



Third Edition 2014

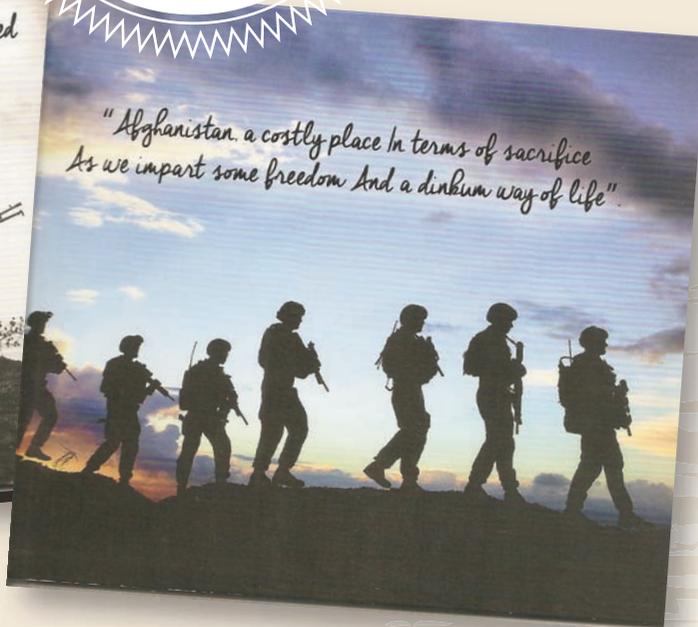
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# CAMARADERIE



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The DVD can be ordered for just \$15 (including post and packaging) from the DFWA website: [www.dfw.org.au](http://www.dfw.org.au)

# THE OFFICIAL JOURNAL OF THE DEFENCE FORCE WELFARE ASSOCIATION



Vol. 45. No. 3 Third Edition 2014

PROUDLY SERVING MEMBERS OF THE ADF AND THEIR FAMILIES SINCE 1959

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**Please do not contact the Editor or National Office for membership enquiries etc. Member's Branch contact details are at page 4.**

*Camaraderie* is produced with the object of keeping every member abreast of the more important actions taken by the Association on behalf of its members, as well as keeping them informed about matters of interest.

It is published three times a year and distributed free of charge to every member of the Association usually in March, July and December.

Members are particularly encouraged to submit brief articles for consideration for publication in *Camaraderie*.

Articles by members about their own views or experiences often stimulate wide discussions and alert other readers to particular points not previously highlighted or appreciated.

Members are also invited to send letters for publication as "Letters to the Editor".

**Material for inclusion in the next edition should reach the Editor at the above address, ideally as a MSWord document attached to an email, no later than 13 February 2015.**

**The views expressed in individuals' authored articles are theirs and do not necessarily reflect the views of the Association, except where expressly stated.**

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## A WORD FROM THE EDITOR

This edition rightly focuses on the recent ADF pay case, in some ways a watershed event for the Association. Readers are reminded that apart from 1.5 staff in the National Office, all others are volunteers and we simply cannot do all the things that need to be done. Your support in passing the word about the good works of the Association to your friends and family is always appreciated, as is your support in more practical ways such as encouraging others to join. On that note I wish you all a merry Christmas and lets see what 2015 brings!

Les Bienkiewicz

## CONTENTS

## THIRD EDITION 2014

Contact Details	4
From the President's Pen	5
National Office Roundup	6
The ADF Workplace Remuneration Arrangement - Part 1	7
The ADF Workplace Remuneration Arrangement - Part 2	10
The ADF Workplace Remuneration Arrangement - Part 3	11
Corporal Cosmo Speaks!	12
The Charge of the Dudded Brigade	13
Letters to the Editor	14
Raffle Results	15
Attention ADF Members	16
Defence Widows Support Group ACT – Annual Luncheon	16
The Community of Australian Veterans	17
Book Review: My Vietnam War, Scarred Forever	18
Mental Health Support for Reservists	19
Carnival Australia Discounts to Serving and Retired ADF Members	19
Attention Veterans and War Widows	20
Our Intripid Executive Director Leads the Way !	20
The Transition & Wellbeing Research Programme	21
Book Review: One Shot Kills	22
I am proud to be an Australian Soldier	23
Reserve Forces and the Defence White paper 2015	24
Our latest Honorary Life Member	26
World War One Living Historian Pete Pickering	27
Seniors Health Card	28
Money Matters	29
Asbestos Information Sheet	31
Is Defence Housing Australia Under Threat?	33
Application to Join or Renew	34
Branch Reports	35
Blood Swept Lands and Seas of Red	38
Donation Slip	38

