

Australian Peacekeeper

SUMMER 2021

MAGAZINE





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Contributors:

Department of Defence, ASPI, Department of Veterans' Affairs. Siobhan Heanue, Oleg Vornik, The New Humanitarian, Katina Curtis, Flight Lieutenant Clarice Hurren, Paul Martin, Caitlan Charles.

Chairman: Rob Woods JP. rob.woods@peacekeepers.asn.au

Vice Chairman: Ian Lindgren ian.lindgren@peacekeepers.asn.au

Advertising: Sharon Pace sharon.pace@bigpond.com

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Australian Peacekeepers Magazine attempts to provide insight into the experiences of peacekeepers, Defence members and war veterans and the issues that confront them together with encouraging informed debate regarding issues dealing with but not limited to Commonwealth compensation, pensions, superannuation and occupational health and safety that affect Peacekeepers and their families. We welcome input from members and would love to feature personal experiences in each issue. Please email the editor with any stories you would like to see printed. The views expressed in the articles are those of the particular author and not those of the Australian Peacekeeper & Peacemaker Veterans' Association (APPVA). The APPVA will not be legally responsible in contract, tort or otherwise for any statement made in the articles in this publication.

Cover: Pilot Officer Dirk, a RAAF pilot in the final phase of the six month operational conversion course for the F-35A Lightning II, during Exercise Rogue Ambush 21-1, at RAAF Base Darwin on 29 June 2021.

This page: E-7A Wedgetail aircraft before flight on 24 June 2021 during Exercise Rogue Ambush 21-1, held at RAAF Base Darwin.

Chairman's report



The APPVA continues to implement the highest standards of corporate governance and with that in mind is providing advice in relation to the Safeguarding Vulnerable People as it is considered for the Advocacy Training and Development Program (ATDP).

It is important that people are assessed for suitability to work in the veteran space and that also includes the requirement for working with children and vulnerable persons training.

We as an organisation have moved from an incorporate body to a Company Limited by Guarantee which came into effect on 1 September 2021. Further training of Directors needs to be undertaken in the coming months.

The year ahead is looking to be very busy with hopefully face to face commemorations taking place on Anzac Day, International Peacekeeper Day and Australian Peacekeeper Day.

The 2022 Australian Peacekeeper Day is a special commemoration, being the 75th year anniversary that Australian military, Police, other government departments and non-government organisations have served on

international peacekeeping and peacemaking operations.

I look forward to the APPVA continuing its path to better corporate governance and better serving our veteran community with wellbeing resources as well as compensation advocacy by our advocacy team.

Rob Woods, JP
Chairman

Vice Chairman's report



Now that we have adopted our new constitution and held our first Annual General Meeting as a Company Limited by Guarantee, it is appropriate to review our purpose, our core values, our new structure and our volunteers.

If anyone has any questions, I am available at ian.lindgren@peacekeepers.asn.au or 0414 245 254.

We also have a new website launching in the next month and we will be promoting that across our social networks as the launch date comes closer.

Ian Lindgren
Vice Chairman

Extract from our Annual Report

Our Purpose

To support the transition, health, wellbeing and integration into society of all participants in past and present operations, and their families, so that they are valued and can attain happiness after service.

Our Charitable Objectives


- To work with established organisations and the broader community to promote the improvement of services to all participants in modern operations and their families,
- To provide referral services in the areas of advocacy, individual and support network needs to ensure the best qualified support is available through the agency best suited to deliver it
- To promote the development of informed public opinion on matters related to its purpose and to facilitate flexibility in order to support the vagaries of modern Operations, and
- To preserve the memory and records of those who of those who served, suffered and died for Australia, through erecting monuments and recording the history of their valour, honour and sacrifice




Statement of Commitment on Safeguarding

The APPVA has a zero-tolerance approach to the abuse of vulnerable people, including children, and this is embedded in our culture and approach to providing the highest level of protection for vulnerable people, including children, in its care.


OUR CORE VALUES






Engage

To engage with our members and like minded organisations so that a collective voice is heard at the Commonwealth, State and critical levels



Respect

To respect the contributions made by participants in modern operations and demonstrate this by appointing younger veterans to leadership positions



Connect

To connect with all stakeholders through services that are fit for purpose and professional on a local and national scale



However in a not for profit company that is moving from and association to a company as the APPVA is doing, many in the Board are dual hatted and also operate the APPVA on a day to day basis. This will change over time as members become used to the concept.

Our Volunteers

Everyone who holds a position in the APPVA is a volunteer and the APPVA has always operated and continues to operate as a result of the dedication and commitment of its volunteers.

Our Board

- Chairman – Rob Woods, JP
- Vice Chairman – Ian Lindgren
- Company Secretary – Mark Horner
- Executive Director – Kris Milne
- Executive Director – Mike Romalis, OAM
- Non-Executive Director – Allan Thomas, OAM

Our Patron - Colonel Mary Brandy, CSM (Retd)

Honorary Chaplain - Reverend Steve Neuhaus

Management Committee

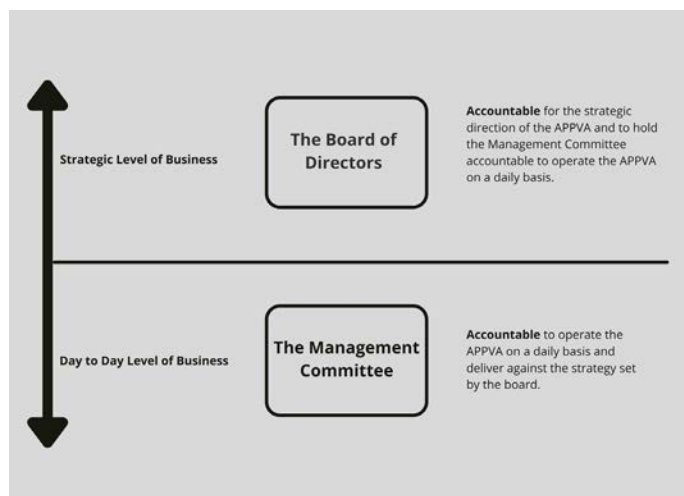
- Chairman – Rob Woods, JP
- Vice Chairman – Ian Lindgren
- Company Secretary – Mark Horner
- Communications Manager – Kris Milne
- Social Media – Rod Hutchings
- Deployed Police Representative – Mark Elm
- Acting QLD State Representative – Rob Wallyn
- NSW State Representative – Matt Burke, OAM
- VIC State Representative – Don Hughes
- TAS State Representative - Graeme Barnett
- WA State Representative – Mike Romalis, OAM

Our Advocacy and Welling Team

- | | |
|------------------|-----------------------|
| Paula Richards | Compensation Advocate |
| Liz Hill | Wellbeing Advocate |
| Etienne Ryckmans | Compensation Advocate |
| Stefi Hawke | Compensation Advocate |

New Governance Arrangements from 1 July 2021

Our new Governance arrangements are illustrated below and while the board operates at the strategic level and as described within the Constitution, the Management Committee is responsible for the day to day operation of the APPVA. In a profit making business this is the area where the Chief Executive Officer is accountable to the board to operate the company. This is where most of us work as employees in a normal business.



Dangerous Tactical Environments Need the Highest Standards of Eye Protection

Tactical situations cover a wide range of environments that present a variety of risks to the eyes. These include military, law enforcement, and rescue operations as well as recreational activities. Not only are eyes the most fragile and vulnerable part of the body but the vision is a crucial component to survival. **Therefore, maintaining vision can be the difference between life and death in many tactical scenarios.**

Projectiles, shrapnel and particulate matter that is intentionally or unintentionally directed at the face can cause serious harm especially if entering the eye. While ultraviolet (UV) radiation, extreme heat or cold and other natural dangers of harsh tactical environments offer a plethora of risks to eye health. **Using the appropriate eyewear is absolutely fundamental to survival in harsh tactical environments of all kinds.**

Dangers in Tactical Environments

Ballistical threats are the most associated injury with the eye in tactical environments. The statistics show that this risk from projectiles is one of the leading concerns for those operating in such environments. However, there is also a range of other dangers that can put the eyes at serious risk. The natural environment poses risks such as allergens, particulates, and overexposure to UV radiation. The increasing use of chemicals, other artificial elements and lasers also present new kinds of threats.

Ballistic / Projectiles

The eyes are particularly vulnerable to physical dangers from projectiles that could scratch or puncture it. In the tactical settings, this includes free-moving objects, such as a bullet, pellets or debris, propelled from a fixed position, such as a gun or an explosion. However, there is also a risk from fragments, particles, sand and dirt that may be made airborne, carried by wind and other processes.

According to Tactical Weapons journal, approximately 10% of all battle-related injuries to American troops are coming from fragments of IEDs (improvised explosive devices), mortars and rockets

penetrating the eye. Overall, the vast majority of ocular injuries on battlefields are **corneal foreign bodies, abrasions and eyelid lacerations.**

Even very small particulate matter can get caught in the eye causing punctures, abrasions, and contusions of the cornea. In fact, corneal abrasions are the most common type of eye injury in tactical environments, according to the doctors of American College of Emergency Physicians in the book *Tactical Medicine Essentials*. This risk is **especially frequent among SWAT officers.** Damage to the eye may range from minor scratches that can heal in several days to more severe abrasions and punctures that can cause permanent damage.

Penetration injuries may permanently scar the cornea resulting in impaired vision. If the projectile penetrates deeper, it could damage the iris, lens and even enter the center of the eye, potentially causing more serious problems. Ballistic eye protection is designed to protect the eyes from a range of projectiles that may lead to the eye trauma, without obstructing the wearer's field of vision.

Chemical & Biological

The eye's soft tissue is vulnerable to many chemicals that are common in tactical environments. Acids, alkalis, strong solvents, fuels and cleaning agents are now used in a variety of tactical scenarios. Even short exposure to the mists, vapors, and fumes of many chemicals could be strong enough to cause irreversible eye damage. Conjunctivitis in the eyes of soldiers handling solvents and fuels has become common on the battlefield, for example.

Sensitive eye tissue can also be vulnerable to biological contaminants like bacteria and viruses. According to the Center for Disease Control (CDC), "infectious diseases can be transmitted through various mechanisms, among which are infections that can be introduced through the mucous membranes of the eye." These include bacteria that can cause conjunctivitis and viruses that can cause systemic infections.

Infectious agents may be introduced to the eye directly, through contact with bodily fluids that can be commonplace in many tactical settings. Such contamination can also occur indirectly when the eyes are touched with contaminated fingers, gloves or other objects. Rescue workers or battlefield medics, for example, deal with a range of injured people and are therefore at greater at risk of infection.

Light & Heat

Our eyes are also sensitive to radiation in the form of light and heat. Overexposure to high-frequency UV radiation can cause immediate or cumulative damage to the retina. Burns can also occur when the eyes are in proximity to bright light or high temperatures. This could be from fires, explosions, sparks, and lasers, common in the tactical environment.

Lasers, for example, have become prevalent in battlefields. Between November 2008 and May 2009, the 3rd Expeditionary Sustainment Command (ESC) alone had 64 laser incidents reported, resulting in 45 documented injuries to soldiers. Two of those injuries were permanent and one soldier is now legally blind in one eye, according to Maj. Paul Hayes, 3rd ESC spokesman.

Demonstrating the Capabilities of Tactical Eyewear

Eyewear is already common in the tactical environment and while wearing almost any eyewear is better than wearing no eyewear, there is a big difference between normal safety glasses and tactical eye protection. The ballistic protection, or the ability to protect the eyes from high-speed projectiles, is the key difference between normal safety glasses and those designed for tactical situations.

Ballistic Protection

The leading ballistic tactical eyewear can actually stop bullets. Rigorous ballistic tests subject eyewear to projectiles at over four times the velocity of tests for standard industrial safety eyewear. It is not just the lens that should be resistant to hazards, but the frame too.

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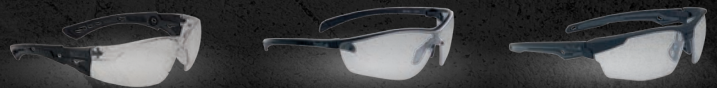


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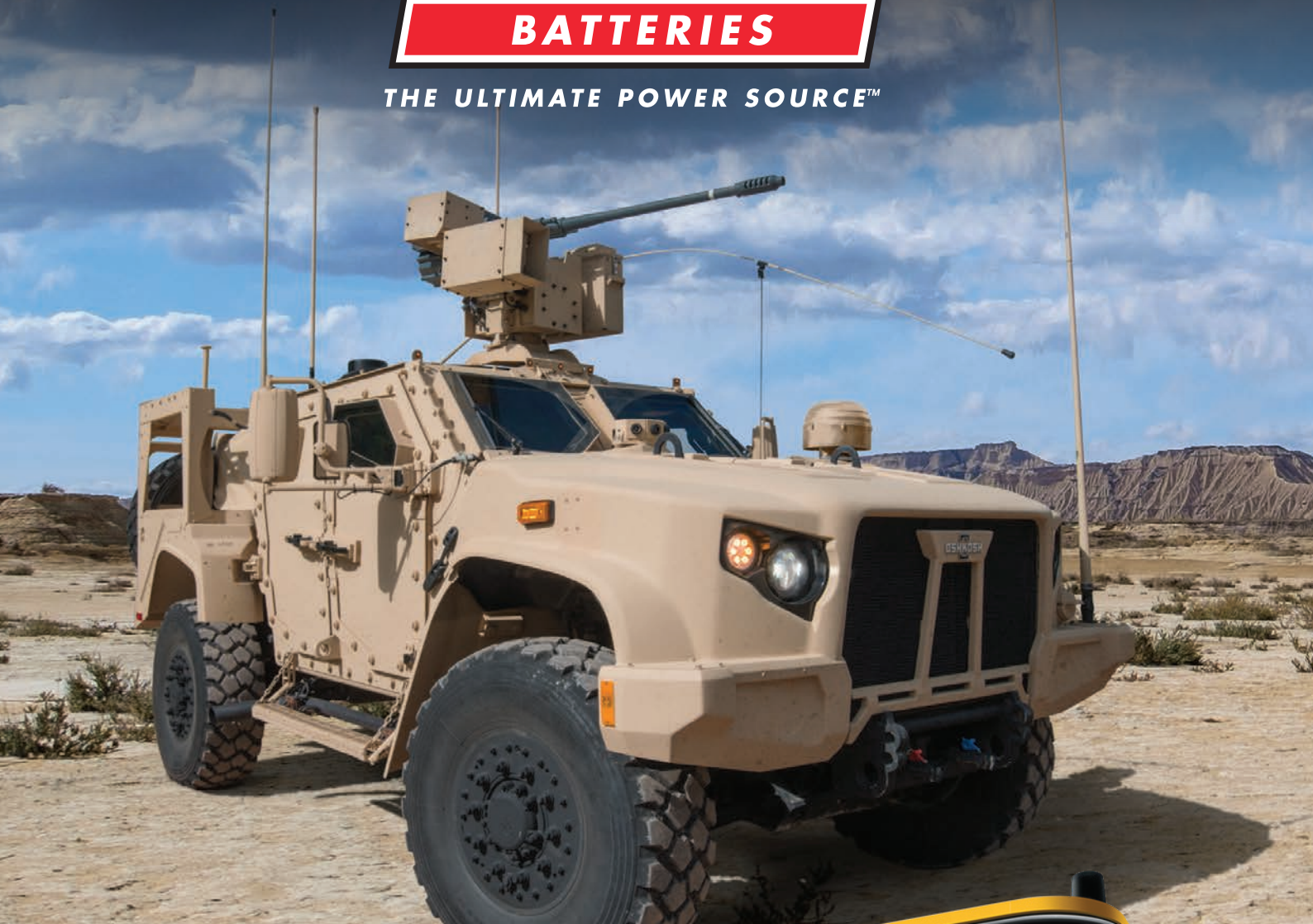
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Australia can become a mid-level defence industry player

The late United States senator and navy secretary John Warner once said: 'The very heart of being a sovereign nation is providing security of one's borders, of one's internal situation, and security against anyone attacking one's nation.' While concepts like sovereign industrial capability weren't articulated as part of the defence outlook during Warner's lifetime, a strong sovereign defence industry has historically been essential to ensuring a country's national security. Unfortunately, Australia is still playing catch-up.

The Covid-19 pandemic has made it glaringly obvious that access to global supply chains can't be taken for granted. In the early months of the pandemic, countries across the world jostled for masks and other personal protective equipment, then ventilators and vaccines. The pandemic has demonstrated that when crises hit, we can't assume other nations will provide for us at their own expense.

If supply chains for critical health products needed for survival can be switched off like a tap, are we comfortable leaving our defence procurement subject to the same volatility? That is particularly crucial as we face an increasingly unstable Indo-Pacific region, as well as rapid advancements in technological capabilities for warfighting that provide every potential adversary agility and unpredictability.

