

# Sea Talk

Inside this month:

**Navy Goes  
Racing ... page 5**

**HMAS  
Choules ... page 7**

**Navy Week  
Brisbane ... page 8**

**Triton Fury  
News ... page 9**

**Band Wows  
China ... page 11**

**Reserve Divers  
Produce Results ...  
page 14**

**NGN Update ...  
page 15**

**Navy Hosts  
Employers ... page  
17**

**DFA News ...  
page 19**



*Personnel attending the V8 Supercar Launch at HMAS WATERHEN.*



**NAVY - SERVING AUSTRALIA WITH PRIDE**



## Chief of Navy's Christmas Message

2011 has been an eventful year for Navy marking of course the 100th anniversary of the granting of our title 'Royal Australian Navy'. It has been a year during which we have commemorated those who have gone before us and served this country with great courage, pride and determination. This has been a fitting and proper thing to do but my focus during these celebrations has been to try to make them relevant to what we are doing today and importantly where we are headed.

Our year started with the devastating floods in Queensland and Victoria and the damage caused by Cyclone Yasi. Navy people were involved in the relief efforts in their hundreds evacuating stranded residents, assisting in re-opening ports, confirming serviceability of navigational markers as well as the hard work of helping local communities in the massive clean-up operation. All concerned made the rest of us proud and along with our other ADF and Defence Civilian colleagues made Australia proud of its Defence Organisation.

Our people assigned to Operation RESOLUTE do likewise and have continued to serve and execute their mission with great tenacity. It is a gruelling and relentless mission conducted extremely professionally under the glare of public scrutiny and national and international attention. This year has seen particular challenges as we have surged additional assets to assist for prolonged periods of time. The efforts of our people in RESOLUTE have been recognised through the bravery awards for the SIEV 36 incident and more recently recognition from the International Maritime Organisation for the efforts of both Navy and Customs personnel on that terrible day off Christmas Island last year when the SIEV 221 tragedy unfolded. It brought home yet again how dangerous even our peacetime missions are and the ever-present need for us to respect the sea and the environment that we work in.

Navy people have served this year on operations in the Solomon's, Papua New Guinea, Timor Leste, Afghanistan, throughout the Middle East and in the Sudan and the newly-created country of Southern Sudan. They have made a real difference to these international missions.

We have maintained a measured and highly successful international engagement program. This is not merely flag waving but honing our skills with our friends, allies and partners.

We have had our share of challenges too. We have lost too many of our people this year both at home and overseas and at

this time of year my heart goes out to their families and friends who are still adjusting to their loss.

The unavailability of our major amphibious and support ships for most of the year has impacted not only this capability but has contributed to a much smaller number of our sailors being qualified at sea than we need. We continue to work to try and rectify this and much has been achieved but it is slow progress and needs sustained effort.

The Rizzo report into our amphibious and support ship sustainment practices has been a key catalyst in this process. There is clear evidence of a renewed focus on the importance of the technical integrity of our platforms and a greater understanding of the cost of ownership of our key capabilities.

As I look forward I see a truly exciting future for the Navy with the introduction of some key new capabilities. In the coming days HMAS CHOULES will reach her home port of Sydney and be a welcome addition to our amphibious capability, in mid next year our first LHD will arrive from Spain and our ANZAC class will commence their Anti Ship Missile Defence upgrade in earnest. Our Air Warfare Destroyers are coming together in Adelaide and ALBATROSS is gearing up for both the MRH 90 introduction and the new Seahawk Romeos. In five years our Navy will look very different to what it does today.

With our commitment to New Generation Navy the Navy won't only look different but it will be different. Our journey of cultural change has continued and we are starting to see a different way of thinking emerging in the way we deal with issues. I am heartened when junior sailors ask me questions about accountability; there is a genuine desire by many to make our signature behaviours stick – it is a desire we must all share and start to make a reality in 2012. I will continue to challenge you to reform our culture; we must continue this journey so we have an organisation that values the contribution of all its members and provides a working environment that is truly the envy of other organisations. We need that so we can make the most of the new capabilities we have.

Through all of this we must never forget why we are here; we're part of the nation's insurance policy for tough times. We are a war-fighting organisation but we are a modern one with a contemporary culture and approach.

Finally I want to thank you all for your great work and your loved ones for their continued support again this year and wish you all a safe and restful holiday break. Relax and recharge – we have another important and busy year ahead of us as we transform this Navy.

Finally, we should all spare a thought for the 600 or so members of the Navy that will be on watch over the break and for their families who won't have their loved ones at home.