## FRONT COVER

*A small team of Marine Technicians from HMAS CHOULES has completed a major community assistance project in Torokina, Bougainville, during Operation RENDER SAFE 14.*

*A former Catholic Mission Church, established in 1972, had collapsed, the site abandoned due to significant structural debris.*

*Using oxy-acetylene equipment, the rusting steel girders were cut down and removed from the concrete pad. The church spire, stone altar, bell and cross, were then cleaned and repainted.*

*The project was initiated following consultation between the CHOULES' chaplain and community leaders, who indicated they would like to redevelop the site.*

*Photo courtesy of Defence Media*

# DEFENCE FORCE WELFARE ASSOCIATION



FOUNDED 1959

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WESTERN AUSTRALIA (ph 08 93834055) - [wabbranch@dfwa.org.au](mailto:wabbranch@dfwa.org.au)

Members of the Association are members of a State Branch of their choosing.

Members from Tasmania are normally managed by Victoria Branch, and members in the Northern Territory are normally managed by Queensland Branch.

Members with membership queries including change of address, or seeking advocacy advice, should contact their respective Branch. Full Branch details, including contact details, can be found on our website [www.dfwa.org.au](http://www.dfwa.org.au)

If in any doubt, contact the National Office.

## DFWA WELFARE TRUST FUND

The Association maintains a **Welfare Trust Fund** for the welfare of members of the Association and regular members of the ADF and Reserves on fulltime duty or their widows/widowers and dependants who are in urgent and necessitous circumstances involving real hardship.

The Trustees are: Major General Adrian Clunies-Ross AO, MBE (Retd); Commodore Phil Mulcare (Retd) and Mr Geoffrey White.

**Applications** for a loan or grant are made via State Branches.

## FROM THE PRESIDENT'S PEN



The National Leadership of ADSO took part in the second round of consultations with the Assistant Defence and Veteran Affairs Ministers on the 27th October. These talks provide a very useful forum to discuss our major policy issues and allow us to get a first hand insight into the Government's thinking on these and related issues. We discussed a range of issues; changes to the Veteran Disability Pension indexation, the proposed ADF Super, residual deficiencies in the

existing military superannuation schemes, ADF pay, compensation issues revolving around the heightened domestic terrorist threat and health support for ADF members.

As well I had meetings with the Opposition Leader (Bill Shorten), the ALP's spokesman on Veteran Affairs (David Feeney), Clive Palmer, Senator Glen Lazarus and Senator Jacqui Lambie, the Greens Veteran Affairs spokesman (Senator Peter Whish-Wilson), Senator John Madigan from Victoria and a range of ADF officials promoting the wellbeing of our serving and former ADF members. Suffice to say they were all supportive (as were the Coalition when in opposition!).

We continue in our efforts to convince the Government to abandon the policy back flip in its budget proposal to wind back the level of indexation for the Veteran Disability Pension. I sent a letter to the PM on behalf of most of the ESO members of the Ex Service Organisations Round Table asking for this. He has responded saying it was a necessary change and the Government does not intend to reverse its decision. This is disappointing and I have to say I'm very sceptical as the projected savings are only \$65m over the next four years which is a drop in the bucket in an overall budget in the order of \$400 billion! However, I am still optimistic this measure will fail as we have the support of the Opposition, the Palmer United Party the Greens and most if not all of the independents in the Senate.

The other recent major development has been the ADF pay case, which is well documented throughout this edition of Camaraderie. The Government has offered ADF members an increase of 1.5% per year over the next three years and to achieve this many are to lose up to 6 days leave a year (5 days ERL & 1 day granted by the CDF between Christmas and New Year) as well as have some tightening of travel entitlements, an increase in the HDA qualification period from 5 to 10 days and the replacement of the daily food allowance from those that are MWD(U) by a one off Larder Payment which is a significant reduction for those who have this entitlement. When the "agreed deal" was announced, we went live with a survey to canvass opinion from ADF members. We were overwhelmed with the response (11,500) and the facebook post had in excess of 33,000 hits. There was almost universal rejection of the offer (90%) by ADF members. Comments were quite illuminating and not very complementary concerning the offer or the process. Feedback

continues to be received by National Office via phone, email and facebook and the reach has been far greater than the official ADF "road shows" which had about 3,000 attendees all up. The DFWA Vice President (Conditions of Service) developed a substantial submission calling for an increase to at least match the movements in the Employee Living Cost Index to keep up with cost of living increases. This was then presented to the Defence Force Remuneration Tribunal by the DFWA Honorary Workplace Advocate who was also able to enter into evidence the many thousands of comments from ADF members (unattributed). The RSL also voiced its opposition to the "deal" before the tribunal. Again we were well served by Les as the VP Conditions of Service and Gerard Nelson as our Hon Workplace Advocate who in turn were ably supported by Alf & Kristie at the National Office. On the 2nd November the Tribunal had handed down its determination accepting the "agreed ADF and Commonwealth Case". A disappointing outcome that is still attracting adverse comment from ADF members and the media.