The government has recognised the risks inherent in global defence supply chains and, encouragingly, sovereign industrial capability features at the forefront of the Australian Defence Force's capability strategy and force structure planning for the next decade. However, to claim that it is a reality in Australia today is premature at best. And our continued overreliance on foreign defence 'primes' is a major strategic oversight. It is long past time we rectified this.



Australia will never be on a par with the likes of the major defence industrial players such as America and Britain. And it would be unrealistic to think we can replace long-established and highly efficient international primes entirely with domestic small and medium-sized enterprises (SMEs). However, it's possible that, with the right planning, investment and cooperation among government, the ADF, industry and international partners, Australia can achieve excellence as a middle-weight player in the international defence industry.

In commencing this pivot, I believe there are three clear steps.

We must first clearly articulate what having a sovereign defence industry means and entails, and what requirements and support for industry are needed to get us there. Surprisingly, no such definition exists and there's widespread confusion over how to define it.

Three core standards must be met for Australia's industrial capabilities to be considered truly sovereign—

ownership, operations and capability, or 'OOC'. Defence industrial capabilities we develop must be truly Australian owned. Organisations should also be headquartered entirely in Australia and be supported by the means, workforce, technology and materials to deliver outcomes that secure Australia's national interest.

The second step is to adopt the best practice already instituted by equivalent middle-player nations. We do not need to reinvent the wheel. Sweden is a good example. Facing a significant capability deficit through the Cold War and a precarious strategic context, Sweden adopted an ambitious plan, underpinned by sustained investment, to bolster its sovereign industrial base. Today, Sweden boasts a self-sufficient and thriving defence industry, complete with a capability development pipeline servicing both the needs of its defence forces and its defence export market.

There's no reason Australia can't emulate the success of the Swedish model, or the Israeli model, which

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is also based on a determination to be self-reliant throughout the entire development pipeline. Australia could learn key lessons from the successes of others.

Australia's defence industry must be supported by real and enduring investment in research and development. Cutting-edge military capabilities take time to come to fruition, but sustained investment partnerships between government and the private sector lay the foundations for competitiveness of industry.

We must establish efficient procurement processes and a relationship between government and industry that's based on cooperation and trust. And bureaucrats must have the right skillset to hold industry accountable.

Defence industry hubs should be distributed evenly across the country, rather than within a small number of urban centres. This will allow more communities to share in the benefits of industry development through increased jobs and technical skills and will build a greater sense of contribution to the industry nationally.

A system of international cooperation is needed that benefits multinational primes and local SMEs equally. The share of the market offered to Australian SMEs must be

equal to that offered to the primes, especially as defence expenditure increases.

The third step is for Australian firms to prioritise developing capabilities to meet ADF requirements and for the government to commit to purchasing these capabilities. Too often this is not the case, and our forces end up with kit that's not fit for purpose.

If our local firms are to export capabilities, it's essential that they be tried and tested by our own military.

Our defence industry is up to the task, and there are numerous examples of what our firms can deliver when given the chance to compete.

The Bushmaster protected mobility vehicle was developed and manufactured jointly by the formerly government-owned Australian Defence Industries and Thales. It was used very successfully by our soldiers in Iraq and Afghanistan and it's now in service with six countries across four continents.

C4 EDGE, a mobile tactical communications system developed by a consortium of Australian-owned and -run companies led by EOS Defence Systems for the Australian Army, is another good example.

With the defence budget on track to grow well beyond 2% of GDP, the government has taken major steps to boost the capabilities of Australia's

defence industry. Through the Defence Innovation Hub, SMEs now have a channel to receive funding and to showcase their competitiveness against larger, more established primes. And the ongoing review of the Defence Department's global supply chain program reinforces the government's commitment to bolster our domestic industrial capabilities. However, as funding is allocated, we still see Australian SMEs relegated to the sidelines with smaller workstreams and only marginal roles on major acquisition projects.

The current government approach of awarding contracts on a case-by-case basis will not deliver the capabilities our forces need. Nor will it create the foundation for Australia to become the middle player in the international defence market that our SMEs, working in equitable partnership with the primes, can support. It's time to take meaningful action to build a truly sovereign defence industry that safeguards our national security, supports our ADF, and builds a sustainable and self-sufficient domestic defence industry.

ASPI.

Jon 'Irish' Hawkins is the founder and chief executive of Omni Executive and a 25-year veteran of the Australian Defence Force. He holds degrees in engineering, defence studies and business administration. Image: Department of Defence.

Asymmetric grey zone war is on our footsteps

Australia's connection points to the global internet are vulnerable in this era of concern about increased hi-tech warfare. Undersea cables essentially carry all of the data to and from the country – without them, we go dark losing internet, phone, or other means to connect.

While satellites offer some redundancy, it is only a tiny amount of data capability and will not be useful to us beyond a few strategic military and Government users. This makes submarine cables the kind of target hostile nations like China are looking at as they up the ante on grey zone warfare.

Cables are tough, but their locations are well known and unchangeable. Cutting cables by an undersea robotic vehicle is doable and it would be an act of war if committed by a Government agency or its proxies. But it can hardly be responded to conventionally, in the way

a missile attack would be addressed.

Earlier this year, China deployed its latest grey zone warfare weapon against Taiwan – the sand dredger. These mammoth ships scoop vast amounts of sand from the Matsu Islands ocean bed for Chinese construction projects, sparking concern for Australia. For Taiwan, this has forced around-the-clock patrols, intimidated Matsu residents, destroyed marine life, and, critically, damaged undersea cables.

This is not science fiction; it is modern reality – and it is not the only example of grey zone weapons and warfare.

In November 2018, Finnish Prime Minister Juha Sipilä said the GPS signal in his country's northern airspace was disrupted during NATO 'war games' in Scandinavia. He believed the signal had been deliberately jammed by Russia.

China reportedly deploys anywhere between 50,000 to 100,000 'hacker army' cyber warfare personnel within its People Liberation Army, including within the ranks of the infamous PLA Unit 61398, Ministry of State Security, Ministry of Public Security and other agencies.

Such cyber capability is used to bring down networks, hack into systems, deploy ransomware, sabotage elections via 'fake news', and other espionage. NATO has recognised cyber and information warfare as the 'fifth domain' of warfare alongside land, sea, air, and space. In Australia, ASIO recently warned the threat of nation-state espionage will overtake terrorism as the greatest threat to our security by 2025.

Drone attacks are another increasingly popular tool in this new world of grey zone warfare, including in the Ukraine conflict by Russian





separatists scouting positions, and the Nagorno-Karabakh conflict where Azerbaijan has made incredibly successful use of drones in their attacks.

Drones (aerial, land, water, and underwater) make great asymmetric warfare tools due to their low cost and exponentially increasing capabilities, including swarming and autonomous Artificial Intelligence (AI) driven decision making.

Of course, grey zone conflict is nothing new. Moscow Signal was a reported microwave transmission varying between 2.5 and 4 Gigahertz, directed at the US Embassy in Moscow from 1953 to 1976 with the aim of damaging embassy staffs' health. It resulted in an international incident and widespread fear about 'invisible threats'.

But a key tenet of military principles is not to look at past conflicts to prepare for future ones. Germany grasped this in WWII, introducing the mechanised blitzkrieg tank in a radical deviation from the WWI horseback battles.

It's clear the next war will be nothing like previous ones, and it will certainly be high tech.

It may not even look like war to most people – some would argue the level of nation-state based cyber and grey zone tactics in play mean a cold war of sorts is happening now. Hostile governments around the world have grasped the idea of asymmetric war as a means of inflicting material losses on their perceived enemies, with minimal risk of escalation.

We can combat this, but it requires sweeping changes.

First of all, cyber defence investment must continue across the entire economy and increase in areas of critical infrastructure.

We need to harden the 'soft targets' such as undersea cables. Infrastructure like this has now been recognised as critical in a similar way to energy or water plants, so that justifies greater investment.

We also need to invest in more capability to process wide swathes of spectrum across a range of frequencies to understand what's around us – most asymmetric warfare machines have a 'spectrum signature' to them.

Australia also needs a wake-up call to obvious blunders – for

example, we should not be allowing the involvement of Chinese nationals in sensitive research work such as university domains. It baffles me how Australian universities often put Chinese nationals forward to their proposed collaboration team, focusing solely on their qualifications and ignoring clear suspicions and links back to the CCP.

I believe construction outfits such as John Holland – owned by US-black-listed China Construction Company – must be immediately banned from access to Defence or other sensitive work.

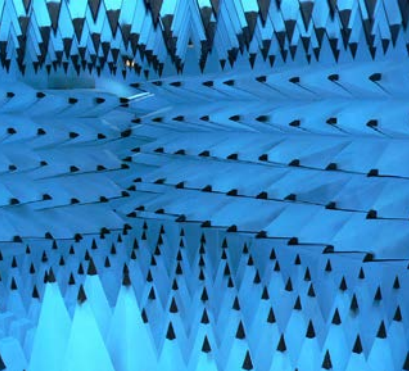
Finally, we must not sell (and reverse previous sales) of strategic assets such as Port of Darwin to Chinese interests. China's pursuit of power through foreign asset ownership is well documented and we cannot afford this level of infiltration.

Oleg Vornik

Oleg Vornik is Chief Executive Officer of ASX-listed DroneShield, an Australian developer of technologies including C-UxS/counterdrone, spectrum dominance, AI and machine learning, sensor fusion, electronic warfare and signals intelligence, rapid prototyping and MIL-SPEC manufacturing. www.droneshield.com



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ZCG tunes up

From keeping troops safe on the frontline, to bringing digital TV to villagers in Papua New Guinea to mining communications Australia wide, Victorian company ZCG takes Australian innovation to the world.

Family-owned and operated for over 50 years, ZCG is a world-class antenna business, which designs and manufactures innovative radio-frequency (RF) solutions in Australia.

The company provides everything from mobile antennas for use on vehicles and the marine industry; base station solutions for police and emergency services; through to custom-designed broadcast antennas that enable radio and TV broadcasters to deliver a high quality, targeted signal. Autonomous haul trucks used in the mining industry currently rely on ZCG's mobile and base station antennas.

Under the direction of RF expert Garry Kelly, who owns the company with his wife and co-director Sallyann, ZCG prides itself on its ability to build antennas to meet customers' needs.

"We produce Australian-made antennas for extreme conditions," Garry said. "We design and manufacture in Australia, which means we can customise our antennas to suit your needs while offering design protection, local support and warranty."

ZCG has invested more than \$1 million in high-tech testing equipment with network analysers deployed at each point in production. No antenna leaves the workshop without being inspected. As well as ensuring the antennas meet compliance requirements, it guarantees quality.

"In the case of cheap, imported antennas, the manufacturers might test one in a hundred, so often you will receive it and it doesn't work," Said Garry. "Cheaper products may look similar, but they are a long way behind in quality."

ZCG's local manufacture extends to an on-site engineering department with state of the art CN controlled machines. "We have an engineering team onsite who make the bits and pieces we need. This means we

can guarantee the quality, provide a faster service and keep our prices down because we only make what we need," Garry said. "

Our country location is ideal for the manufacture of antennas and RF systems due to the lack of both radio frequency and electrical interference," Garry said.

"I have worked in the industry for around 30 years, starting in the UK and Europe," Garry said. "I started installing antennas but was always very interested in how they worked, so quickly moved into function and design."

As well as premium off-the-shelf products, the company designs solutions for customers with particular technical requirements or problems.

"For example, ZCG can help TV and radio broadcasters to quickly get back on air after a lightning strike," he said. "Broadcasters lose money for every minute they are down so we can provide a quick solution." ZCG also offers detailed site-coverage modelling and predictions.

New jamming tech proving successful

Defence Science and Technology Group (DSTG) is working with South Australian start-up, RFTEQ, to develop jammer technologies capable of defeating radio-controlled improvised explosive devices and other communication threats.

The partnership is already yielding promising results, with the development of the Complex Adaptive Threat Jammer Technology (CATJAT).

Integrating DSTG-designed and developed countermeasure techniques with RFTEQ's cutting-edge digital signal processing algorithms, CATJAT is able to detect and identify advanced radio waveforms in real time, and then generate precise, targeted jamming responses to neutralise the threats.

Currently a vehicle-based system,

CATJAT has been tested in the laboratory, and has had two successful over-the-air trials at Woomera in South Australia.

DSTG scientist and CATJAT project lead Rohit Naik said the testing demonstrated CATJAT's performance was significantly better than traditional jamming techniques.

DSTG lead researcher and CATJAT technical adviser Bathiya Senanayake has been developing technology to counter improvised threats for the past six years and said CATJAT was a significant advancement on current technologies.

The advantages CATJAT offers over existing technology include real-time identification of threat signals, the ability to target the specific protocols of threat signals, dynamic threat

response selection and resource management, and rapid response times because of a unique targeted approach to signal processing.

The project has been funded by the Next Generation Technologies Fund (NGTF) as part of the Counter Improvised Threats Grand Challenge.

"Through this project, we've successfully demonstrated an innovative technology that will directly enhance the protection of Defence and security personnel and equipment," Dr Naik said.

CATJAT has now been extended with NGTF transitional funding to further develop the range of reconfigurable techniques and capabilities, and is currently under consideration by the Defence Innovation Hub to further develop the system as a potential Australian sovereign capability.

For some NGOs, female staff guarantees are a red line for continuing Afghan aid

Armed with \$1.2 billion in donor pledges and two pages of written assurances and requests from Taliban leaders, UN officials say they're prepared to scale up emergency relief to avert a "humanitarian catastrophe" in Afghanistan.

But female aid staff need clear guarantees that they can work safely and independently before aid operations can fully restart, representatives of several humanitarian NGOs warned in conversations with The New Humanitarian.

"What we see is that [permission] is very dependent on the provinces, and which province you're working in, and which sector," said Athena Rayburn, director of advocacy for Save the Children in Afghanistan. "So at this stage those written assurances haven't translated into blanket approval for female staff."

Taliban leaders have promised to remove "impediments" to aid, to protect humanitarian workers, and to safeguard aid offices, according to a 15-point proposal addressed to the UN's humanitarian aid coordination arm, OCHA, and signed by the Taliban's acting minister of foreign affairs, Amir Khan Muttaqi. The 10 September statement, which has

circulated among aid groups this week, also echoed previous pledges to commit to "all rights of women ... in the light of religion and culture".

An aid worker at an international NGO called the Taliban statement "too generic to allow for aid organisations to produce robust plans". The aid worker asked not to be identified as the issue is considered sensitive.

Some aid workers call the Taliban letter a positive first step. But they're also looking for clear wording that female staff will be welcome – and for assurances that ground-level Taliban in far-flung areas are on board.

"If women are prevented from delivering humanitarian services, we become complicit in the entrenching of gender inequality."

The issue underscores the differing red lines and approaches to aid restarts within the humanitarian sector since the Taliban toppled the Afghan government in mid-August.

While all aid groups have stressed the importance of female staff, some have been quicker to resume services – with or without women workers in place. The UN's refugee agency and its partners, for example, reported being operational in two thirds of Afghanistan's districts, but female humanitarians "have only been

permitted to work in specific sectors in some provinces". An aid worker at an Afghan NGO told The New Humanitarian that female staff there were mostly "working remotely".

Several larger aid groups worry that proceeding without on-the-ground female staff sets a dangerous precedent: Gender restrictions could be normalised, along with a maze of wildly differing regulations depending on location.

Especially in conservative communities, only female aid workers can speak to women for programmes and needs assessments – meaning the views of half the population could be ignored if female staff were completely absent. UNHCR estimates 80 percent of Afghans displaced this year are women or children.

"We have taken the position that we are not willing to resume without the meaningful participation of our female staff and beneficiaries," said Eileen McCarthy, advocacy manager for the Norwegian Refugee Council in Afghanistan.

Anita Bhatia, executive director for UN Women, said: "If women are prevented from delivering humanitarian services, we become complicit in the entrenching of gender inequality in the public sphere."

Negotiating with the Taliban

Afghanistan already faced layers of crises before the Taliban's resurgence. Some 3.4 million people are internally displaced, about half the population is projected to need aid, and a severe drought threatens harvests and food supplies.

The fallout after the Taliban takeover has exacerbated these crises. The economy is imploding, food prices are rising, and the aid-dependent public health sector is on the edge of collapse due to donor funding freezes. UN officials say





A woman walks on a street in northern Afghanistan's Mazar-i-Sharif on 5 September 2021. *Adrien Vautier/Le Pictorium/Cove via Reuters Connect*

immediate humanitarian aid could be a “lifeline”.

