineering and Aviation when compared to the entire Navy workforce

Defence Reconciliation Action Plan (D-RAP) and Navy Indigenous Action Plan (NIAP)



- National Agreement on Closing of the Gap
- Defence is committed to meet 61 deliverables for the D-RAP
- Design, coordinate and implement deliverables from the Defence Reconciliation Action Plan (D-RAP)
- Collaborate with Directorate of Indigenous Affairs and Groups/Services
- Report on Unit/Command progress on D-RAP deliverables to DCN through the NIAP



Divisional and Indigenous Members Support

- Cultural advice for Commands and Divisional Staff ie: support for Sorry Business or ceremonial requirements
- Linking members into Indigenous mentoring and support networks as well as Indigenous specific mentoring
- Cultural immersion opportunities for Commands, Divisional Staff and Indigenous members



Professional and Personal Development



- Cultural Immersions
- Navy Indigenous Performance Group, Bungaree



- Indigenous Leadership Courses
- Cultural awareness courses and training



Navy Indigenous Mentoring Program

- Designed to link Navy personnel of all ranks, categories, PQs and experience, through a virtual mentoring framework
- Applicants are paired with an experienced mentor from across Navy
- The NIMP will provide three streams for mentees to choose from:
 - **Stream A** – Professional Development
 - **Stream B** – Cultural Support/Opportunities
 - **Stream C** – At Risk



Defence Aboriginal Torres Strait Island Network (DATSIN)

Defence FOI 354/21/22
Item 3 Document 1

- DATSIN is a national Indigenous One Defence focused program
- Launched in 2007 by the Directorate of Indigenous Affairs (DIA)
- DATSIN provides personal, professional and cultural development support by linking indigenous members together



- Provides commands advice for supporting upcoming events and NIAP requirements
- Today DATSIN has grown throughout Australia and it's future growth is only limited due to command support and communication



Diversity Reference Group Aboriginal and Torres Strait Islander

- Open to EOI for all ranks and all genders
- Initially complimented by passionate Non-Indigenous members but now predominantly represents by our Indigenous members with a mixture of clan groups
- Grassroots feedback heard and understood by senior leadership
- Providing views that are directly relevant to the planning and programming of diversity and inclusion initiatives.



Command, Divisional and Member Support Contacts

- Navy Indigenous Group mailbox: navy.indigenous@defence.gov.au
- Diversity and Inclusion mailbox: navy.diversity@defence.gov.au
- Website: <http://drnet/navy/DDI/Pages/Navy%20Aboriginal%20and%20Torres%20Strait%20Islander%20Peoples.aspx>
- Defence Reconciliation Action Plan: <https://objcdc6/id:BN8324508/document/versions/latest>
- Navy Indigenous Action Plan: <https://objective/id:BS15684359>



Questions?