# Warrant Officer of the Navy

By WO-N Mark Tandy

As 2011 draws to an end, and with the festive season not too far away, I would like to take this opportunity to thank you all for your contribution over the last 12 months.

We have amazing people in the Navy who do extraordinary things every day, however, I'm also acutely aware of the significant role our families and friends play in supporting our military careers. Therefore, I would like to take this opportunity to also thank them for their ongoing support.

Next year will be challenging. We will have commissioned into service the Bay Class Landing Ship, HMAS *Choules*, in December 2011 and we are expecting our first Amphibious Assault Ship (LHD1) to arrive at Williamstown Dockyard mid 2012. This is exciting for our country and you have a critical role to play in introducing these new ships into service.



*Warrant Officer of the Navy reviews GE297 Rankin Division as they graduate from Recruit School at HMAS Cerberus.*

I wish everyone a prosperous New Year. If you are travelling during the holiday period, please take care and return safely.

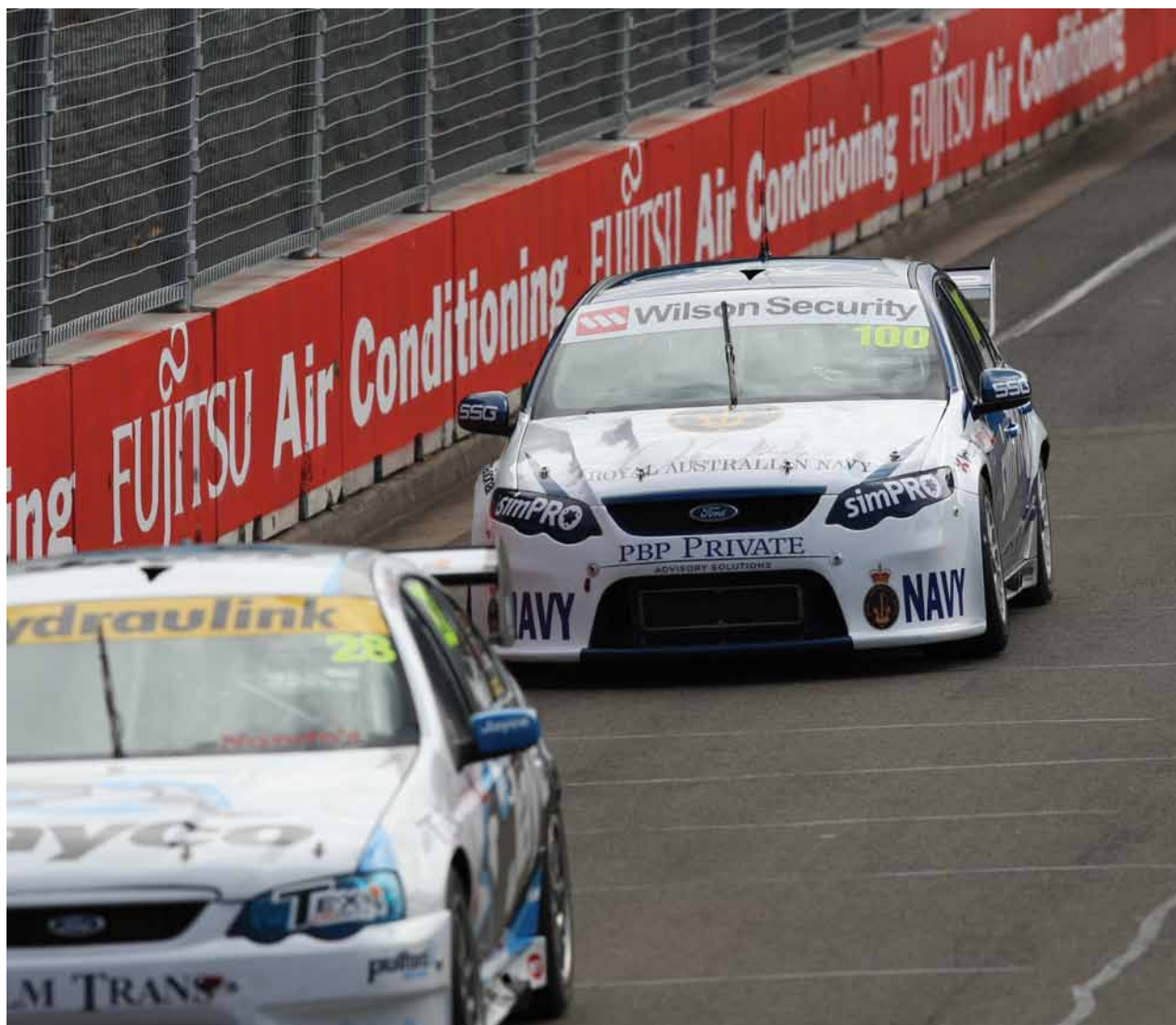


*ADF Ship Choules underway. The ship will commission into the RAN in December 2011.*

---

**Cover Story**

By LEUT Darren Mallett



## **Navy and Ford Performance Racing Announce Exciting Scheme**

Initiatives announced recently will see the Royal Australian Navy and Ford Performance Racing (FPR) join forces to provide broadening workplace opportunities for selected Marine Technicians.