Aid groups say they’re negotiating with provincial and district-level officials to hammer out permissions and safety assurances at the local level, while continuing higher-level discussions with senior Taliban.

“Much of the decision-making is still being undertaken at the provincial level,” said Rayburn. “In some provinces, we are getting more access and permissions than others. And in others, they are saying we need to wait for concrete policy from Kabul.”

In a handful of Afghanistan’s 34 provinces, there are agreements in place for women’s participation, at least on paper, according to a UN summary shared with The New Humanitarian. In others, there’s partial endorsement for female health or education workers, but question marks over other types of programmes. In several provinces, there are no agreements at all, or Taliban officials have explicitly said that women can’t work.

Broad statements that female aid workers are welcome is one matter,

but defining exactly what this means in practice is crucial: Can women resume work “in the field”? Are they expected to be accompanied by a mahram, or male chaperone, as is already the case in some areas? Can all programmes resume, including ones focused on gender-based violence or family planning?

“It feels like Afghanistan, ironically, is a safer place for internationals than it is for Afghans; for international women than it is for Afghan women.”

“The devil is in the details,” said Marianne O’Grady, deputy country director at CARE Afghanistan. “One little detail around females being in the field delivering services versus in an office: That really changes the modality, and that is a red line for CARE. Women need to be serving women in a humanitarian crisis.”

Ayesha Wolasmal, a Norwegian-Afghan humanitarian consultant who works on health programmes in southern Afghanistan, said mid-level UN staff who evacuated in August need to return to fast-track ground-level negotiations.

But international agencies must also do more to empower Afghan staff

who may not have decision-making authority now, Wolasmal said. As in any emergency, local staff comprise the vast majority of aid workers in Afghanistan.

“What I find really difficult about this new landscape is that it was always internationals that were in the lead, interfacing with the government,” she said. “If a national staff shows up at a meeting, he will have very limited clout over any person that is in a position of power. That’s how it used to be, and it’s even more so now.”

For now, the Taliban appears eager to engage with the international community, even while Afghans face mounting crackdowns and restrictions.

“Today it feels like Afghanistan, ironically, is a safer place for internationals than it is for Afghans; for international women than it is for Afghan women,” Wolasmal said.

“There seems to be a lot of attention on not harming internationals, whether they’re journalists or from the NGO community or UN, as of now. But the gloves are more off when it comes to Afghans.”

www.thenewhumanitarian.org

Collaborative effort wins award

Defence scientists, and their collaborators in CSIRO's Data61 digital research network and academia, have won the Defence Science and Technology Eureka Prize for Outstanding Science in Safeguarding Australia for their Cross Domain Desktop Compositor (CDDC).

The CDDC is a first-of-its-kind technology that enables seamless desktop access to data across physically isolated networks, backed by mathematically verified security guarantees.

Data is kept safe from hackers and usability is enhanced by the CDDC, resulting in faster and more effective decision-making processes.

It has been a long-standing challenge to find a way for users to work efficiently across multiple computer networks without risking important data unintentionally leaking between them, but also to provide an intuitive user experience.

Typically, information fusion takes place inside a computing environment, enabled by a cross-domain solution allowing the transfer of data between networks.

The CDDC avoids the need for the unnecessary transfer of data between different networks as the visually infused information the user receives, and can act on, is never stored or transmitted in this form, creating a far more secure system.

The CDDC was originally conceived and prototyped as a hardware-only device by Mark Beaumont, of Defence Science and Technology Group (DSTG).

He explained why the CDDC was critical for Defence.

"For individuals, small businesses and government departments alike, failing to keep important information secure could have serious consequences," Mr Beaumont said.

"But, for large organisations that need to put in place more advanced security arrangements, like Defence,



Defence scientist Mark Beaumont using the Cross Domain Desktop Compositor to securely access and combine information spread across multiple computer networks.

ensuring that information is secure might entail a trade-off that makes it harder for employees to do their jobs.

"Sometimes it makes sense to impede the flow of data inside an organisation intentionally by preventing computer networks from communicating with each other.

"Within many classified organisations, networks with different security classifications are isolated.

"This approach greatly enhances security, but is suboptimal in terms of productivity."

Collaboration between Defence, the CSIRO and Associate Professor Toby Murray at the University of Melbourne led to the developments that underpinned the mathematically proven security of the CDDC.

Chief of DSTG's Cyber and Electronic Warfare Division Dale Lambert said the collaborative nature of the device was critical to its success.

"Information environments are now fundamental to everything we do in society," Dr Lambert said.

"The CDDC is an important example of Australian ingenuity being assembled from across government, universities and publicly funded agencies to deliver a product that can secure Australia's engagement with those critical information environments."

Mr Beaumont and Associate Professor Murray worked together to redesign the CDDC to include software components, increasing its flexibility and therefore enhancing its usability.

Later research by Associate Professor Murray and University of Melbourne colleague Dr Robert Sison led to the development of methods to prove the device's software-based design was secure.

"The strong collaboration between Defence, CSIRO and university partners highlights the importance of leveraging expertise where it exists," Mr Beaumont said.

would not have been able to achieve the outcomes and the level of security required for Defence without all of the partners in this project working together."

The CDDC is currently undergoing a technology-transition process from laboratory research to prototype, with a production-ready device expected to be realised in the first half of next year.

The simplicity of the design means it could be manufactured as a sovereign capability here in Australia.

Using Australian technology to secure Australian interests, such as critical infrastructure or government networks, would reduce risks associated with relying on overseas supply chains.

New forensic technology to identify fallen Australian Soldiers

A leading Queensland university has signed a \$2.2 million contract with the Morrison Government to develop forensic technology capable of identifying the remains of Australian service members who died on the battlefield during the First and Second World Wars and the Korean War.

Minister for Defence Industry Melissa Price said the investment in the Queensland University of Technology, funded through the Defence Innovation Hub, was an important investment for Defence.

“This investment shows the Morrison Government’s ongoing commitment to recovering and identifying the remains of service members,” Minister Price said.

“This leading-edge technology is invaluable in identifying the remains of Australian soldiers recovered from historical battlefields.

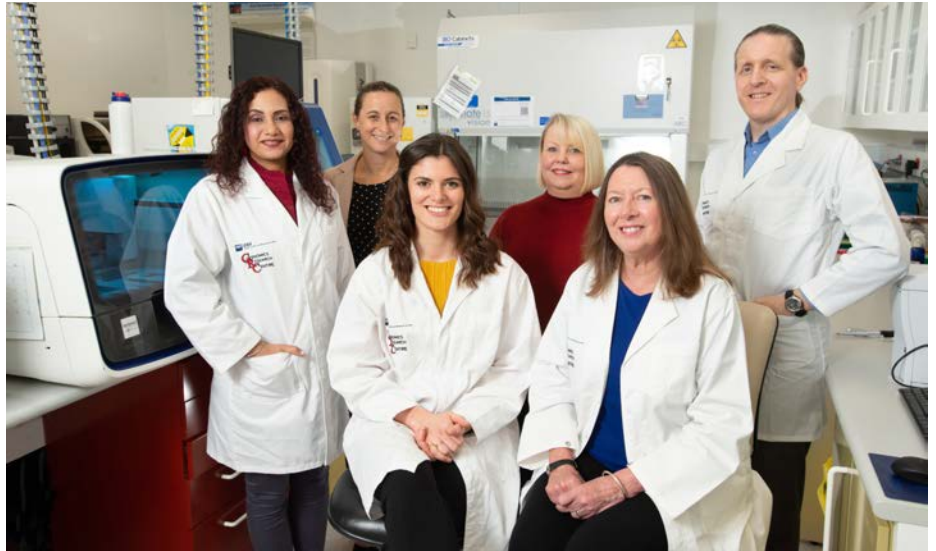
“Our soldiers, sailors and airmen deserve to be identified and finally laid to rest by their family and loved ones.”

QUT’s world leading DNA identification technology will enhance sovereign forensic capability and support Defence’s Unrecovered War Casualties teams’ identifications.

Lead Investigator Distinguished Professor Lyn Griffiths, from QUT’s Centre for Genomics and Personalised Health, said the project would use next generation sequencing (NGS) technology to generate DNA profiles of recovered remains and compare these to DNA profiles of samples from the Biobank of fallen soldiers’ living relatives.

NGS is technology which allows human DNA to be rapidly sequenced and to detect variant sequences passed on through generations of related individuals.

“We will establish the Biobank and generate both sets of DNA profiles to facilitate identification of fallen soldiers’ remains,” Professor Griffiths



From left: Dr Sally Wasef, Dr Bridget Maher, Dr Jasmine Connell, Toni White, Distinguished Professor Lyn Griffiths and Dr Robert Smith. QUT.

said.

“To do this, we will first develop family trees for around 500 missing soldiers so that we can track relatives alive today.

“Members of those families will be invited to give a non-invasive DNA sample which will be used for DNA profiling and compared to profiles that the team at QUT will generate from the remains of fallen soldiers accessed with the aid of the Defence.”

Professor Griffiths said the QUT multidisciplinary research team was made up of experts in molecular genomics, genealogy, ancient DNA, sequencing analysis and bioinformatics.

“Our DNA strategy will use techniques typically applied to extract ancient DNA combined with the newest NGS technology to improve DNA profiling of highly degraded bones,” she said.

Professor Griffiths said the method used to identify historical human remains relied primarily on DNA from the mitochondria and, where possible, Y chromosome sequences.

“However, this project will also build on techniques used to extract

useful nuclear DNA information and combine this with NGS to probe a wide range of genetic variations in nuclear, mitochondrial and Y chromosomal DNA to improve the reliability and accuracy of identification.

“After analysis, we will produce a genetic report containing information from the recovered remains on ancestry markers, as well as physical characteristic markers, such as, hair, eye and skin colour. This will aid Defence to target identification to fewer possible unaccounted soldiers and significantly reduce investigation and identification time.”

Professor Griffiths said the project aimed to develop standardised methods to improve current identification practices with full compatibility with and accreditation under Australian and international laboratory standards.

“The improvements in the range of identification markers, and analysis and comparison methods could enhance forensic techniques in general, which could assist in criminal investigations, missing persons, disaster victim identification and archaeology.”

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An exciting vision

Elliot Springs has already experienced substantial growth, with residents now living in two neighbourhoods; Aspect and Whites Creek, the opening of the BP service station, The Hub cafe and the district's award-winning playground, Wadda Mooli Park. There's a choice of affordable homes with big backyards, 360-degree mountain views and planned infrastructure that will set Elliot Springs up as one of the region's most popular neighbourhoods.

Located on the city side of Billabong Sanctuary, moments from Alligator Creek, with panoramic views to Muntalunga Range and Mount Elliot, it's just a short drive to the Murray Sports Complex, Fairfield Central and Townsville CBD. With up to six schools planned, including two high schools, childcare centres and community retail and business facilities, there's an abundance of opportunities on the horizon.

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Ruling the battlespace



A Royal Australian Air Force E-7A Wedgetail aircraft from No.2 Squadron takesoff at Eielson Air Force Base in Alaska, United States. *Defence image.*

2SQN's E-7A Wedgetail proved commanding in the air as its advanced communication and surveillance systems came to the fore high above the rugged Alaskan terrain, FLGOFF Bronwyn Marchant writes.

Operating out of Joint Base Elmendorf-Richardson, Alaska, United States, RAAF's 2SQN E-7A Wedgetail provided advanced battlespace management within a multinational environment during Exercise Red Flag Alaska.

The E-7A used advanced communication and surveillance systems to coordinate both fourth and fifth-generation combat aircraft from the USAF and the RAAF.

2SQN Detachment Commander SQNLDR John Thornton said the E-7A Wedgetail provided long-range early detection of simulated adversary aircraft within the airspace, increasing the situational awareness of air combat operations.

"Exercise Red Flag Alaska was a bilateral exercise where we

integrated different platforms from both the United States Air Force and the Royal Australian Air Force," SQNLDR Thornton said.

"The mission profiles included both defensive and offensive counter air mission sets against a simulated adversary, to ensure we were fully integrated and can operate effectively as international partners."

The E-7A Wedgetail significantly increases the effectiveness of all assets operating within the combat environment, an advantage that Red Flag Alaska seeks to further develop in an effort to enhance Air Force's air combat capability.

SQNLDR Thornton said the exercise not only strengthened the relationships and interoperability with the USAF, but also provided critical training for 2SQN crews.

"The airspace in Alaska is unlike any other in the world. It allows us to test our capabilities and conduct upgrades and category assessments on our crews," he said.

"The training that we achieved during the exercise is essential in ensuring that we can execute the command and control function that an airborne early warning and control platform would be expected to deliver in a real-life scenario."

Upgrading from domestic to international captaincy, Red Flag Alaska provided 2SQN E-7A Wedgetail pilot FLTLT Jayden Lee with essential training as part of the captaincy upgrade program.

"Red Flag Alaska gave me the opportunity to conduct an international trainer and transit, as well as experience participating in an international large-force employment exercise," FLTLT Lee said.

"Training in Australia is fantastic, but the opportunity to travel overseas and train in a multinational exercise really develops the skillset of our personnel and ultimately what the squadron is capable of achieving."

FLGOFF Bronwyn Marchant

Thinking outside the window



Director Business Development Aviation & Security/Integrated Defence Systems for Kongsberg Defence & Aerospace Australia, Mr Stig Jenssen, (sitting rear) demonstrates to Flight Lieutenant Pippa Nilson from Air Operations Centre, Joint Air Space Centre, how RAAF Base Amberley looks at night through the Virtual Tower. *Defence image.*

A system that could enable RAAF air traffic to be controlled from different parts of the country has been demonstrated for ADF members.

Air Warfare Centre Rapid Prototype Program, 44 Wing, Kongsberg and Indra delivered the proof-of-concept demonstration of the 'Virtual Tower' at Kongsberg Defence Australia to representatives from the ADF, Airservices Australia and the Civil Aviation Safety Authority.

The demonstration centred on the integration of the Virtual Tower capability into Defence infrastructure, enabling the air traffic control circuit area at RAAF Base Amberley to be controlled from a remote location in Canberra.

As previously demonstrated at RAAF Base Amberley, the Remote Tower Module demonstrates high-resolution, real-time live panoramic streaming of imagery across an ordinary commercial point-to-point connection, providing the same 'Out

of the Window' view quality as sitting in a tower at the airfield.

Additionally, instant remote control of the pan-tilt-zoom camera and other system operations was available through commercial network connections, enabling remote tower operations.

Live infrared image streaming is also proving to be an effective situational awareness asset at night, particularly in monitoring movements of wildlife.

Kongsberg Defence Australia general manager John Fry said the new technology would advance Australia's capacity to provide air traffic services in remote locations across the country.

"With military operations that include remote air bases, orphan airfields, firing ranges, and local civilian airports, the ability to implement stable real-time remote operations across a low bandwidth connection provides significant opportunities for

a country like Australia," Mr Fry said.

"The implementation of this technology will open up opportunities for remote locations and communities all over the country.

"Kongsberg Defence Australia would like to acknowledge the great team effort we have had together with the RAAF Air Warfare Centre, 44 Wing, and Indra Australia, that has made this successful demonstration possible."

Manager AWC Innovation Hub, Squadron Leader Myles Clarke, said it was no longer a question of 'if' this technology was going to become standard across the world, but 'when'.

"This system significantly reduces operating and infrastructure costs whilst enhancing the Air Traffic Control capability," Squadron Leader Clarke said.

"This is an exciting and rapidly evolving area of technology and with this dynamic demonstration, we have increased our awareness of opportunities at the leading edge."

Support battalion's turn to sharpen skills

Having supported two demanding 7th Combat Brigade training activities this year, troops from the 7th Combat Service Support Battalion (7CSSB) recently completed their own gruelling training.

Over three days, the troops completed Exercise Combat Echidna 21, also known as the CO's (commanding officer's) Challenge, at Gallipoli Barracks in Brisbane.

Event organiser and 7CSSB Regimental Sergeant Major, Warrant Officer Class One (WO1) Nathan Carpenter said Combat Echidna was a platoon-level activity, testing foundation warfighting skills.

"The troops were able to engage with members from other sub-units within the battalion and also be exposed to other units within 7th Brigade," WO1 Carpenter said.

"They used the 8th/9th Battalion, Royal Australian Regiment, urban training facility, got to experience the 1st Regiment 'dome' for all-corps call-for-fire training, and used the 2nd General Health Battalion's expertise during a mass casualty serial."

The 7CSSB troops also conducted escape-and-evasion serials and experienced some heavy downpours.

To finish up, the troops endured a punishing four-hour activity led by physical training instructors.



Craftsman Cameron Radke (right) takes part in a stores carry activity as part of the final challenge during Exercise Combat Echidna at Gallipoli Barracks, Brisbane.