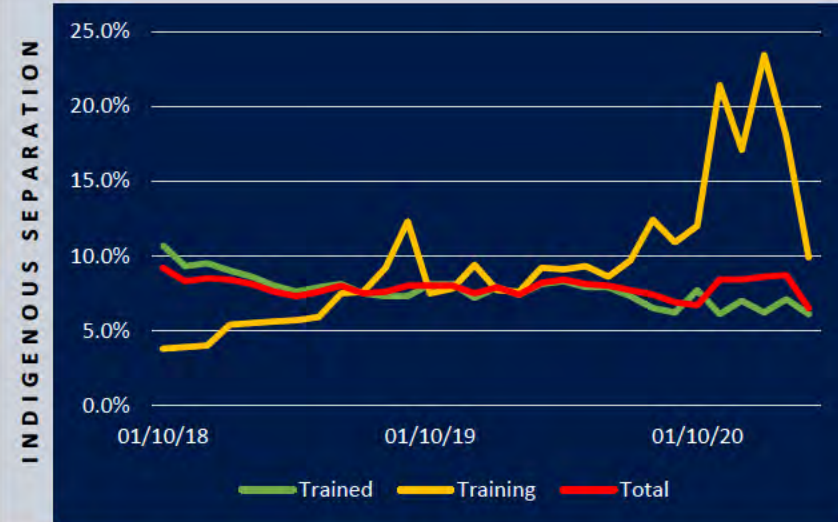
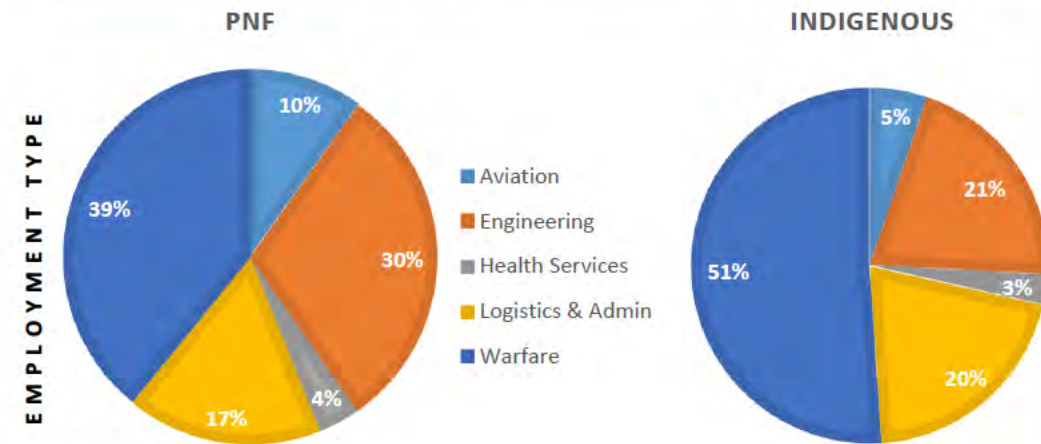
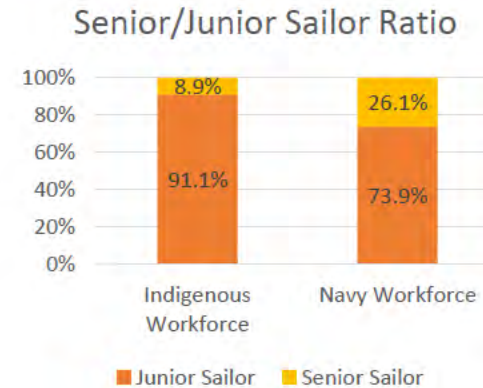
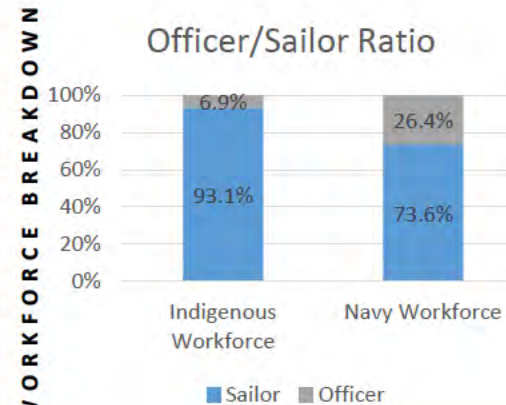
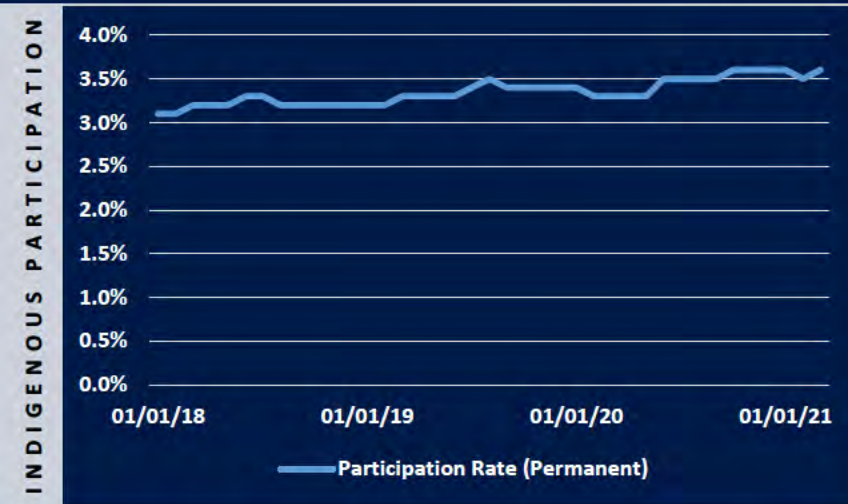


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NAVY INDIGENOUS WORKFORCE

Defence FOI 354/21/22
Item 3 Document 2



SERVICE
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RECRUITING & PATHWAYS

PLAN NARRAGUNNAWALLI

(Welcome/ Belonging)

IN SERVICE
PROFESSIONAL
DEVELOPMENT

STRATEGIC ENABLERS

Defence FOL 354/21/22
Item 3 Document 3

THE EFFECT

Navy Indigenous Development Program

A community development program aimed at improving education, health, resilience and leadership outcomes for participants. This is a Closing the Gap initiative.
2021 Navy is examining scope to expand footprint beyond NQLD

Indigenous Pre-Recruit Program

IPRP is a pre-recruitment program aimed at improving leadership, resilience and fitness of recruits prior to entry to initial training. Navy has committed to enhancing its contribution to IPRP.
2021 IPRP in WA (Stirling)

Navy Indigenous Mentoring Program

Aiding in professional development & cultural understanding by linking junior and senior members in a mentoring program, Navy aims to provide professional development opportunities to talented Indigenous sailors looking to attain senior and management positions.

Strategic Partnerships

Building partnerships with communities as part of our Navy Indigenous Action Plan (NIAP).

2021 - Navy formalise partnerships with the Clontarf Foundation, Engineering Aid Australia and Wirrpanda Foundation + Gidarjil Development Corporation (ANC)

RIDO Network

Critical engagement with the local Indigenous community & increasing ability to implement c recruitment & retention plans.

Achieved by providing cultural support to Commands, local DFR & members and holding national responsibilities IAW NIAP.
2021 - Establish the Network

COSTS

\$589k /program
+ Infrastructure (TBA)

One-off:
\$250k
(Review & Analysis)

TBC (Nominal) for cultural immersion opportunities

Nil

\$11k pa

Nil

\$105k pa

TBC

\$20k pa

Nil

PEOPLE & INFRASTRUCTURE

Purpose-built accommodation facilities with infrastructure for catering & education (25 pax)
Costing TBA by E&IG

1 x O5 for Review and Analysis

First iteration at HMAS Stirling will inform requirements for future IPRP in WA.

Latest IPRP stats
95% commence RS
77% complete RS
64% complete IET

2 Instructors (PO+LS)
1 x DIV Officer (LEUT/WO)

1 x O3

Will use existing Defence Capabilities and Infrastructure to provide military experiences to partner program participants

1 x O3
1 x O4
1 x O5

Will use existing Defence Estate

6 x CPO/PO (additional FTE)

NAVY



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