FPR's Development Series driver Chaz Mostert drove a special car in the final meet of the season, the Sydney Telstra 500, braving difficult conditions to place fifth and third in two races. The race car was prepared in RAN livery with the special number of 100.

On behalf of the Chief Of Navy, Head of Navy Engineering, Rear Admiral Michael Uzzell has also announced a five-year agreement between Navy and FPR for a unique outplacement scheme which

will see two Technical sailors work with the factory Ford outfit each year for the next five seasons, beginning in 2012.

The scheme was offered to Navy by FPR and will be used to broaden the management and technical skills of our sailors.

Ford Performance Racing provided the Navy livery for the TEAM NAVY car, inclusive of the racing suit that Chaz Mostert wore. Travel and subsistence costs for the two technicians joining the FPR team will be borne by Navy whilst they are posted to and otherwise supported by HMAS *Cerberus*. Upon return to the workplace, it is expected that the sailors will apply their broadened skills to the maritime domain and lead reform of technical practices, where relevant, based on what they have learnt during the outplacement

Ford Performance Racing Principal Tim Edwards said it was an honour for FPR to work closely with the Navy on the scheme which will help develop the next generation of leaders.

“I am proud the Navy has accepted our offer to place two mechanics within our team each year for the next five years. Not only will they provide valuable assistance as we transition to Car of the Future, but I am sure our team will learn valuable skills from them as well,” Mr Edwards said.



*Tim Edwards (blue suit), Principal of Ford Performance Racing shows Rear Admiral Michael Uzzell (R) AM, RAN, Head of Navy Engineering under the hood of the V8 Supercar, after the unveiling ceremony at HMAS WATERHEN.*

---

# Navy's Newest Ship is Commissioned

by LEUT Darren Mallett



The Royal Australian Navy now has enhanced amphibious warfare capability with the commissioning of our newest warship, the Bay Class Landing Ship HMAS *Choules*. *Choules*, a former Royal Fleet Auxiliary which served the Royal Navy under the name Largs Bay, was renamed after Chief Petty Officer Claude Choules, Australia's last surviving World War I veteran. Sadly, Mr Choules passed away in his home city of Perth in May 2011, aged 110.

In a fitting tribute to the ship's namesake, Mr Choules' granddaughter Mrs Jennifer Hesford served as Commissioning Lady during the ceremony, which was held on the ship's flight deck, while she was berthed alongside at the Port of Fremantle.

HMAS *Choules* is now at the forefront of a new generation of amphibious capability for Navy in the period leading up to the arrival of the Landing Helicopter Dock ships in 2014. The ship has been proven as a robust amphibious capability, having provided hu-

manitarian relief as a part of the international response to the Haiti earthquake last year.

After a formal handover to the Australian government at the Falmouth Dockyard, United Kingdom in October 2011, *Choules'* first Commanding Officer, CMDR John Cowan and the ship's company sailed her to a new home in the Southern hemisphere. Extensive training and proficiency testing has been carried out on the 16,000 tonne vessel to ensure she will meet the Australian Defence Force's amphibious tasking requirements. The 176 metre long vessel has a crew of 158 Officers and Sailors, and can accommodate two large helicopters, 150 light trucks and 350 troops. She also carries two mexeflotes, which are powerful landing craft designed to move goods and vehicles between the ship and the shore.

Following her commissioning in Western Australia, HMAS *Choules* will transit to the east coast to her home port at Fleet Base East.

# Navy Week in Brisbane

By LEUT Grant McDuling

Navy Week in Brisbane this year ended with a dramatic Ceremonial Sunset and Beat to Quarters which reverberated in the new-look King George Square on Friday evening, 7 October. Activities in this, the Navy's Centenary Year, included a Civic Reception hosted by the Deputy Mayor, Councillor Adrian Schinner, and a recital by the Queensland Detachment of the Royal Australian Navy Band (CPOMUSN Andrew Stapleton) in conjunction with a precision drill demonstration by the Navy contingent of the Federation Guard (LEUT Adam Simeoni).