Lieutenant Jacob Duchesne, from the winning 6th Platoon, said the exercise was a rewarding experience.

"The challenge was excellent. There was significant buy-in from units across the brigade using subject-matter experts from other units and the Combatives Centre," Lieutenant Duchesne said.

The winning platoon was made up of members from the 106th Field Workshop, 5th Transport Squadron and 6th Field Supply Company.

Lieutenant Duchesne said he was proud with how his team performed.

"The wet weather, combined with some challenging stands, definitely tested the platoon, especially the culminating activity, wrapping up with a stores carry back to the battalion," he said.

"Despite this, all members of the platoon completed the activity, and we managed to come back from third place to win the CO's Challenge on the final day."



Pharmacist embraces responsibility

1st November, World Pharmacist Day, spare a thought for the sole operator across the Middle East region.

Lieutenant Amanda Dreger is the pharmacist supporting joint operations in the Middle East from the ADF's main operating base in the region.

She provides medical and dental consumables to more than 540 personnel from Army, Navy and Air Force, as well as contractors and Australian government employees.

Deployed from Lavarack Barracks in Townsville on Operation Accordion for six months, Lieutenant Dreger is also responsible for the pharmacy dispensary in the Health Centre at Camp Baird.

"The role of the pharmacist in the Middle East is primarily logistics, stock procurement and warehousing," Lieutenant Dreger said.

"One of the big trials on this deployment has been COVID-19 –

things are quite different to Australia here.

"Being in the medical system during a pandemic has been challenging but a good learning curve."

Joining the Army in 2016 during her studies at James Cook University in Townsville, Lieutenant Dreger has always had the goal to deploy on operations overseas.

"I was lucky to have the ADF subsidise my degree," Lieutenant Dreger said.

"Then after graduating I undertook an intern year at Townsville Hospital before starting full-time in the Army in 2019.

"It's quite challenging and competitive to be chosen for a deployment."

The most enjoyable part of the experience is the networking, according to Lieutenant Dreger.

"There's so many different people here – I get to talk to Army colleagues,



but also those in the other two services," Lieutenant Dreger said.

"Operating in a joint environment and seeing how we can all work together efficiently, despite significant roadblocks like COVID-19, has been rewarding.

"It's hard being away from family but I've made so many friends here.

"I'm learning things about the ADF that I would never have been exposed to if it weren't for this trip."

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Pre-Hospital Management of Heat Injuries

(Content referenced from Prof. Marcus Ong's recent webinar on Pre-hospital Management of Heat Injuries)

What Is exertional heat stroke?

Heatstroke is a condition caused by your body overheating, usually because of prolonged exposure to or physical exertion in high temperatures. Such heat exposure is likely to occur during prolonged military training. Extended exposure or intense physical exertion in high temperatures can lead to an increase in core body temperature above 40°C, which can have negative medical impact on the body. Complications include heat stroke, which is the most serious and potentially fatal systemic condition, associated with end organ injury.

Heat stroke can be avoided if an individual is diagnosed and treated early on. Reliable assessment methods include measuring the core body temperature with a rectal thermometer. It is also important not to dismiss the diagnosis with an apparently normal or lower presenting skin temperature. This may be due to peripheral shutdown.

Can heat stroke be treated?

Successful treatment of heat stroke includes lowering the affected individuals' body temperature safely and quickly. Some of the most common methods of treating heat stroke are:

1. The patient should be immediately transferred to a cooler and shaded environment before their airway, breathing, and circulation (ABC) is assessed. In the event of anomalies, basic resuscitative support should be instituted as appropriate. If the individual's core body temperature registers above 40°C, immediate and aggressive cooling efforts should begin, and they should be transported to an emergency department immediately. In a hospital setting, treatment is continued, including lowering the



The CarbonCool® Suit™

patient's body temperature with cooling devices, hydration and haemodynamic management. This includes ensuring adequate fluid replacement to restore blood pressure and tissue perfusion.

Some existing international guidelines that exist on the treatment of heat illnesses are below.

The National Athletic Trainers Association (USA)¹ For any exertional heat stroke patient, the goal is to lower core body temperature to less than 38.9°C within 30 minutes. The treatment modality of choice is cold-water immersion up to the neck.

European Resuscitation Council (ERC)² The mainstay of treatment is supportive therapy and rapidly cooling the patient. Start cooling in the pre-hospital setting if possible. Aim to reduce the core temperature to approximately 39°C.

CarbonCool® System is a non-invasive surface cooling system that can be quickly deployed in the pre-hospital setting to start reduction of core body temperature in a patient with heat stroke.

The CarbonCool® system is an innovative body cooling solution that can decrease a patient's core body temperature effectively and quickly, with industry-leading cooling rates of up to 7.2°C per hour³. The CarbonCool® Full Body Suit as seen in Figure 1, utilises graphite-water filled MPad™ in insulating pad holders to successfully lower high

body temperatures rapidly, making it an easily deployed system to treat heat stroke in the field. It should be put on the patient immediately. They should then be transported to the Emergency Department as they are cooling down.

Features of the CarbonCool® system include³:

2. Operates without the need for an external power source or battery
3. Rapid cooling with no risk of skin burn, non-toxic and environmentally friendly
4. Fully portable and reusable with X-ray, CT scans, and MRI
5. Easy to clean and disinfect MPad™
6. CarbonCool® pad holders are designed to provide a snug fit to different anatomical areas
7. Cost effective therapy as cooling pads can be reused.

International use of the CarbonCool® system

From February 2019, the Singapore Armed Forces (SAF) deployed the use of the CarbonCool® Suit™ and MPad™ for all local and overseas trainings. It is used as a pre-hospital point-of-care method to ensure that all heat injuries are tended to with immediacy. The CarbonCool® system has helped the SAF to avoid any heat related mortalities since 2018. Following its success with the SAF, the CarbonCool® system has also been deployed internationally by the Indonesian Armed Forces and at pre-hospital and hospital level interventions in Telangana, India.

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Warriors share knowledge

A contingent of ADF personnel from 21 units has completed a training mission in Papua New Guinea (PNG).

The personnel in late August deployed to PNG for the annual Olgeta Warrior training series following postponements because of COVID-19.

Olgeta Warrior 21 provided an opportunity for the ADF personnel to develop close partnerships with their Papua New Guinea Defence Force (PNGDF) counterparts to enhance capability and develop interoperability between forces.

Participating soldiers were drawn from Army's 3rd Brigade Headquarters, 3rd Combat Service Support Battalion (3CSSB), 3rd Combat Engineer Regiment, 4th and 20th Regiments of the Royal Australian Artillery (RAA), ADF Malaria and Infectious Disease Institute, 1st Intelligence Battalion and the 1st Military Police Battalion.

The Olgeta Warrior Mobile Training Team (MTT) delivered specialist courses and training in combat signals, environmental health and preventative medicine, tactical intelligence, driver training, unmanned aerial vehicle (UAV) operations and military police training package development.

The courses were specifically designed to enhance key PNGDF operational capabilities and were delivered in accordance with COVID-safe regulations and protocols.

MTT Commander Major Wyatt Frazer, of 3CSSB, said the deployment was enjoyable and a real adventure for many on the training team.

"The reception from our PNGDF counterparts was very positive and very welcoming," Major Frazer said.

"Not only have we been involved in delivering training, we have also had the opportunity to engage in cultural experiences such as being invited to Independence Day celebrations and being welcomed into the community to take part in traditional feasts.

"There is a very strong and obvious



Australian Army soldier Corporal Georgie Estens delivers environmental health training to Papua New Guinea Defence Force personnel at Taurama Barracks, Papua New Guinea. *Defence image.*

bond between our two countries, which can be seen at all levels."

Major Frazer has a longstanding personal connection to PNG.

His grandfather served in PNG during World War II and his father served there in the 1970s and 1980s.

"I lived in PNG in the late 1980s as a child when dad was posted here, and I absolutely loved it," Major Frazer said.

"Twenty years later, I came back on the same posting for three years with my own family.

"Coming back again on the MTT has just been wonderful.

"For me, many people in the PNGDF are like family and the place feels like home."

UAV instructor Bombardier Liam Cochran, of the 20th Regiment RAA, also took part in the deployment, and has family links to PNG.

He said the PNGDF valued the courses provided by the Australian Army.

"I was involved in delivering technical training in UAVs, which are being used to support operations

along the PNG border and in the highlands," Bombardier Cochran said.

"The PNGDF is doing a lot at the moment to prevent transnational crime and enhance security in their border region.

"The UAV course directly supports their capability to conduct these operations.

"Due to the fact that we have worked with the PNGDF for decades, we are able to seamlessly integrate with their forces and their personnel are extremely receptive to the training we provide."

Most of the MTT returned to Australia at the end of October in time to conduct quarantine so personnel can spend some well-earned time with family and friends over the Christmas period.

Other members remained in PNG and joined Operation PNG Assist, Defence's contribution to the Department of Foreign Affairs and Trade-led whole-of-Australian Government response to support the Government of PNG during the COVID-19 crisis.

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Veterans' suicide rate yet to fall but signs early intervention on right track

The largest-ever examination of Defence and veteran suicides did not tell widow and advocate Gwen Cherne anything she did not already know about who was at risk, but it has given her hope.

The report from the Australian Institute of Health and Welfare, released on Wednesday, covers every person who served in the Defence Force since 1985 and died by suicide between 2001 and 2019, more than doubling the cohort previously studied.

Although this meant the number of deaths reported was higher than in previous years, the rates of suicide were largely the same. It is still the case that serving ADF personnel have lower rates of suicide than the general population while veterans are more likely to take their own life.

Male veterans are 24 per cent more likely to die by suicide than the general population and female veterans are twice as likely.

"Over time, the rate of dying by suicide has remained reasonably consistent over the last 20 years," AIHW spokeswoman Louise Gates said. "It is very complex, and there is no one solution or one understanding about suicide."

Between 2001 and 2019, there were 1273 deaths by suicide among serving ADF personnel and veterans, the data shows – almost three times more than previously reported.

Ms Cherne, who was appointed the inaugural veteran family advocate in August 2020, said this gave the federal government a better picture of how many bereaved families were in need of support – a community likely to be some 22,000 people.

"My children are now two to three times more likely to die by or attempt suicide because their father did," she said. "And there are lots of other children out there that ... weren't identified previously that also require that postvention [supporting those left

behind] and prevention so that we can reduce suicide."

The fourth annual AIHW study found people who had served more than 20 years, were aged over 50, or who left the ADF as a commissioned officer had lower rates of suicide.

It also found men who left the ADF voluntarily had similar suicide rates to the general population. However, men who had been involuntarily medically discharged were almost three times more likely than their peers to take their own lives.

Ms Cherne said there was nothing in the latest report that changed what was already known about who was at risk. For her, it reinforced that the initiatives established – mostly within the past two years – were on the right track.

"Even though we haven't fully cracked the nut of watching the numbers decrease for suicide, we are seeing more people hopefully seeking support in the preventative phase," Ms Cherne said. "They're getting to that point before they're ending up in hospital."

Christine Morgan, the government's national suicide prevention adviser, said it would also be important to look at suicide attempts to get a better understanding of which early interventions were working.

"But we do expect to see [the suicide rate] come down. And we'll need to keep our eye on when that trend starts to change," she said.

Both said peer support workers, such as those offered through specialist counselling service Open Arms, were highly effective at destigmatising requests for help. The service, which supports veterans and their families, has seen a massive rise in calls.

Ms Cherne also pointed to the government's Joint Transition Authority established in October 2020 that aims to give people a seamless transition from military to civilian life,

and the network of eight wellbeing centres being set up around the country.

Veterans Affairs Minister Andrew Gee said the report highlighted the long-term nature of the issue. He has asked his department to speed up claims processing and fast-track the work of the JTA.

"While there has been important national progress in addressing the issue of veteran suicide such as free mental health treatment for life, there is clearly much more to be done and we can't wait for the conclusion of the royal commission to get cracking on it," he said.

The government set up a royal commission into Defence and veteran suicide in July, led by former NSW Police deputy commissioner Nick Caldas, former Queensland Supreme Court judge James Douglas and mental health expert Peggy Brown. It came after a year of pressure from the veteran community and bereaved families who believed a national commissioner position established in 2020 wasn't independent or powerful enough.

The interim commissioner, Bernadette Boss, gave the government a report on September 15 with 39 recommendations to prevent further deaths. The government released it publicly on Wednesday morning without saying whether it specifically accepted those suggestions for action.

Attorney-General Micahelia Cash said it would provide invaluable preliminary findings for the royal commission to examine in further detail.

If you are a current or former ADF member, or a relative, and need counselling or support, contact the Defence All-Hours Support Line on 1800 628 036 or Open Arms on 1800 011 046.

Katina Curtis is a political reporter for The Sydney Morning Herald and The Age, based at Parliament House in Canberra.

Former Peacekeeper Ben Farinazzo, 22 years on, reunites with Timor-Leste man he helped deliver

On a stormy night 22 years ago, Ben Farinazzo's job as a peacekeeper in Timor-Leste took an unexpected twist.

After being told some locals were looking for him, Mr Farinazzo found three people standing by the front gate of their camp.

He was greeted by a man and two women, one of whom was heavily pregnant.

"Her name was Umbelina and her husband and mother had accompanied her from the hills in the intense rain, as she was about to have her baby," he wrote on social media this week.

"They had been hiding for more than a month, surviving on boiled tree roots."

Mr Farinazzo was part of the Australian peacekeeping mission to Timor-Leste, then known as East Timor, after violence broke out following a nationwide vote in favour of independence from Indonesia.

What happened next that night was something that even Mr Farinazzo admits no army training could have prepared him for.

"Eventually a healthy baby boy arrived and the storm stopped," he said.

"It was a strong reminder that despite the terrible conditions, that life could and must go on.

"A beautiful little baby boy, born on a cold, concrete



Ben Farinazzo and baby Ben in East Timor in 1999.



Baby Benjamin moments after being born.

floor of a burnt-out classroom in the middle of a raging storm — a symbol of hope, new life and new beginnings".

The family was so grateful for his help, they asked Mr Farinazzo to name him but he politely declined.

"They smiled and asked if they could name him after me, a moment I will never forget," he said.

Before he came back to Australia, Mr Farinazzo visited the family "to make sure they were alright", giving them a care package as well.

Even after his return from Timor-Leste, the retired captain found himself wondering what had happened to "Baby Benjamin" and his family.

"I often think about him and his family. I wonder if he is still alive and what his life is like," he told the Australian War Memorial in 2019.

Little did he know the power of social media would mean he would one day see Baby Benjamin again.

Post goes viral in Timor-Leste

Mr Farinazzo posts every year on September 20 to mark the anniversary of International Force East Timor (INTERFET) — the day Australian peacekeepers landed in Dili.

He told the ABC usually his posts don't gather that



"Baby" Benjamin, now 22, is now studying engineering in Dili.

"The emotions at that moment were and still are so hard to describe," Mr Farinazzo said.

"He is well and so are his parents. He is studying engineering at the national university in Timor-Leste in Dili."

Mr Farinazzo said he ended up video calling with Baby Benjamin, who told him his mother and father send their regards and hadn't forgotten him either.

"He's never seen photos of the day he was born, so I showed him the ones I have," he said.

As for an in-person meet-up, Mr Farinazzo said he was looking forward to the day, COVID-9 border restrictions permitting, they could meet face to face.

ABC News By political reporter Georgia Hitch and defence correspondent Andrew Greene



Ben Farinazzo says nothing could prepare him for helping deliver baby Ben.

much traction, but something different happened this year. He said he saw it was starting to be shared widely among accounts in Timor-Leste.

Then, on Thursday night, Mr Farinazzo received a message that shocked him.

"I was with my wife saying, 'No, no, no, no,'" he told the ABC.

"I couldn't believe it."

Baby Benjamin had reached out.





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Navy surgeon enjoying time in the sand

A deployment to Iraq is providing Navy neurosurgeon Lieutenant Commander Andrew Davidson with some unique challenges.

Lieutenant Commander Davidson is part of a highly specialised team of seven ADF medical professionals who are caring for US Military and Department of State personnel, Australian and coalition forces, and host-nation soldiers in Iraq from 23 outlying stations.

Lieutenant Commander Andrew Davidson is working with his triservice colleagues in the role 3 hospital at the Baghdad Diplomatic Support Centre (BDSC).

He is deployed on Operation Okra in the Middle East for four months.

Lieutenant Commander Davidson has served 30 years in the Navy, both in a full-time and Reserve capacity.

He is responsible for the management and evaluation of patients with brain, spine, or peripheral nerve injuries throughout the combined joint operations area.

The Australian Surgical Team is fully integrated into the US Army's Task Force Med 9, working with a highly trained group of health professionals in a truly multinational environment.

Lieutenant Commander Davidson said the opportunity to "bond and work with such a professional group of doctors and nurses as part of the Australian Surgical Team has been immensely rewarding".

"I'm certain we will remain in contact with each other once we return to our respective cities and job," Lieutenant Commander Davidson said.

"The fact that Navy, Army and Air Force members work so well together is a testament to the ADF's ability to step into an austere physical environment, bring different skill sets and life experiences and effectively kick common goals."

When not deployed, Lieutenant Commander Davidson is posted to Directorate of Navy Health, where he is the assistant professional liaison officer for surgeons.

"My civilian practice is in Melbourne, where I work as an Associate Professor of Neurosurgery at the Royal Melbourne Hospital, Peter MacCallum Cancer Centre and the University of Melbourne," Lieutenant Commander Davidson said.

Lieutenant Commander Davidson said his role in the ADF gave him an opportunity to serve his country and obtain a rewarding clinical experience unlike anything in a civilian practice or hospital in Australia.

"Although I have worked in difficult environments in Australia, the hospital environment at BDSC is completely unique, and presents challenges that are simply not encountered anywhere back home," he said.

"Operational service also gives me the feeling that I am representing my country, which provides me with a great deal of satisfaction.

"The deployment is not like anything I've ever done before. I don't think I really understood the physical environment before I arrived.

"The maximum temperature on my first two days in Iraq reached 50 degrees in the shade – the heat was unrelenting, and sand, rock and dust were everywhere."

Lieutenant Commander Davidson joined the Navy in 1992 as an undergraduate medical officer while completing his medical degree at University of Queensland, which he finished in 1994.

He then worked at the Princess Alexandra Hospital in Brisbane for two years before posting to HMAS Penguin in Sydney in 1997.

"During my time in the permanent Navy, I spent time on HMA Ships Tobruk, Anzac, Perth, and Adelaide.



Royal Australian Navy Neurosurgeon Lieutenant Commander Andrew Davidson is deployed to Iraq at the Baghdad Diplomatic Support Centre. *Defence image.*

In 2000, I was posted to the United Nations Military Hospital in East Timor," Lieutenant Commander Davidson said.

"I then served full-time until 2003, when I transferred to the Reserves.

"I originally joined the ADF as a medical student because I wanted a career that was out of the ordinary – I didn't want to follow a routine career path.

"The Navy continues to provide me with unique training opportunities, a challenging clinical environment – serving at sea, and on operational deployments – as well as leadership and management skills that were transferrable to the civilian world.

"[I have had] an opportunity to live and work with individuals that would become lifelong friends."

Flight Lieutenant Clarice Hurren

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outreach locations to provide veterans and their families with access to support, no matter where they live. All members can access as many, or as few, services as needed.

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Vested for a cause' seeks greater support for regional veterans

Veteran and current serving RAAF Reservist, Lachlan Woolford, has donned his weighted vest for a second year in support of regional veterans and their families.

Having served 12 years in the RAAF as an Avionic Technician, and now currently serving in the RAAF reserves, Lachlan Woolford understands the challenges that veterans face in their transition to civilian life.

Lachlan's own transition experience, along with the shortage of regional veteran support services, inspired him to take action and raise funds in support of his fellow service personnel and their families.

In 2020, Lachlan created the 'Vested for a Cause' fundraiser as a community fundraiser for veteran support service provider, Soldier On. The month-long fundraising initiative saw Lachlan challenging himself to wear a 10kg weighted vest continuously, only removing the vest to shower and sleep. Throughout the month, Lachlan would work, train and even play cricket while wearing the vest.

"In wearing the vest, I am acknowledging and simulating the load that our personnel still have to carry with them once returning home. The weight of PTSD on returning servicemen and women is something that is constantly carried around and cannot simply be taken off," Lachlan said.

"I set myself a fundraising goal of \$2,000 and thanks to the amazing support of my local community, I was able to raise more than \$11,000 by the end of the month," Lachlan added.

Returning again in 2021, the initiative has seen Lachlan tackle the 30-day challenge during the month of September with an increase in weight to 16kg. Lachlan has also expanded the initiative, with teams joining the challenge.

This year's challenge involves 10 teams joining forces to support their local veteran community. Each participant wears a 10kg weighted vest for a portion of the month before passing on to their fellow team members to share the load. Each team is sponsored by a local Narrabri business. Without the support of the local business community, the expansion of this initiative would not be possible.

"It is wonderful to see members of the veteran community getting out there and showing their support for their fellow service personnel. Lachlan's passion and commitment to the betterment of our regional veterans is a true embodiment of comradery and mateship," Mr Slavich said.

"Through Lachlan's efforts, he is not only raising much needed funds, but is stepping up and spreading an important message about the needs of our regional veterans. The funds raised by Lachlan and his supporters will allow Soldier On to provide our regional communities with greater access to support services," Mr Slavich added.

Donations can be made to Lachlan's fundraising page - <https://fundraise.soldieron.org.au/fundraisers/lachlanwoolford/vested-for-a-cause-2021>

FROM THE ARCHIVES

Commonwealth monitoring force Southern Rhodesia (OP DAMON)

**24 December 1979 -
20 March 1980**

In response to talks between the British Government and the Government of Southern Rhodesia, an agreement was reached which proposed the Commonwealth provide monitors tasked to act as impartial observers to oversee the cessation of hostilities and facilitate the conduct of free and democratic elections. Rhodesia had been embroiled in a race based civil war for over a decade. The white minority ruled the country in an undemocratic, apartheid fashion which had become an anathema to the international community. The British government sought assistance from the various members of the Commonwealth, Australia's response was to provide a contingent of approximately 150 military personnel, of which Lieutenants Donald Thompson, Paul Martin and Corporal Ian Brady were chosen to be part of the contingent from the Battalion. A series of briefings were held, providing background to the conflict, current political situation and status of the insurgency. Media reports provided



Australian's assembled at arrival.

balanced and well researched information on the situation in Rhodesia. The usual pre-deployment activities were undertaken, medical checks and inoculations, kit checks, and briefing on the organisational overview; a headquarters element, Liaison officers, medical elements and Assembly Place personnel. Importantly, meeting the officers and

NCO's to become team members. I was assigned to Assembly Place Delta team, commanded by CAPT Greg Pike of 1RAR. The team comprised of Infantry, Signal and Engineer personnel. Little time was spent familiarising ourselves with the team members, getting to know each other would be shaped by the presence of some 1,750 ZANLA forces, being hemmed in by a dam and a minefield and a single road for extraction.

The contingent was finally assembled at RAAF Base Pearce, Western Australia, the last of our staging areas. Deployment was delayed by a cyclone in the Indian Ocean, it struck the island of Mauritius, the scheduled refuelling location for our aircraft. After several days waiting, the deployment began in earnest. The conditions in Mauritius were poor, the accommodation was the best it could be given the damage caused by the cyclone, all the floors were wet, we were forced to share our beds as many of the beds were soaked from



Headquarters (Morgan High School just outside Salisbury).



CPL Ian 'Bones' Brady in front of a Rhodesian anti-mine vehicle Nissan 'Puma'

the rain. We were fortunate in that we had a roof over our heads and a meal was served to us before we slept.

The flight into Salisbury was mainly uneventful, however due to the threat of anti-aircraft missiles being deployed, our approach to the international airport was a descending spiral to the runway. We were quickly and quietly transported to a Rhodesian Light Infantry barracks in preparation for deployment to our assigned sectors. The Rhodesian military was tasked to provide transport and security for the duration of our insertion. We arrived at the British South African Police (BSAP) base

at Mtoko, here we overnighted and awaited transportation to Denderra. While being briefed by the BSAP commander, he stated that he was tasked to provide a relief force should our position in Denderra become untenable, all we had to do was hold out for 30 minutes! Fortunately, such a situation did not arise. Assembly Place Delta was to be located in the north eastern area of the AO, the set location was Denderra, a burnt-out mission building which was central to a number of small villages located to the west of Denderra. Topographic briefings were of little significance, importantly, they illustrated our



CPL Ian 'Bones' Brady at the sight of a contact

isolation and inability to relocate if necessary. It was known that the major highways were subject to land mines and ambush, secondary roads were mined with sufficient regularity that mine clearing precautions were employed to safely deliver the team to Denderra. Our arrival Assembly Place Delta was underwhelming, a partially destroyed cinder block mission building at the end of a dirt track, a cleared area which may have been cultivated when the mission was occupied, a dam which was to become the source of the camps water supply and gently undulating savanna with generous tree cover. This was to be our home for the next few months. We began a quick reconnaissance of the immediate area, sited the signals tent, the aid post and vehicle park and storage areas. During this reconnaissance an improvised anti helicopter device was discovered; consisting of 4 stick grenades, 3 of which were laid above the remaining grenade. The 3 grenades were designed to be blown into the air as the down wash of the rotors triggered the 4th grenade. A simple but cleverly designed weapon. A number of spent cartridges and some discarded clothing were also noticed. For protection, shell scrapes were dug, a roughly crescent shaped defensive area was occupied focussed on the track leading to our position and providing cover to the flanks. The question became "how to defend a position when every direction is an approach?" Sentries were posted to provide early warning, as the task of setting up a functional headquarters began. The Signallers were intent upon establishing communications with both the Contingent headquarters and the Mtoko BSAP. An aid post was established outside the perimeter. The cleared area adjacent to the dam proved to be an adequate drop zone for the delivery of stores and doubled as a helipad. No intelligence was provided regarding the size, structure, or possible needs of the group/s we were to administer. The only material available was a reference guide provided to the missionaries on reception and welcoming of local



Rhodesian Soldiers

inhabitants, needless to say, this was absolutely useless material. Our first night in location was uneventful, the Signallers worked diligently to establish communications while the HF sets whined and screeched according to the dictates of the ionosphere. The Engineers had been busy looking at sites for establishing the ZANLA encampment, how to get water to the camp and whatever wizardry they could conjure in the meantime. Piping for the water, filtration and water quality testing were all discussed. The Engineers knew their job, they were able to procure piping for the carriage of water, filtration and pumping equipment, all with sufficient pressure to meet the needs of the Popular Front soldiers. The following day the sentry to the East of our position started pulling on the communication cord, the rapid and persistent signalling continued as the lead elements of what was to be assessed as a regiment swept through our position. The assault elements displayed good discipline, maintained even spacing and did not move their weapons in an aggressive manner. This was the protection party for the overall commander of the ZANLA troops occupying Assembly Place Delta, Comrade Edwin, his second in command, Comrade Justice, the Popular Front Liaison Officer (PFLO) Comrade Takawera and the political commissar. CAPT Pike did a commendable job of

maintaining good humour and military courtesy, as the message was rather clear from the PF commander. Food, tents, cigarettes and sundry supplies were delivered by RAF C130 aircraft by means of LAPES (Low Altitude Parachute Extraction System). Each 1 Ton bundle posed a significant hazard if the aircraft missed the DZ (Drop Zone), as did a 1 Ton bundle of tent poles which became untied and proceeded to straddle the hospital with 2.8m long, metal spiked tipped, javelins from the heavens! Helicopters recovered the cargo parachutes.

A daily routine was established, which included taking a head count of all combatants in the Assembly Place, total count was to be established at 1,772 personnel, weapons, by type to include rifles, side arms and crew served weapons and shoulder fired rocket propelled grenade launchers. Weapons appeared to be well maintained, reflecting a degree of discipline within the ranks. These soldiers were not some ragtag group of ill-disciplined individuals pulled from the bush, these were well structured unit entities, fit, well dressed and well-armed, disciplined troops! Not the scurrilous insurgents we were briefed on! The level of distrust for ourselves, the rations being delivered, even the cigarettes being provided was extreme. We had to share the rations, smoke the cigarettes, demonstrate that we had no ulterior motive for being there, other than our stated

mission. Over time a level of trust was established, we had a job to do, to monitor the combatants in the Assembly Place, to feed, provide medical assistance as required and house them. The Assembly Place was 4 square kilometres, ringing this was a 1 km deep free fire zone which was closely monitored by both the BSAP and the ready reaction force of the Rhodesian Light Infantry. We had sworn enemies within a click of each other with 17 Australians trying their best to keep a lid on this pressure cooker.

One of the terms of the cease fire and guaranteed safety of the Assembly Places was that no combat training was to be conducted within the confines of the Assembly Place. One incident occurred when moving to conduct a head count, 2 hand carved mock stick grenades were observed. This was brought to the attention of the senior PF officer present, who proceeded to have the Political Officer (political commissar) explain what was the purpose of the dummy grenades. In a moment of pure farce, he proceeded to demonstrate a 'dance' in which the dummy grenades were props. No such dummy weapons were later to be discovered.

Assembly Place Delta was reinforced with a detachment from the Durham Light Infantry, good soldiers but terribly sunburnt. Their contribution to the total effort was



LT Don Thompson's Brassard held in the 2 RAR Historical Collection



CPL Ian 'Bones' Brady's living quarters, along with FN FAL on the bed

greatly appreciated as the isolation and stress of the situation we found ourselves in was starting to take its toll, boredom was the enemy. We took advantage of an invitation to play a friendly cricket match against the farmers at the Mtoko cricket ground, a typical cricket ground, boundary fence marking the 4-run boundary. What was unusual to the Australian troops was that the oval was surrounded by 'plow shear' directional mines set on trip wire and command detonation circuits, the hitting of Sixers was definitely frowned upon. For celebration of Australia Day, we held the Dendera Bug Race. Preparation for the races included capture of

the 'speediest' bugs available, the Signallers had a distinct advantage as the comms tent was manned day and night, thereby giving them a greater selection of bugs. A rotation of troops back to Salisbury on a 48-hour leave was implemented. All these measures, while appearing petty in hindsight, had a profoundly positive effect upon morale.

Our Engineer group were busy with the provision of water and maintaining good potable water, found time and local resources to build a swimming pool adjacent to the mission building. Shade was provided by a pink cargo parachute, blocks were used to help keep dirt and sand out of the pool, a



Cpl Ian ' Bones' Brady manning the Radio (RCT 320 HF)

sand pool filter was 'found' and put to good use. The pool itself was a 12,000-gallon water tank with the top removed.

We did the best we could, given the resources available to maintain morale. When Major-General Sir John Acland, KCB, CBE, DL commander of the Commonwealth Monitoring Force Southern Rhodesia, visited 'Delta' he was "delighted by the ingenuity and fortitude" of the personnel assembled there. As the election drew closer, the rumours of foul play, abduction and threats abounded. The Monitors at Delta were accused for holding the son of a political candidate prisoner, a false accusation. Tensions mounted on the shoulders of these rumours, the mood in the Assembly Place had changed, from benign indifference to open hostility, gone were the relaxed conversations, replaced with the drawing up of contingency plans if attacked. CAPT Pike spoke with the PFLO on a regular basis, their relationship was critical to the running of the camp and the maintenance of order. This relationship was becoming frayed as the days progressed. We joked/not joked about the prevalence of the misfires of the 12.7mm Heavy Machine gun passing over the tents of the Monitors! We did have two Mag 58's smuggled in for protection of VIP's, this set up a ridiculous situation of concentric rings of protection parties; PF ring, Monitor ring, PF ring.

The election was won, Mugabe elected. We, the monitors, once seen by the white minority as those who would help maintain the status quo, were now cursed as traitors. A mood of apprehension had descended upon the white population, there was no doubt as to the likely outcome for the whites. Our job was done, we were called back into Salisbury, washed, cleaned up, restricted to barracks then moved to the aircraft, farewell Zimbabwe.

These words of his story were provided to the 2 RAR Historical Collection by Paul Martin. The pictures were donated to the 2 RAR Historical Collection by Don Thompson. A replica Set of medals was donated to the 2 RAR Historical Collection by Ian Brady

Full steam ahead

As part of the current Regional Presence Deployment, RAN ships took part in back-to-back exercises with allied forces this month.

Australia and key partners India, Japan and the United States took part in the second phase of Exercise Malabar in the Indian Ocean from October 11-14.

HMAS *Ballarat* and HMAS *Sirius*, with ships and aircraft from the other participating nations, engaged in complex multi-domain training in the Bay of Bengal.

This followed the first phase of the exercise, held in August near Guam.

COMAUSFLT RADM Mark Hammond said the exercise further strengthened Australia's ties with partners.

"Exercise Malabar built our collective ability to meet shared challenges in pursuit of an open, inclusive and resilient Indo-Pacific," RADM Hammond said.

"The Royal Australian Navy has enjoyed multiple opportunities to work with India, Japan and the United States this year, including the first phase of Exercise Malabar, as well as other navy to-navy activities.

"Each time we work together, we refine our shared mariner skills, improve our interoperability and further strengthen our professional ties."

The United Kingdom then joined key partners Australia, the United States and Japan for the Maritime Partnership Exercise in the Indian Ocean from October 15-18.