The event's Master of Ceremonies, Mr Paul Lihnam, entertained attendees with some of the history behind Ceremonial Sunset and Beat to Quarters, and AB Leigh Robke sang the popular song 'I am Australian' with great clarity and poise.

In his Civic Reception address which followed the Ceremonial Sunset and Beat to Quarters, the Commanding Officer of NHQ-SQ (CMDR Lachlan King) acknowledged Queensland's long naval association which preceded Federation by 16 years in the form of Her Majesty's Queensland Ship Gayundah.

"Navy Week provides a time to reflect on the tragedies and triumphs of the past, learn from them both, and steel ourselves

for the important work the nation trusts us to perform on its behalf into the future," CMDR King said.

Notwithstanding the need to cancel a scheduled Federation Guard Drill Team display in King George Square on Saturday morning due to severe weather, Sun-



*Members of the Federation Guard*

day's combined Queensland Detachment of the Royal Australian Navy Band and Navy Contingent of the Federation Guard display in Queen Street Mall attracted enthusiastic interest from many city shoppers.

# Fury Furthers Skills

By SBLT Ryan Zerbe

Exercise TRITON FURY tested over 600 sailors in live firings, seamanship evolutions, anti-air and anti-submarine training from 22 August to 9 September in the West Australian Exercise Area (WAXA).

HMA Ships *Perth*, *Warramunga* and *Newcastle* engaged airborne threats as well as HMAS *Farncombe* beneath the waves.

HMAS *Sirius* also joined the exercise to provide replenishment support to the surface

For the crews of *Warramunga* and *Farncombe* TRITON FURY also meant Unit Readiness Workups coordinated by the Sea Training Group and Exercise Control (EXCON) from Fleet Headquarters.

Air support for the exercise was provided by RAN Seahawk S70B helicopters, Royal Australian Air Force Hawk 127 aircraft from 78 Wing, AP-3C Orion aircraft from 92 Wing and AEW&C Wedgetail aircraft from 42 Wing.



*The surface force of Exercise TRITON FURY conduct a dual-RAS and vertical replenishment with a Seahawk helicopter off the West Australian coast.*

combatants.

Sailors were tested in their ability to respond to aircraft and submarine threats as well as operate in a shared space during sea and vertical replenishments.

One Royal New Zealand Air Force P-3K Orion aircraft from 5 Squadron also participated.

EXCON manned 24 hour watches with both east and west based warfare staff coordinating the busy training schedule.

Commander of the Surface Task Group, CAPT Peter Scott said TRITON FURY had a heavy focus on accomplishing as much training and skills progression as possible within the three-week exercise period.

“The goal was to have our people accomplished in what they do so if they’re needed to deploy, they’re ready to do their job and do it well,” he said.

TRITON FURY is the third of four exercises in the TRITON series after TRITON STORM 1 and 2 which took place earlier this year.

Most Anzac-class frigates have taken part in at least one of the TRITON series of exercises with two Adelaide-class ships, two Mine Hunters and three Collins-class submarines also enhancing Navy’s ca-



*Able Seaman Marine Technician Andrew Knox records the daily readings in the main engine space onboard HMAS Perth.*

*Warramunga* also had the honour of successfully firing the new MU90 Light Weight Practice Torpedo, bringing it one step closer to implementation as a replacement for the Mk46 torpedo currently used by Navy.

Seven test torpedoes were fired and retrieved for post-firing analysis.

pability through the training experience.

## Band Wows China

By LSMUSN Cathy Wainwright



Fifty one members of the Royal Australian Navy Band have just returned from a ten day visit to historic Nanchang in southern central China, scene of the August 1, 1927 Communist uprising, and birthplace of the Chinese Peoples' Liberation Army.

The band was one of 15 musical groups invited to participate in the 4<sup>th</sup> Nanchang China International Tattoo, and performed alongside other military bands from China, Belarus, Turkey, Poland, New Zealand, Tonga, Russia and France. Australia was the only country represented by two groups, sharing the stage with the O'Shea-

Ryan Irish Dancers from Victoria, whose members ranged in age from eight to 80.

In addition, there were very colourful and talented school and university bands from China, Thailand and Malaysia. It was particularly pleasing to observe that of all the military bands the Royal Australian Navy Band had the highest proportion of female musicians, some bands, even in the 21<sup>st</sup> century, still not having any. And, somewhat surprisingly for a tattoo, there was not a bagpipe in sight!

The band's invitation to attend resulted from a relationship forged by the Director of Music,

Commander Phillip Anderson OAM, RAN, with the PLA-Navy Director of Music during Chinese ship visits to Australia in recent years. It was fitting therefore that the RAN Band shared the stage with the PLA-Navy Band for a concert in the Nanchang Radio and Television Centre.