Ballarat took part in the complex multi-domain training, also held in the Bay of Bengal, with ships and aircraft from the participating nations.

RADM Hammond said the Maritime Partnership Exercise reinforced effective habits of cooperation between the participating forces.

"The Maritime Partnership Exercise demonstrated our capacity



to work together to support the security and resilience of the Indo-Pacific," RADM Hammond said.

"Close cooperation with key partners made the Maritime Partnership Exercise all the more valuable, and I thank our fellow navies for this opportunity to work together.

"Notably, this exercise included the UK's Carrier Strike Group [CSG21] for its Indo-Pacific deployment.

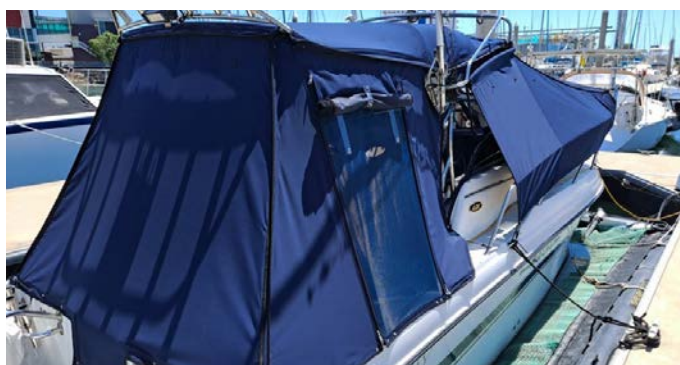
"We are pleased to see our European partners strengthening

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their engagement in the region and supporting our shared interest in safeguarding the rules-based international order.”

CSG21 is the Royal Navy’s first Carrier Strike Group deployment outside of Europe since the Falklands War and the largest deployment to the Indo-Pacific region since WWII.

CSG21 comprises HMS Queen Elizabeth, two type 45 destroyers, two type 23 anti-submarine frigates, two Royal Fleet auxiliary support ships, an Astute-class nuclear-powered attack submarine, a US guided missile destroyer, a RNLN Air Defence frigate, two squadrons of F-35Bs (one operated by the USMC) and one company of Royal Marines.

Opposite left: SMNBM Bethany Whitaker conducts a gunnery exercise using an F88 on board HMAS Ballarat.

Above: HMAS Ballarat approaches USS Carl Vinson and USNS Yukon during a RAS in the Indian Ocean.

Right: HMAS Anzac joined HMNZ Ships Aotearoa and Te Kaha for a dual replenishment at sea off the east coast of Malaysia. *Defence images.*

Ex Marks Anniversary

Australia’s commitment to regional security was on display this month during the Golden Jubilee (50th anniversary) of the Five Power Defence Arrangements (FPDA).

Australia joined FPDA nations Malaysia, Singapore, the United Kingdom and New Zealand for Exercise Bersama Gold.

Conducted across Singapore, Malaysia and parts of the South China Sea, Australia’s involvement in the exercise included HMA Ships Canberra and Anzac, a P-8A Poseidon and F/A-18F Super Hornets.

Strict COVID-19 measures ensured the safety of exercise participants, including compliance with international entry requirements.

CJOPS LTGEN Greg Bilton acknowledged the importance of the anniversary and the FPDA exercise series.

“The FPDA is a trusted mainstay of regional security architecture.



When our five nations come together we strengthen cooperation, deepen our interoperability and sustain professional links,” LTGEN Bilton said.

“The 50th anniversary is an opportunity to reflect on our achievements, reinforce the FPDA’s constructive role in regional security, and shape its future focus.”

He said Bersama Gold was a fitting tribute and its execution in a COVID-safe manner was a testament to the partner nations’ collective ability to work together.

This year’s exercise involved contactless air and maritime scenarios and a virtual land-focused seminar.

Australian Army must embrace change to meet evolving threats

The speed of technological change and the deteriorating strategic context are driving transformation of the Australian Army, says Lieutenant General Rick Burr.

The army chief acknowledges that technological advances are coming so fast that it's challenging for the force's processes, concepts, capabilities and structure to keep up with them.

'We've been describing this environment as accelerated warfare, and what we're seeing is that it's not something for the future; it's already here,' Burr says. 'The pace and the convergence of change are manifest in this rapidly evolving environment. As an army, a joint force and a defence organisation, we must be able to respond at speed.'

For that to happen requires considerable supporting initiatives and structural and cultural changes, he says. 'That's our philosophy with Defence's transformation strategy

and the army's initiatives to organise and think differently to cope with this level of change. They're all in play.

'It's about understanding our strategic environment, how to sequence those changes and how to work with others, because no one can do it on their own,' Burr says.

'How do we contribute to the regional security architecture and the power of partnerships? How do we build more resilience into our systems and our industrial base and our supply chains? We are thinking about all of these things, and it's likely that businesses are confronting these same challenges.

'Everywhere you look inside the army there are new capabilities coming, new structures, new ways of training and new approaches to accessing talent, recruiting, retaining and growing our people.

'We're experimenting with concepts and ways of operating in this new strategic environment.'

This includes strengthening land forces in Western Australia, raising the level of command of the Special Air Service Regiment to colonel to provide more experience and oversight, and re-raising the 10th Light Horse Regiment to ensure the army has the right capabilities and capacity across Australia's broad geography.

'We need to be strong and capable and connected on land but also at sea and under the sea, in the air and space, and in the cyber and information domains so that we're getting the most out of these together.' As a small defence force, the vital focus is to aggregate the effects of the total force, Burr says.

He says there's long been a view that the army could only grow from within, but now it must creatively 'borrow, bridge, buy and build' from industry and the community to ensure

it has the best talent.

That includes building on the very successful response of Australian Defence Force Reserve personnel during bushfires, floods and the Covid-19 pandemic with a more flexible approach allowing them to serve in different roles, and in more contemporary ways.

'Part-time and flexible service is critical to our future,' says Burr. 'It allows us to share talent in specialised areas. For that to grow outside the army, but still be available to the army, offers us enormous capability.'

The army must be more accessible, especially to those in remote and regional Australia, and make it easier to keep families together, and be more family friendly, says Burr.

The army's people also are the foundation of strong army-to-army relationships in the region and beyond.

Along with the AUKUS agreement with the United States and Britain and developments in the Quadrilateral Security Dialogue with India, Japan and the US, work continues to strengthen the enduring relationships with countries in the region.

An example, the relationship with Indonesia is strong and multifaceted, Burr says, and many years of junior officer combat instructor training and special forces cooperation have led to more recent combined arms exercises.

New capabilities and technology transfer around 'guided weapons, quantum and autonomy' are also an important element of partnerships and alliances such as AUKUS.

'As part of this, the army is adding capabilities into the joint force that make a key contribution to the thinking and the innovation around long-range fires and high-speed weapons.'

This means strengthening land-based air defence, artillery and long-



Soldiers from the 7th Combat Brigade jump into the Bear Pit during the 7th Combat Brigade Commander's Cup Obstacle Course at Gallipoli Barracks, Brisbane. *Defence image.*

range missile systems with new equipment, and enhancing aviation capabilities with the Apache attack helicopter and the acquisition of four more Chinooks. Army aviation is also looking to the future and integrating crewed and uncrewed platforms as part of the army's robotic and autonomous systems strategy.

'There's a compelling need to leverage emerging technologies,' says Burr. That involves stimulating innovation, experimentation, and engagement with industry. Experimental 'optionally crewed' vehicles were tested during the live-fire Koolendong exercise involving Australian personnel and the US Marine Rotational Force—Darwin. The vehicles provided tactical formations with options for innovative tactics as the two nations' troops trained to rapidly respond together to crises in the Indo-Pacific.

So, with all of these technological advances, is the army chief confident that planned fleets of large armoured vehicles won't be rendered obsolete given the ability of inexpensive armed drones to destroy armour as in the conflict between Azerbaijan and Armenia? Are these large platforms so vulnerable to swarming drones that they can't be protected?

Burr is confident that it can be done because these new vehicles will be future-proofed with the electronic and processing power to drive protection systems and directed-energy weapons which are still maturing. He says uncrewed aircraft are a rapidly emerging threat and the army's ageing vehicles must be replaced with modern vehicles protecting troops against all.

'This a critical area of research and development to understand how we can employ uncrewed aircraft ourselves and to better protect against them. The armoured fighting vehicles we are acquiring will be the foundation of this system of protection.'

The ADF will always need land forces to operate in high-risk environments, Burr says, and that's why the close combat system being delivered through armoured fighting vehicles and new technologies is so



Australian Army soldiers from the 4th Regiment, Royal Australian Artillery, conduct a fire mission in the Dome simulation facility during Exercise Turbulent Dawn, at Lavarack Barracks, Queensland, on 07 September 2021. *Defence image.*

important.

'Australian soldiers need to be protected, connected, lethal, and able to leverage the power of the joint force,' he says.

Burr emphasises that people and machines will always work together. 'People are fundamental to everything we do. Only soldiers on the ground can interface with local populations: in conflict, response to disasters, and even at home as we have seen recently during Operation COVID-19 Assist.'

Only humans can apply ethical judgements to the use of force, Burr says. These are the clear lessons from two decades of continuous operations in the region and the Middle East, and the army is committed to learning these lessons.

Burr says the allegations of unlawful killings and other illegal actions by special forces in Afghanistan are being dealt with through the Office of the Special Investigator considering criminal proceedings.

Separate to any criminal prosecutions, administrative action was initiated by the army against 17 individuals for breaches of professional standards. Burr says 15 of those soldiers have either separated, are pending separation or

have transferred to a reserve service category. Two of the 17 have been retained.

'Combined with all the other initiatives, I'm very confident that our special forces are absolutely focused on the future and have my full confidence. They did an exemplary job during the evacuation from Kabul, as did all our forces deployed there.'

Burr says the vast majority of army personnel did incredible work over a sustained period in Afghanistan. 'We remember the 41 who gave their lives and those who have suffered beyond their service, and we recognise everyone who's served and their families and those who supported them.'

The Kabul operation demonstrated the need for high-readiness forces in a very difficult situation to help people move from danger to the safety and hope that the airlift out of Kabul offered, says Burr.

'That was a very stressful, very difficult place to be, and our young soldiers did a remarkable job as part of that effort.'

Brendan Nicholson is executive editor of The Strategist. A version of this article was published in the Weekend Australian. Image: Department of Defence.

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Australian expedition vehicles wins Prime Minister's Veterans' Employment Award

A Townsville based mechanical engineering company has received recognition for its work in the veterans employment as part of the Prime Minister's Veterans' Employment Awards.

Australian Expedition Vehicles was named the Veteran's Employer of the Year – Small in the virtual ceremony on Thursday 7th October.

The annual awards recognise the contribution veterans make in the civilian workforce and organisations that support them.

AEV managing director and veteran Michael McMillan started the company in 2016 with his toolbox and a compute

Now, the company has 13 employees and is continuing to grow and enter into the Defence industry space.

Earlier this year, AEV became the repair agent for Haulmark Trailers until the dedicated facility was built at Roseneath.

"The primary goal of the business is to engage in mechanical engineering space in a professional capacity," Mr McMillan said.

"Predominantly (it is) a mechanical engineering and consulting business that has the ability to manufacture."

Mr McMillan said employing veterans was about giving them a



Michael McMillan, Managing Director Australian Expedition Vehicles. *Shae Beplate.*

new career opportunity when they left the service.

"I'm quite embarrassed by (the win)," he said. "We're not here to do that, my whole philosophy is you just get on and do the job.

"The business of giving people a job is not a handout."

He said veterans employed at AEV were former infantry, armoured or artillery personnel who were looking to transition out of Defence.

"Whilst it is a great skill set to have, it doesn't really transition to the outside world," Mr McMillan said.

"We bring them in, give them adult traineeships and give them a trade."

He added that some employees had completed trades in the military.

Mr McMillan said the company's transition into the defence space did not happen immediately.

He said after a 30-year career in Defence, it was a "big loss" leaving the military.

"I actually didn't want to engage with Defence when I left," Mr McMillan said.

"It's the people that keep bringing you back and not necessarily Defence.

"The relationships were key."

But with Covid-19 and a national push to grow Australia's sovereign capability, there was a chance to enter the field and expand Townsville's Defence industry.

"That is what we're trying to do, engaging veterans for the purpose of re-engaging back in with Defence," Mr McMillan said.

In his 30-year career in Defence, Mr McMillan served about 22 years in Townsville.

Caitlan Charles | Townsville Bulletin



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OUR
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STORY

A RAAF legend was among the world's first peacekeepers

David Sutton

On 9 September 1950 Wing Commander Louis Spence was leading four Mustangs on a ground-attack mission on enemy storage facilities at An'gang-ni in Korea when his aircraft struck the ground at high speed, killing him instantly.

It was a tragic end to a legendary career in the Royal Australian Air Force. Spence served in No. 3 Squadron in North Africa during the Second World War and was awarded a Distinguished Flying Cross for his skills in aerial combat. He later flew Spitfires in the Pacific theatre. In Korea with No. 77 Squadron, he was awarded an American Legion of Merit, and was posthumously awarded a Bar to his Distinguished Flying Cross and an American Air Medal.

Three years earlier, Spence was one of four Australians to deploy as part of the UN Consular Commission overseeing a ceasefire between Dutch

and Indonesian forces. While this deployment is today largely unknown, it was the first deployment of United Nations peacekeeping forces.

They monitored the ceasefire by travelling throughout the conflict area, talking to representatives of both sides, and reporting their findings. In doing so, Spence and other peacekeepers developed methods in the field that became common practice for future peacekeeping missions, paving the way for thousands of Australian personnel who have since deployed in the name of peace.

That Spence is better known for his wartime exploits may not come as a surprise. The history of Australian peacekeeping has traditionally been poorly understood. The Australian War Memorial is seeking to change this through the development of new galleries devoted to Australian peacekeeping operations. Australia has a long and proud history of peacekeeping; the new galleries at the



AUSTRALIAN WAR MEMORIAL 023478

Flying Officer Louis Spence serving with No. 3 Squadron, RAAF, in Libya, 1942. Photograph by Ronald Keith Monroe. 023478

Australian War Memorial will ensure that this history is better known and understood for years to come. If you have stories or items to donate to the Memorial's peacekeeping collection contact gallerydevelopment@awm.gov.au.

Testing UN deployment ends

Mentoring and teaching the next generation of junior officers and enlisted personnel is Colonel Michael Scott's passion, even when they come from a diverse range of countries.

A widely read military professional, Colonel Scott has just completed a two-year deployment on Operation Paladin, the ADF's support to the United Nations Truce Supervision Organisation (UNTSO), which has outstations spread across the Middle East and Africa from Egypt to Israel, Jordan, Lebanon and Syria.

Based in Jerusalem, Israel, since July 2019, Colonel Scott initially served as the UNTSO deputy chief of staff.

From October 2019, Colonel Scott undertook higher duties as the chief of staff and head of military in the absence of a major general – a position that had previously only been held by an Australian twice.

"Australia has contributed hundreds of military observers to UNTSO – the UN's oldest peacekeeping mission – under Operation Paladin since 1956," Colonel Scott said.

"The ADF commitment to UNTSO assists the UN with implementing its various security council resolutions."

Presently, UNTSO draws 153 military personnel from 27 different contributing countries, including those

that, from an Australian perspective, are not traditional Defence partners.

"It has been a privilege and an honour to serve with professionals from nations such as Russia, China, Serbia, Argentina, India, the United States, Gambia and Bhutan, to name but a few," Colonel Scott said.

"It has been my responsibility to establish and maintain an effective rapport with regional stakeholders, including senior officers from the Israeli Defence Force, the Lebanese Armed Forces and the Syrian Arab Armed Forces, as well as with the 27 UNTSO contributing countries and their embassies.

"As the Chief Military Observer on this mission, I have also been responsible for the training, supervision, operational performance and reporting of violations to the ceasefire agreements made by previous officers on this mission."

Colonel Scott was certainly tested. He led the military component during the peak of COVID-19.

Added to that was the political and economic crisis impacting Lebanon, instability and the fragile security situation in Syria, heightened tensions between Jordan and Israel, instability in Egypt, and tensions between the Palestinians, Hamas and Hezbollah



and the State of Israel.

"UNTSO observers operate within one of the world's most complicated environments, where a tactical mistake may have a strategic consequence," Colonel Scott said.

"In this volatile part of the world and during an unprecedented global pandemic, this role and deployment has been one of my proudest professional achievements.

"It's incredibly rewarding to work as part of a multinational team of officers and UN civilians."

Colonel Scott said the key to building a high-performing team was having people with diverse skill sets, ages and genders, as well as reserve and full-time members.

"The ADF officers who have been selected for UNTSO from the Navy, Army and Air Force have been first-rate," Colonel Scott said.

"It is evident that the education, training and development processes we undertake within the ADF is equal to the best in the world."

Colonel Scott is a highly decorated Army officer from Narangba, north of Brisbane, Queensland, who believes wholeheartedly in service over self.

He enlisted as a soldier in 1994 and commissioned into the Royal Australian Armoured Corps three years later.

"UN deployments are valuable professional development opportunities for ADF officers," Colonel Scott said.

"If a UN deployment is of interest to you, I encourage you to speak to your career manager."

To find out more about Defence jobs visit www.defencejobs.gov.au



Colonel Michael Scott has completed his deployment to the Middle East on Operation Paladin, which began in July 2019. *Defence images.*

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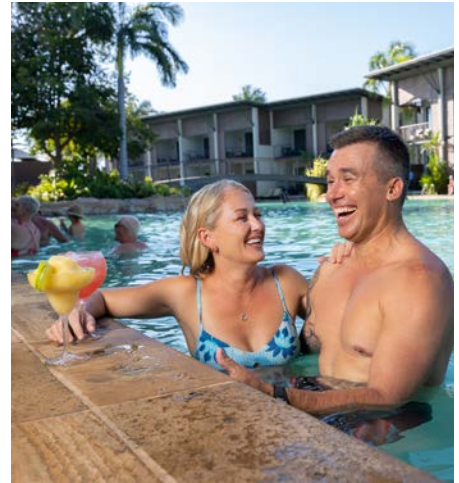
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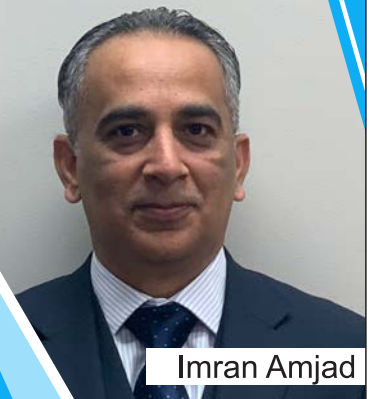
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Australia's continued commitment to sanctions enforcement against North Korea

Royal Australian Navy frigate HMAS *Warramunga* has joined international efforts to enforce United Nations Security Council sanctions on North Korea.

This is the sixth time Australia has deployed a warship on Operation Argos, Australia's commitment to the enforcement of these sanctions, since it began in 2018. Operation Argos is an important part of Australia's efforts to support nuclear non-proliferation and the ongoing stability and security of the Indo-Pacific.

Warramunga will monitor and deter North Korea's illegal ship-to-ship transfers of sanctioned goods.

Chief of Joint Operations, Lieutenant General Greg Bilton said the deployment will add weight to Australia's economic and diplomatic pressure on North Korea.

"Enforcing UN sanctions supports the international community's goal of the complete, verifiable and irreversible denuclearisation of North Korea," Lieutenant General Bilton said.



"Australia is committed to the stability and security of our region and will continue to enforce sanctions until North Korea takes concrete steps towards denuclearisation."

Warramunga will contribute to a multinational force including Canada, France, Japan, New Zealand, the United Kingdom and the United States.

The ship is the second to deploy on Operation Argos this year, following

the deployment of HMAS *Ballarat* in May 2021.

RAAF P-8A maritime patrol aircraft have contributed to Operation Argos on nine occasions, most recently in August 2021.

HMAS *Warramunga* is currently conducting a deployment to Southeast and Northeast Asia, which includes several navy-to-navy engagements with partner nations across the region.

Peacekeepers shot at in C African Republic

The United Nations mission in the Central African Republic has accused the country's presidential guard of opening fire on unarmed Egyptian peacekeepers and wounding 10 of them but the government says the allegation is inaccurate.

The alleged shooting is the latest in a series of incidents to strain the relationship between the government and the UN mission, known as MINUSCA, which has accused security forces of repeatedly violating the two sides' status of forces agreement.

MINUSCA said in a statement that the Egyptian peacekeepers had just arrived at the capital Bangui's airport on Monday when they "suffered heavy fire from the presidential guards without any prior warning or

response, even though they were unarmed".

"MINUSCA strongly condemns what appears to be a deliberate and unjustifiable attack," it said.

In its attempt to withdraw from the area, located about 120 metres from the presidential residence, the bus transporting the Egyptian unit struck and killed a woman, it said.

Albert Yaloke Mokpeme, President Faustin-Archange Touadera's spokesman, said the defence ministry would issue a statement later.

"They (MINUSCA) have said something that has nothing to do with reality," Mokpeme told Reuters, without giving further details.

MINUSCA first deployed to Central African Republic in 2013 following a rebellion that plunged the gold

and diamond-producing country into turmoil. The mission has more than 12,000 military and police personnel.

Its relations with the government have soured over a UN arms embargo and the government's use of Russian security contractors.

In an October 12 report to the UN Security Council, the head of MINUSCA, Mankeur Ndiaye, said the mission had recorded 41 violations of the status of forces agreement between June 1 and October 1.

He cited the obstruction of peacekeeping patrols, the detention of staff members and searches of the residences of UN personnel.

The Security Council is expected to extend MINUSCA's mandate by another year after it when it expires on November 15.



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Loyal Wingman project achieves milestones

The landing gear of a Loyal Wingman unmanned aircraft has been raised and engaged for the first time during a flight mission at Woomera in South Australia.

This was the highlight of several major milestones the project recently achieved, which included the maiden flight of a second aircraft.

Head of Air Force Capability Air Vice Marshal Cath Roberts praised the efforts of the team involved in achieving these results.

“It is so exciting seeing two aircraft in the air as the Loyal Wingman continues to excel in the flight test program,” Air Vice Marshal Roberts said.

“This opens up significant capability agility for Air Force, particularly with features such as the reconfigurable nose.

“We’re heavily engaged in the payload development and the element of surprise that it gives us in the battlespace.

“You never really know what’s in the nose.”

Throughout the flight test missions, teams gathered aircraft performance data to be used to inform and refine the digital twin of the Boeing Airpower Teaming System, known as the Loyal Wingman, with the view to accelerating the aircraft’s development where possible.

“The Loyal Wingman uses on-board autonomous command-and-control technology, tested both in the lab and in the field,” Air Vice Marshal Roberts said.

“The team has tested the mission system in the lab by flying a live,



digital copy of the entire aircraft design thousands of times.

“This advances the aircraft’s ‘brain’ before we hit the flight range.”

Director Boeing Airpower Teaming System – Australia and International Glen Ferguson provided some insight on the work that went into achieving the milestones, but pointed out there was more work ahead for the project.

“We’re in a steady rhythm of flight testing that will continue throughout the year on the way to mission and operational testing, enabling Boeing Australia, RAAF and our Australian industry team of more than 35 companies to progressively advance the flight characteristics and capabilities of the uncrewed teaming system,” Mr Ferguson said.

“This latest test block had significant involvement from key partners.

“RUAG Australia supplied the landing-gear systems and BAE Systems Australia were integral to supporting the flight control and navigation systems testing.”

The Loyal Wingman program has also been enabled by significant

internal partnerships.

“We have had deep involvement from DSTG [Defence Science and Technology Group], CASG [Defence’s Capability Acquisition and Sustainment Group], Defence Export Office, Defence and Air Force legal teams, Air Force Headquarters, Air Warfare Centre, No. 20 Squadron, and No. 32 Squadron – the program has been significantly enriched through broad internal engagement,” Air Vice Marshal Roberts said.

“So many have been working to achieve these milestones for a long time, and I want to thank them for their efforts.

“Being the first is never easy – there are so many unknowns to charter, so many hurdles to jump and so many paths to define.

“This is particularly the case for the Loyal Wingman as a pathfinder for the integration of autonomous systems and artificial intelligence to create smart human-machine teams.

“The upside of being first is that you get to experience the rush of seeing your hard work lift off to the skies.”

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Transition simplified

A Defence career offers many strengths, skills and achievements that are relevant and transferable to a civilian workplace. After your initial training, you will have accrued skills such as adaptability, attention to detail, cooperation, cultural sensitivity, professional ethics, reliability, situational awareness, stress management and teamwork (to name a few).

After managing a team, you will have also accumulated skills such as coaching, facilitating group discussions, managing a team to meet deadlines, mentoring, personnel management, team building and supervisory/management skills, etc.

However, while you're still serving it is typical to think that your military role equates only to further military work. I know I certainly did after a 20 year Army career. So don't beat yourself

up if you're thinking like that. With a broader understanding and a little help, you will be able to see beyond 'pigeon-holing' yourself into only similar roles you had in your military career. So we encourage you to take the time to explore career options and seek guidance on aligning your transferable skills to other industries and jobs. When you do this, it opens up many more opportunities and greatly increases your ability to see beyond the uniform more clearly.

Consider a new career direction well before you leave Defence. Remember that what you decide to do is not final or absolute. In today's job market, the average time spent with any one employer is now approximately five years and the younger generations are changing jobs every two years. This means long-term careers are becoming less likely. Statistics show

that young job seekers who leave school today will change careers (not just jobs) nine times before they retire. Therefore, whatever decision you make today, won't necessarily lock you in until retirement.

Your written application is typically the "first impression" employers see of you. First impressions have a massive impact on your success or failure during this process. A written application includes:

CV/Resume | Cover Letter | Selection Criteria/Suitability Statement | LinkedIn profile | Social Media presence

Your written application should include more than what's on your Duty Statement and the list of things you have been responsible for. If this describes your written application – stop and get help now! It should include your demilitarised transferable

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skills (targeted toward the industry/job you wish to attract) and your workplace achievements. Achievements tell an employer about you from a cultural perspective - for example, your work ethic, initiative, team work, management performance, customer service and desire to improve your professional skillsets.




The most effective written application is one that quickly highlights to the employer how your skills match the skills required for their job. This is the area where most job search frustration occurs. So, spend time getting this area right and you'll have much greater success. The same principle also applies to the best way of promoting yourself at the job interview. Talk specifically to the points the employer is looking to use to grade applicants and you'll be doing the best you can to secure that job.

We recommend that at everything step of finding new employment, remove or replace military terms with every-day language. This will be


challenging if you've never thought of doing this before. But you can if you avoid language like "I have commanded teams of various sizes on many deployments in different situations", or "I managed a team to achieve the Commander's intent at sea and at shore". While these examples aren't using military-specific terms, they make statements that only you know the context of. If you wish to use statements like these, then add examples of what you refer to. For example; "on my last overseas deployment to Iraq, I managed a team of 10 staff for nine months to provide close protection and surveillance at airports, compounds and small

villages." Or "I managed a team of four highly skilled technicians over six months to operate the ship's combat radar systems whilst under pressure on high-intensity operations".

Bottom line - The effectiveness of any written application is only determined by the ratio of applications sent to interviews gained. If you're sending out many applications, but not getting at least 50% success rate of being invited to an interview, then your written application needs adjusting. Similarly; the effectiveness of promoting yourself at a job interview is assessed by the number of job offers you get in relation to the number of interviews you



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attend. If either of these ratios aren't what you'd like, ask for help. Right at this moment, in Australia there are a number of funding sources available if the lack of finances is preventing you from seeking assistance.

Defence invest significant time and money in training you to think and perform your military role to achieve the military mandate. We all know that this 'regimented way' of operating is different to most non-Defence workplaces. However, little is offered to help you know how it is different, how to adjust when engaging with civilian employers and also with new team mates when entering a non-Defence workplace.

When engaging with employers, you should know that typically the following traits are much stronger in Defence - focus on safety, teamwork, work rate and work ethic, professionalism and attitude to task completion.

The greatest transition challenge is in relating the commercial value you bring

to civilian employers. You know you can work hard, but just saying that isn't enough. Most ex-Defence members are already very well equipped to get a civilian job in either Operations, Security, Work Health & Safety or Teaching. If you think you have little to offer a commercial organisation, think again.

There are any number of people and organisations wanting to offer help. But who is best placed to help you with your transition and find a job on a good salary? Our experience is that only someone who personally understands how challenging it is to relate military experiences to civilians and who has also worked in commercial workplaces can understand you, your current situation and help you through the next few months of your transition.

Its your choice to either find your feet through trial and error (which will take time), or seek assistance from those who have gone before you. How much time do you have to learn through trial and error on how to compete



Seeking transition assistance can be challenging, given there are so many organisations out there offering help. But think of it as learning a new language, because talking in military terms to a civilian employer won't work in such a competitive environment.

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Would you prefer to learn Chinese from the Aussie bloke down the road who has only ever taught from a book, or would you prefer to learn from someone who grew up in China and now lives in Australia? In both circumstances, you will be taught Chinese, but you will be able to speak the new language much better from someone who knows both languages and can help with the Aussie dialogue. Choose wisely who you seek help from.

For help in your smooth “Transition to Civilian”, contact Trans-Civ www.transciv.com.au.

10 TRANSITION TRAPS

The following transition traps are what the team at Trans-Civ have observed over their 14 years in helping ADF members in their transition to civilian life:

1. Not thinking about your transition until you're almost out of Defence. Your loyalty won't be reciprocated.
2. Thinking that your next career move must be the job you have until retirement. The average time in any job now is only five years.
3. Thinking that because you can talk well with people in general, you'll be fine at job interviews. Talking about yourself in a promoting manner is more difficult than you think.
4. Compiling a Résumé from your own perspective and thinking it will be competitive in this job market. There are over 100 applications on average per job vacancy – above average applications are no longer competitive. Only the best applications get through.
5. Thinking that testing the waters with an average Résumé will be OK. You're asking an employer to judge you on an average Résumé. You can't decide to send them a better version of you later, as they will already have formed an opinion about your suitability.
6. Using a Resume that has grammatical and spelling errors
7. Thinking a civilian employer will understand the context of your military terms in a written application and at a job interview. In all forms of communication with civilian employers, speak plain language only.
8. Not knowing how to use your existing network to open job opportunities. Your existing network is the best source of securing your first job outside Defence.
9. Thinking that everyone in your new organisation will love you because you served in the Australian military. Know that not everyone will love you and respect what you have done in Defence.
10. Working really hard to prove yourself in your new civilian workplace (it may show up your work colleagues). Be careful of the unintended collateral damage of working too hard in your new job.



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Tips for tough times

This time last year we all hoped 2021 was going to be a better year, instead, many people are still doing it tough. So, what can you do to ease financial pressures, or, if you are one of the fortunate people who finds them self in a good financial position, how do you make the most of these challenging times?

When money is tight

Check your budget

A budget helps you identify where your money is currently going and whether there are expenses that could be cut, to boost savings or reduce your mortgage and other debts. A budget also helps you work out how much money to put aside regularly for bigger expenses like car registrations, school fees and insurance. It doesn't matter whether you use pen and paper, a spreadsheet or an online tool like our [budget calculator](#), it just matters that you do it.

Ask for discounts

If your kids are usually in private school but you've been home schooling for a long period of time, ask the school

for a discount on fees. If your car is spending a lot more time in the garage, ask your insurer for a discount on your insurance. Look over your budget to see what other expenses you are currently paying but receiving limited benefit from. It costs nothing to ask for relief, and the worst they can say is 'no'.

Shop around for better prices

If you're stuck at home and have time to spare, use the internet to shop around for better deals on everything from groceries to utilities, phone and internet plans, free recreation facilities (for when you can get out), even Facebook groups offering free stuff in your area. Use your imagination, the possibilities are endless.

Access Government Support if you need it

Throughout the pandemic the Government has made considerable financial support available to individuals and households, whose income has been affected. Visit [Services Australia](#) to see if you or your family members qualify for assistance.

Tackle debt issues head on

If you are struggling to meet repayments on debts such as mortgages, personal loans, car loans and credit cards, talk to your lender, they have special arrangements for people facing financial hardship. Arrangements could include reducing interest and fees, or a deferral of payments until the crisis has passed and you're back on your feet. You will achieve the best result if you approach the lender proactively. The worst thing you can do is fail to pay without talking to the lender, thereby defaulting on your debts, which may have a negative impact on your credit rating, potentially affecting your ability to borrow money in the future. The Australian Banking Association website has more information.

If you need help, please contact us or read our Problems with debt money guide. If your financial stress is temporary and you need short-term help, each Service has a Relief Trust Fund (RTF) that you may be able to access. Please contact the fund directly to see if you qualify for a RTF loan.