Before a live audience of several hundred, and a television audience of many millions more, Able



Seaman Damian Dowd performed jointly with a Chinese singer the beautiful traditional Chinese song, 'Azalea'. "It was an amazing cross-cultural experience," said Damian, who has sung in many venues around the world.

The band's involvement in the Tattoo provided opportunities not only to showcase our Australian and Naval cultures, but also to carry messages of friendship to the Chinese people and participants from other countries through the universal language of music.

A massed band comprising all the participants, played for a wreath laying ceremony at the Monument to the Peoples' Heroes at Ba Yi Square in the centre of the city, before heading

off on a parade through the city streets lined with hundred of thousands of Nanchang citizens cheering and applauding enthusiastically. Coloured daytime fireworks added an exotic touch not usually seen at such events.

The band presented three tattoo performances featuring a traditional marching display during which a newly formed semaphore party spelt out

the message 'Nanchang, Hero City'. This was followed by a 'Beat to Quarters' and a 'Cheer Ship' saluting the people of Nanchang, which drew an excited response from the audience. An extended version of *Waltzing Matilda* featured the band's fanfare team performing jazz solos, and the entire band singing

Australia's unofficial national anthem.

The highlight was yet to come, however, and exceeded all expectations when, on the final evening, the tattoo performance took place in Teng Wang Pavilion square. With the magnificent backdrop of the ancient four-storey pavilion illuminated to bring out all the richness of its architecture and colour, every band presented its very best performance.

Our reward came in the form of a breathtaking fireworks display concluding the evening as only the inventors of fireworks could do. Among even the most experienced 'Bandies' many



commented that this evening will long remain in their memories as a career highlight.

For a large number of the contingent this was their first experience of the hustle and bustle of an Asian city, and we found Nanchang to be full of amazing contrasts. From pedestrian crossings where motorists seem to have right of way, to a police escort to the performance venue which actually slowed us down because we had to stop at red lights, the traffic behaviour caused many hair-raising moments.

Poverty exists cheek by jowl with Western consumerism, and our complete lack of Mandarin complemented the local people's complete lack of English, making for some interesting exchanges. ("How long would it take to get to the mountains?" – "About four to five years.")

As with the Band's previous deployments this year to tattoos in the United Arab Emirates and Brunei, the cost of our international travel, accommodation and meals was met by the host

country. It was therefore satisfying that the Nanchang Tattoo Organising Committee provided very positive feedback about the quality of the Navy Band's performances, and the way in which our people conducted themselves. The members of the Band are extremely grateful for these opportunities to represent Australia on the international stage and to be able to experience new and exotic countries and cultures.

Contingent Commander and Director of Music – Navy, Commander Phillip Anderson OAM, RAN said, "These type of international deployments add significant value to Navy's reputation ashore and afloat at minimal cost to Navy. In between three international deployments this year the band has supported many hundreds of tasks within Australia, deployed members to sea, assigned personnel to Op Resolute as members of transit security elements, and conducted a major concert celebrating the Centenary of the Royal Australian Navy."

# Reserve Divers Produce Results At Short Notice

by LEUT Grant McDuling



PO Scott Ansell, CPO Peter Jory, LSCSO Ryan Hansen and SMN Grant Crother of Brisbane's Reserve Diving Team 8

Upon their arrival they put divers into the water to conduct an initial inspection.

"We had to get a pretty good idea of what the recess was like where the shaft entered the ship's hull. It soon became clear that this would not be a straight forward job as there was a very real danger that when the shaft and propeller were separated from the gearbox we could lose the shaft if it slipped out from the hull."

After much discussion the team decided to wrap DENZO tape around the shaft and use an old milk bottle as a scotchman.

"We also made sausages out of DENZO tape and packed them around the shaft to prevent water rushing into the ship once we had removed the broken stern gland for repacking. It worked beautifully," Chief Jory said.

"Once we had removed the parts, it was over to the civil engineers who then were able to replace the bearings and relevant fittings. We all enjoyed the satisfaction of being able to provide capability for the Navy at short notice and successfully complete the task. I was also very impressed with my team, who were able to arrange leave from their employers at such short notice."

One of the attributes of a Naval Diver is to use initiative and produce results when dealing with the unexpected. Brisbane's Reserve Diving Team 8 (LCDR Shane Dagge) found themselves with an unusual challenge in September when tasked with traveling to Gladstone to conduct repairs to the propeller shaft of the training tall ship *Young Endeavour* (LCDR Damien Munchenberg).

CPODVR Peter Jory was given the task of assembling the five-man diving team, sorting out travel arrangements and accommodation, determining how the job could be tackled and what equipment would be needed.

"Our job was basically to repack the stern gland of the vessel, and we only had two days notice to make all preliminary arrangements, then travel to Gladstone to commence the task."

# NGN results in place to help our people

By Annabelle Haywood

New Generation Navy's (NGN) culture projects have been in place since April 2009, with much of the work done behind the scenes. However, two of NGN's projects have reached the stage where they can be fully incorporated into Navy, to have a positive impact on Navy people.

NGN Operations Manager CMDR Nigel Carlton said that the development of these projects was the culmination of a lot of hard work to get them to the point where they are now being implemented across Navy. This included broad consultation and re-evaluation of aspects of our people systems.

"The earliest outcome of NGN was the creation of the Signature Behaviours and in this, our approach has been two-fold: to engage Navy people to look at themselves against these behaviours and to make all Navy people accountable to those behaviours," said CMDR Carlton.

"We will further achieve both engagement and accountability through our projects 'Reshape the Divisional System' and 'Align the Promotion and Advancement of leaders with NGN' – both of which have worked on bringing our current career and management processes in line with the Signature Behaviours."



CMDR Nigel Carlton

## Aligning promotion and performance management

This was one of the original culture projects under NGN and aims to 'Change the leadership promotion criteria and process to reinforce and recognise NGN cultural values and behaviours'. CMDR Carlton said that in order for this to happen, the project sought to establish a promotion and advancement system for Officers and Sailors that ensures:

- Consistent and transparent process for promotion and command/charge selection;
- Alignment between espoused culture and actual culture;
- Qualitative and quantitative examples of leaders role modelling the culture, recognised by promotion to significant positions; and
- People promoted at the right speed and time with the appropriate skills and capabilities.

"The project 'Align promotion and advancement of leaders' with NGN was intended to change the leadership promotion and command selection criteria and processes for RAN officers and sailors," said CMDR Carlton.

"Additionally, the project team refreshed the performance appraisal framework to support and assess the demonstration of Navy values and associated behaviours – initially with a form that assessed all members against the signature behaviours, and now with the renewed NOPARs and SPARs released this year. The PAR systems now reinforce and recognise Navy values and behaviours in the performance management process.

"People have been asking – What happens if I don't do these behaviours? – and the answer is that if you're not living the Navy values and demonstrating our signature behaviours, you will be obvious to everyone including your supervisor. This presents a great opportunity for Navy people to continue their engagement and discuss their behaviours as part of the performance management process."

## Truth in Reporting

A Performance Management DVD resource was created and launched in late 2010 which provided a guide to all on the new processes and the direction that Navy is taking in its performance management system. More recently, our focus has been on 'Truth in Reporting' with an emphasis on appraising all personnel truthfully and fairly.

"The problem that was at the centre of this project was that it is human nature to repeat familiar behaviours, and performance management was very much a case of that. This pattern of reporting meant that everyone expected above average appraisals that focused on their task proficiency. Our behaviours and the requirement to develop both professional and personal skills in ourselves and our people was less evident, leading some to conclude that they only have to be technically proficient to advance," said CMDR Carlton.

"To incorporate assessment of the Navy Signature Behaviours, and to align the enabling and supporting processes and policies with Navy values into the RAN Officers and Sailor's promotion and command selection systems, a number of recommendations have been made and implemented. Implementation of these recommendations will ensure that the right people (technical, professional and personal skills) are promoted at the right time and allow the Navy to provide an environment that attracts and retains the right people.

"We will be ensuring this work continues – it is too important not to."

## Reshape the Divisional System

CMDR Carlton said that across Navy, the Divisional System was considered to be a process for personnel management with structures typically following departmental or command and control lines, particularly at sea. In the absence of these structures, the Divisional System often failed to support Navy personnel effectively as was evidenced in some areas ashore.

"During the project team's analysis, it became evident that personnel management needed to be aligned with the Navy's Leadership Ethic, values and Signature Behaviours," said CMDR Carlton. This has taken shape in the Leadership Approach to Managing Personnel (LAMP) drawing on the character of

our people as leaders to support their personnel through the Divisional System.

"By stepping up to our leadership obligations and developing our people, we should not see disparity in how the Divisional System is delivered. All Navy people should have access to the Divisional System because all Navy leaders (whatever rank) should be concerned for their people as a matter of leadership character — whether in a direct command relationship or as the senior Navy person on site.

CMDR Carlton said that this strategy also provides a Divisional System for Officers and Sailors that recognises the importance of managing personnel by attributing ownership of the Divisional Framework to a single authority, identified as the Head of Navy People and Reputation (HNPAR).