To take advantage of the current economic climate

If you are in the fortunate position to be saving money during the pandemic, because there are fewer opportunities to spend, here are a few tips on making your money work harder:

1. **Set goals** – set at least one short, medium and long-term goal, cost them out and work out how long it will take to reach each goal and how much you will need to save to get there. Write it down. The Moneysmart savings goals calculator can help you work the figures out.
2. **Invest your savings** – if your cash is in a bank account earning very little interest, you have no immediate plans for it and are prepared to invest for the longer term, consider starting an investment portfolio with

navy.gov.au/royal-australian-navy-relief-trust-fund

The infographic features a central purple hand icon with the text "NEED HELP WITH DEBT?". Surrounding the hand are five colored segments representing different relief trust funds:

- ROYAL AUSTRALIAN NAVY RELIEF TRUST FUND** (grey segment at the top)
- ARMY RELIEF TRUST FUND** (green segment on the left)
- ROYAL AUSTRALIAN AIR FORCE WELFARE TRUST FUND** (blue segment at the bottom left)
- NATIONAL DEBT HELPLINE** (orange segment on the right)
- BRAVERY TRUST** (red segment at the bottom right)

External contact information is provided for each fund:

- armyrtf.com.au 02 5109 7455
- ndh.org.au 1800 007 007
- braverytrust.org.au 1800 272 837
- raafwelfaretrustfund.gov.au 02 6128 76369

At the bottom, a purple banner contains the following text:

Millions of Australians live in households in financial distress

Problems with debt can lead to:

- Loss of assets
- Loss of security clearance and employment
- Adverse credit reporting
- Loss of personal and social relationships
- Depression and suicide

some shares or exchange traded funds (ETFs). You'll be taking on more risk, but are likely to get much better long-term rewards. The Australian Securities Exchange (ASX) has a range of free online courses to get you started, go to www2.asx.com.au.

3. **Pay down debt** – there's no point leaving money in a bank account earning very little interest, if you are paying a high interest rate on a car loan, personal loan, or any other debt. Consider using spare cash to pay down debt, and then start saving for the future.
4. **Get a better rate on borrowings** – if you have a home loan with a reasonable amount of equity and your interest rate doesn't start with a '1', now might be a good time to negotiate a better deal with your lender. Use a comparison website to see what the lowest rates in the market are and then ask your lender for a better deal. This tactic could also work on other types of



loans.

5. **Review your super** – while you are thinking about saving and investing, go to your super fund's website and see what your investment options are. If you've never made an investment choice, there may be other investment options that could be earning you a better long-term average return. This applies to accumulation fund members and to the 'member' component of a defined benefit fund.

If you are in need of financial education or guidance, access to free financial counselling due to financial hardship or independent personal financial advice, don't hesitate to contact us. We have a small team with extensive knowledge and access to a large network of professional people outside of Defence who can offer assistance by way of free financial counselling (in the case of hardship), or financial advice on a fee paying basis, depending on your personal circumstances.

adfconsumer.gov.au/tips-for-tough-times/

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At St Clare's College, we are always looking forward with the intent to prepare students for twenty-first century citizenship and employment. Our strategic intent – Seek Wisdom frames our commitment to becoming a Visible Learning School. Facilitating the use of researched based teaching practices in all classrooms helps to ensure that every student is engaged, challenged and experiences at least one year's growth as a learner each year.

St Clare's College provides outstanding pastoral support for students through their Pastoral Care (PC) teachers. The College is comprised of outstanding educators from an array of learning areas who are committed to supporting students.

Defence Service families have the added support of our Defence School Mentor who provides programs and services to support the individual needs of Defence students. These include:

- Welcoming new families and students to our College and supporting their integration into the College community.
- Providing support to students during parental absences.
- Organising regular social events for students.
- Excursions for students that encourage leadership, initiative and teamwork. These excursions are often combined with other ACT schools which run a Defence School Mentor program this allows students to socialise across the broader ACT Defence community.



- Coordinating the whole school ANZAC Day Ceremony and Remembrance Day activities. Also providing opportunities for students to represent the College at local external ceremonies.
- Providing the Pastoral Care team and teachers support and information to assist defence students.

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Coping with student transfers interstate

Defence recognises that some children may experience disruption to their education each time they move for a posting. We have a range of services and resources that can assist with the transition between schools and education systems, and to provide support for the unique needs of Defence students.

This support includes:

- Specialised staff, Education Liaison Officers, in each state and territory to advise families and schools on education issues and Defence student wellbeing,
- Funding to schools to allow the employment of a Mentor, to assist Defence students integrate into a new school and provide them with support,
- Financial assistance for some education costs incurred as a result of relocations, and
- Regional education information to inform families about the major differences between the state and territory education systems.

EDLOs

Education Liaison Officers, or EDLOs, give education support to Defence families as they move around the country, providing information, advice, referral and specialised assistance.

This includes:

- Informing, preparing and empowering families about local schools and education systems, and working with parents, students and teachers to manage the transition when relocating to a new school,
- Linking families with education providers, resources or support agencies according to their children's individual needs (including students with special needs),
- Working with schools to ensure a supportive educational

environment and to raise awareness of issues facing Defence children, and

- Informing families about Defence support services available, including financial assistance entitlements under the Education Assistance Scheme.

Defence Mentors

DMFS recognises that Defence families often turn to schools for help when mobility affects education through frequent moves, long periods of separation, isolation from extended family support networks, and operational deployments.

The program provides funding to eligible schools in order to engage a Defence School Mentor. Mentors work to minimise the impact of mobility on education and build the capability of the school in supporting Defence students and their families.

Mentors are based within primary and secondary schools across Australia for the purpose of providing support to the children of Defence families through on-site, direct and flexible assistance to students, parents, teachers and other support services.

This may include:

- Assisting new children and their families to integrate into the school and local community,
- Monitoring the social and emotional wellbeing of Defence students,
- Assisting students develop self-confidence, self-reliance and resilience,
- Referring students to services, or school and community programs that meet their needs,
- Enhancing awareness and appreciation of the unique Defence lifestyle in schools and communities, and
- Providing support to children during times of parental absence.

Funding and eligibility

The Defence School Mentor program is funded annually and is only able to provide support to schools as funding allows. Eligibility criteria determines the level of funding that can be offered. Potential applicants should refer to the Program Guidelines for details.

The following will be considered when determining the eligibility for the support of a Defence School Mentor position within a school:

- The available annual program budget,
- The number of students enrolled who are dependants of full-time serving Defence members,
- The number of Defence students who are impacted by parental absence due to their ADF service, including deployment, training exercise and any other extended service related absence,
- The number of Defence students who are impacted by mobility due to an ADF posting, and
- Whether or not a school is located in a remote location as per Defence's definition outlined in its Pay and Conditions Manual.
- Schools that are approved for funding must:
- Be a primary, secondary, middle years or foundation to year 12 school,
- Demonstrate an ability to deliver innovative programs/services to support Defence families,
- Demonstrate an ongoing commitment to strategic partnerships between education authorities and Defence, and
- Demonstrate commitment to the program and compliance with the governance requirements as detailed in the Program Guidelines.

If you would like any information about the Defence School Mentor program email dsm.program@defence.gov.au.

Supporting kids to support kids

Did you know that Defence Member and Family Support (DMFS) provides funding to over 250 schools around the country for the Defence School Mentor (DSM) program?

The program helps schools where Defence children are enrolled to engage a DSM. Mentors are employed directly by the schools in which they work. They use a variety of methods to build relationships with Defence kids.

Mentors work to minimise the impact of mobility on children's education and build the capability of the school in supporting Defence students and their families. They provide support through on-site, direct and flexible assistance to students, parents, teachers and other support services.

Lisa Hill is employed by Kirwan State High School in Townsville as their DSM. She has done a lot of work to engage with Defence kids, including getting them involved in charitable activities.

For the last five years, Lisa and Debbie Downie, the schools Youth Health Nurse, have involved interested students in a campaign that is designed to bring dignity to girls and women around the world. Initially, the students were making dresses, but they've expanded to include shorts.

"We started by teaching students to sew in our own time and after school," said Lisa.

"Together with members of the community, they have made over 800 dresses and shorts for kids.

"Initially, the outfits were sent to orphanages in Africa, but they now also go to schools in Papua New Guinea, Cape York communities and local women's shelters.

"Over the years, the students have been so keen, and really excited to be involved. They feel like they are helping other little children in the world. Each



session we hear comments such as 'I love that I am giving hope to another little girl and that I am learning valuable skills to sew and create my own little masterpieces'."

"This is a weekly workshop which helps Defence students build resilience, confidence and coping skills. All of these things are valuable tools for Defence families, and in fact all families."

Jason Good | Defence Families Matters



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Childcare for defence kids

Defence Member And Family Support has a range of programs to support the availability of childcare services to Defence Families, who might face difficulties in sourcing childcare.

One of these programs is an individual case management service for childcare placement.

Defence maintains a network of childcare and early childhood education centres at 16 locations around Australia, comprising 16 long day care and three out of school hours centres. The centres are managed by a licensed childcare provider, One Tree Community Services.

One Tree Community Services originated in Western Australia, when a small group of community-minded parents came together to create a safe place where children could play after school.

“The small group grew and we are now

a national not-for-profit organisation with more than 45 years’ experience in delivering childcare services in metropolitan, rural and remote areas across Australia,” said Coral Callan, Executive Director at One Tree.

“One Tree employs over 600 staff from diverse cultural and professional backgrounds, and we believe in working with communities and creating a sense of belonging for staff, children, families and community.”

Specialist early learning staff from One Tree provide individual case management for Defence families. The aim of individual case management is to support ADF families when they move to a new area or change their work or care arrangements, such as when a serving member returns from maternity leave.

“Our specialist staff assist families who need help to find appropriate childcare by negotiating with all local registered

childcare providers, including family day care and before and after school care, to ensure childcare is tailored to individual family circumstances,” Coral explained.

Individual case management is a free service that provides parents with options to allow them to decide which childcare service best suits their family. It is available to all ADF families across Australia. Normal childcare fees will apply for any childcare options selected by families.

Defence provides priority of access to Defence childcare centres for ADF families, particularly where the local community is unable to accommodate them or they have been posted to a new location.

For more information or to discuss your family’s childcare needs, call the all-hours Defence Member and Family Helpline on 1800 624 608.

defence.gov.au/members-families
 Tamara Robinson | Defence Families Matters



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Centenarian recalls his best flight

He's 100 years of age and has flown all around the world, but Air Force veteran Alan Hastie said the best flight of his life was on a British Bristol Beaufort at the end of World War II.

After a year-long deployment to Papua New Guinea where he serviced Beauforts as an aircraft technician, Mr Hastie's commanding officer gave him a choice between flying home to Brisbane in the co-pilot's seat of a Beaufort or sailing home with other ADF members on an aircraft carrier.

"I'm not sure why he gave me the option," Mr Hastie said.

"He just asked me how I'd like to get home and if I'd rather go home on an aircraft carrier or on a plane.

"I didn't want to be on an aircraft carrier for a week with thousands of other people, so I chose the plane."

Originally enlisting in the Army in Brisbane in 1941, Mr Hastie obtained the rank of acting sergeant before transferring to the RAAF three years later.

"I changed over to the Air Force to try and get into aircrew," Mr Hastie said.

While training to become an aircrew member in Kingaroy, Queensland, Mr Hastie was told that the RAAF had an adequate supply of aircrew and he would be moved to ground staff.

After six months of training as an aircraft technician at Sydney Technical College, Mr Hastie was briefly posted to Tocumwal, NSW, before being deployed to Aitape in PNG.

"I did enjoy it," he said.

"You might say it was an easy job in one way, because we weren't involved in actual fighting, just servicing the planes."

Jumping at the opportunity to fly home to Brisbane as the only passenger on a Beaufort at the end of the war, Mr Hastie remembered the scenic journey along the Queensland coastline.

"We picked up fuel at Cape York and the pilot said that we would dodge Townsville and Cairns so we wouldn't have to go through the red tape there," he said.

Following the coastline south, Mr



Alan Hastie with an Air Force 2021 Commemorative memento in celebration of his 100th birthday. *Defence images.*

Hastie and the Beaufort pilot stayed overnight in Rockhampton before continuing the following morning.

"We were going to land at Amberley because, back then, Archerfield was a civil aerodrome," he said.

"It was the main airstrip for Brisbane at the time.

"As we got close to Brisbane, the pilot said 'show me where it is', referring to Archerfield, so I pointed it out to him and we landed there."

After saying goodbye to the pilot, who had to return the aircraft to western NSW, Mr Hastie caught a bus into Brisbane and a tram to his family home in The Grange where he surprised his unsuspecting parents.

"I turned up home and my parents said 'Where'd you come from?'," Mr Hastie said.

Discharging from the RAAF as a leading aircraftman in 1946, Mr Hastie married Mary Ursula Sims, a kindergarten teacher and raised four children.

Since turning 100 on April 14, Mr Hastie has received numerous messages, including a letter from The Queen.

Senior ADF Officer at RAAF Base Amberley Group Captain Iain Carty

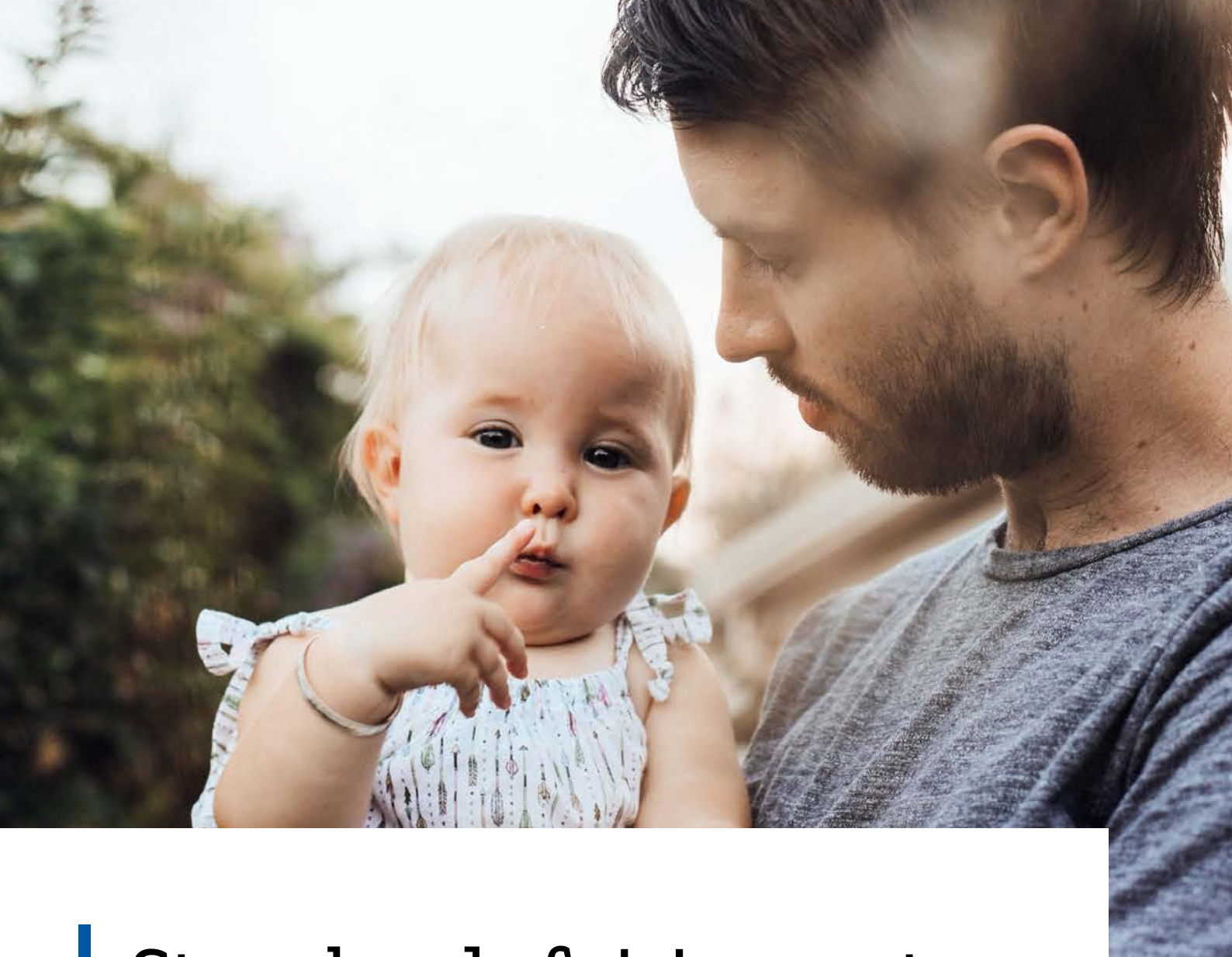
presented Mr Hastie with a framed Air Force centenary commemorative memento in recognition of his milestone birthday and to honour his service to the nation.

"I'm very grateful, I really am," Mr Hastie said.

"I've done very well but I don't think I've deserved it all as there were thousands of us and I didn't do anything special, I have to confess, I just did the work."

Evita Ryan





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