"Oversight and delegation of the Divisional Systems supported by this responsibility resides with the creation of a Warrant Officer Tier C position, with this Warrant Officer located within the Directorate of Navy Leadership and Ethics," said CMDR Carlton.

The focus on creating a more robust divisional policy would provide Commanding Officers the flexibility to structure their Divisions in accordance with their particular circumstances – and will mean that all personnel are managed effectively. This is particularly important to those Navy people in non-Navy groups, who are often disadvantaged by disjointed command lines and limited access to a Divisional System.

"The intent is that the Divisional System supports us all equally and effectively, whether we're in a ship or ashore," said CMDR Carlton.

"We all know that the Divisional System works well and always has – if personnel can access it. All we've done is create the means for this happen and shifted the culture of its unilateral importance."

## What comes next for NGN

Existing projects exploring managing careers more flexibly are continuing, as is the work in embedding the Signature Behaviours within Navy. A project will be stood up in 2012 to address the relationships between Navy and other Groups and Services. For further information on NGN's culture projects, consult the NGN page on the Navy intranet or email [navy.ngn@defence.gov.au](mailto:navy.ngn@defence.gov.au).

# Navy hosts defence reserve employers onboard *Young Endeavour*

by LEUT Ben Willee, RANR

Navy attaches great importance to maintaining close ties with the employers of its reservists. This liaison aims to educate employers about Reserve service and, where possible, give them a taste of Service life. Accordingly, on 10 Nov

2011, Navy hosted Victorian Defence Reserve Employers on board the national Sail Training Ship (STS) *Young Endeavour* for a day's sail on Port Phillip Bay.



*LCDR Paige Butcher RANR instructs civilian employer John Taylor on steering the ship under sail.*

LCDR Gavin Dawe, OAM, RAN, Commanding Officer *Young Endeavour*, welcomed reservists and their employers on board. Over the course of the day the 44 metre square-rigged tall ship, which is crewed by a 24-strong youth crew and nine RAN staff, was put through its paces and guests were invited to undertake evolutions such as setting sails and taking the helm.

John Taylor from the Department of Primary Industries employs Victorian-based Reservists. He said, "This is a fantastic opportunity and a great experience. I've really enjoyed being able to see this first hand."

Since 1988 the *Young Endeavour* Youth Scheme, in partnership with the Royal Australian Navy, has provided challenging training voyages for over 11,000 young Australians in *Young Endeavour*. These voyages provide a unique, challenging and inspirational experience that increases self-



*STS Young Endeavour on a recent visit to Brisbane*

awareness, develops teamwork and leadership skills and creates a strong sense of community responsibility.

"A voyage in *Young Endeavour* is about giving young people a challenging and inspirational experience at sea. We focus on teamwork, communication, leadership and, most importantly, having fun," said LCDR Dawe.

LSCIS Carly Maxwell is one of the RAN staff crew onboard. She said, "It's an incredible job. Seeing the development of young people throughout each voyage is very rewarding."

Australians aged 16-23 are encouraged to apply to join the youth crew. No sailing experience is required and selection is by ballot. Applicants must be Australian citizens or permanent residents, aged 16-23 on the day of departure, able to swim 50 metres and be in good health.

The purpose-built sail training ship *Young Endeavour* was a bicentennial gift given to Australia by the United Kingdom in 1988. The Young Endeavour Youth Scheme is supported by the Commonwealth Government and private donations, with operational support from the Royal Australian Navy.

For more information please visit [www.youngendeavour.gov.au](http://www.youngendeavour.gov.au).

# Defence Families

## Australia

### **2011 Summary**

Many families have informed us this year that they are under strain: our Defence Force is spending increased time away from their family, and working more with less. To overcome these challenges, Defence families tell us they are mostly reliant on their informal networks of support, which are considered to be most valuable to both members and their families, followed by support gained from the unit or ship.

Keeping these facts in mind, any efforts by Defence to ensure these networks are supported is a valuable exercise. It is timely to revisit the fundamental role of the mess, ensuring that current arrangements are in keeping with the contemporary Defence family. This will ensure that the resources they have available can be better utilised as a valuable tool that can strengthen both networks of support and understanding of Service lifestyle. It is also necessary to see the implementation of any proposed support services for families that will assist in strengthening the relationships of our Defence members, without delay. The debate into suitable housing options, particularly for Navy members when posted to Sydney, needs to continue.

These discussions have been raised as a result of feedback gained from families and we will continue to pursue these issues in 2012. Please download and read our annual Agenda from our website for a more detailed account of our priorities and current work. Visit [www.dfa.org.au/agenda](http://www.dfa.org.au/agenda)

### **Cruise Ship Access Review**

DFA has made a submission to the Independent Review of Enhanced Cruise Ship Access to Garden Island. It is extremely important that the review considers the additional requirements placed on the ship's companies of the Naval Units and the potential reduction of time they will have with their families if their units are relocated away from the secure facilities and infrastructure currently available at Garden Island. The berthing of cruise ships should not be at the expense of Defence members providing further duties to assist in the security of such vessels.

### **ADF Force Posture review**

The Force Posture Review is to assess whether the Australian Defence Force (ADF) is correctly geographically positioned to meet Australia's current and future strategic challenges. DFA has provided input to this review as moving more ADF bases to remote locations will add to the stressors experienced by both Defence families and Defence personnel, thus adding to the challenges of attracting and retaining the future workforce, which was outlined as an area of importance to the 2009 White paper.

## Non-Custodial Parents

DFA continues to receive requests from non-custodial ADF parents for greater recognition of their family. Plenty of work with the Department has previously gone into addressing some of the policies surrounding these members, and DFA will continue to work in this area to ensure positive outcomes. Please forward any suggestions that you may have to [convenor@dfa.org.au](mailto:convenor@dfa.org.au)

## Your Voice ... 25 Years and Growing Stronger

Defence Families of Australia is celebrating 25 years of representing Defence Families in Government and Defence forums. During November, a series of events were hosted around Australia in each region to celebrate this occasion. As part of the celebrations, our book "Voices" was launched, which is a collection of stories from a variety of Defence family members, highlighting some of the differences in family composition, and unique experiences of Defence life. Our thanks to the Navy families who have shared their stories for this publication. We have 10 copies of the book to give away to readers of SeaTalk. Please email [communications@dfa.org.au](mailto:communications@dfa.org.au) with your name, address and one tip (good place to visit for helpful website link) for Defence Families living in your current posting location.

## Be a part of DFA

Registering on the DFA website is free, and will support our representation of the needs of Navy families to Defence. Enter your details on our website [www.dfa.org.au](http://www.dfa.org.au). In doing so, you will also receive information and access to Defence links relating to family services, as well as quarterly DFA news bulletins updating you on DFA activities – including important policy changes that may affect your family. Please contact us with any suggestions of useful resources, news and events to ensure our data remains relevant. email [webmaster@dfa.org.au](mailto:webmaster@dfa.org.au).

## Season's greetings

For most Navy families the Christmas season will be a joyous occasion, to relax and unwind, or to reacquaint with family, and embrace what we have. For others, however, it may be faced with uncertainty, loneliness, or serve as a reminder of loss – let us not forget these families ...

On behalf of DFA I wish you a Happy Christmas and good fortune for 2012. May you have time to reflect on the true meaning of the season, and to appreciate the value of your family and friends.

Kind regards

*Julie Blackburn*

National Convenor  
Defence Families of Australia  
[convenor@dfa.org.au](mailto:convenor@dfa.org.au)  
Mobile: 0410 626 103  
DFA Infoline: 1800 100 509  
[www.dfa.org.au](http://www.dfa.org.au)

*Don't wait for people to be friendly, show them how ~Author Unknown*

Defence Families of Australia (DFA) is an advocacy group that is independent from the Department of Defence. Comprised largely of volunteers, we have been representing the needs of the members and their families to Defence and the Government since 1986. Our aim is to improve the quality of life for all Defence families by providing an officially recognised forum for the views of the members and their family. We report, advise, and make recommendations to Defence and Government - ultimately we influence policy on issues that directly affects families.

**DFA**  
Defence Families  
of Australia  
*A voice for Defence Families*

**Representing  
Defence Families**

DFA advocates for the family and works with Government and Defence to ensure family friendly policies and entitlements. The DFA website points you in the right direction for finding answers within Defence. Sign up for regular eNewsletters today.

For more information  
phone 1800 100 509  
[www.dfa.org.au](http://www.dfa.org.au)

25 years  
1986 • 2011

Partners of Defence Members  
Absent from Home  
Single Parents  
Families with Children  
Parents of Defence Members  
Education  
MDFM  
Health  
My Kidney

**Sea Talk is published by:**

Navy Communications and Coordination on behalf of Chief of Navy.

The Editor is LEUT Grant McDuling

**Contact:**

Editor Sea Talk  
Navy Strategic Command  
Bldg R1, Russell Offices  
Russell Drive ACT 2600

**Editorial stories and photos only should be sent to:**

[mcduling@optusnet.com.au](mailto:mcduling@optusnet.com.au)