On membership, our "Defence Virtual List" (ie, ADF members who have joined "online") has more than quadrupled and we can truly say that our overall membership now comprises half and half serving and former ADF members. Our membership has grown!



I along with the other leaders from the Alliance of Defence Service Organisations continue to advocate the development of an Australian Military Accord (or Covenant). All national ESO members of the Ex-Service Round Table now support this although the RSL continues to be at best lukewarm. A Government Senator from Queensland has, independent of us, taken up this as a personal objective and is seeking cross party support to achieve such an accord. Senator James McGrath held an ESO forum in Queensland to get input from the ex-service community which has been very helpful in tailoring his approach. Alf and I have met with him also and provided advice and assistance. This is a very welcome and encouraging development.

With regard ADSO, I was invited to address the TPI Fed AGM after which the Federation voted to sign up as a partner of ADSO. I also addressed the APPVA AGM to brief them on progress on ADSO policy issues. In addition I have been in recent discussions with the Royal Australian Armoured Corps Corporation who have expressed a wish to join ADSO. They are a group comprised of constituent unit & State associations of about 3,000 ex-service members and 2,000 serving ADF personnel. I expect this association will move towards formally signing once it has satisfied its constituent member associations on a number of aspects about the structure and work of the Alliance.

On the Fair Go Campaign front, four new videos have been released addressing the VDP and the ADF pay case to both inform and to garner support from the wider ex-service and general community.

David Jamison

# NATIONAL OFFICE ROUNDUP (June 2014 - November 2014)



As welcome to the veterans' community was at the passing of the long-awaited Defence Force Retirement Benefits Legislation Amendment (Fair Indexation) Bill 2014 on Thursday 27th March 2014, the milestone that it actually happened now seems little more than a distant memory. The way that the retirement pensions of the men and women who had served were indexed had been unfair for a long time. That was because the CPI only methodology used never kept pace with cost

of living increases. Thus, when a small step was taken by way of the Bill to at least index DFRB and DFRDB retirement payments for those over 55 to the higher of the CPI, the Pensioner Beneficiary Living Cost Index (PBLCI) or the Male Total Average Weekly Earnings (MTAWE), the Coalition Government well deserved high credit for delivering on a promise made as long ago as 2009. And deserved credit too for giving strong recognition to the 'unique nature of military service'.

All that despite the remaining need for the Government to continue to focus on:

- Restoring fair indexation to DFRB/DFRDB recipients under 55, particularly to those on invalidity pensions whose purchasing power had to be maintained too;
- Extending fair indexation to MSBS members; and
- Restoring DVA Disability Pension indexation to parity as legislated by the Coalition Government in 2007 but removed by Labor in 2009.

If there was any hope held out for progress on these and other fronts, that hope was somewhat shattered on the eve of the 2014-2015 Budget. For many in the defence community the budget contained not an insignificant array of unwelcome surprises, not the least of which included an inexplicable wind back of the method by which Veteran Disability Pensions are indexed. Literally with the stroke of a Treasurer's pen, out the door flew the indexation principle championed by all side of politics barely two months before as being 'fair'. Back marched the CPI only formula that was deemed so 'unfair' when a multitude of speakers spoke in support of the Fair Indexation Bill. The budget removed MTAWE and PBLCI from playing a part in indexing these pensions.

Of course the ex-service community understands the Government's dilemma in its need to bring budget spending under some control. But where was the justification to revert back to a so widely acknowledged unfair indexation method? After all, the Veteran Disability Pension was hardly a social security and/or welfare payment. It has long been recognised as a compensation entitlement for not only injury sustained but also for the foregone ability to earn wages.

The unfairness of that budget measure alone brought into stark relief another unfairness, namely the one all disability veterans suffered when they were denied the structural indexation granted to Aged and Service Pensions in 2009. That denial had the effect of reducing the yearly purchasing power of TPI pensioner family incomes by at least \$3,300. Fair? Not by any measure.

And for those who thought the Federal Budget would see the end of unwelcome surprises to the hip pockets of the Defence family, an even

greater surprise was in store for them when recently the nature of the pay agreement that was reached between the ADF and the Commonwealth was revealed. In short, the 2014 Workplace Remuneration Arrangement (WRA) would ask all permanent ADF members and those on the Reserve to accept a far-below even the inflation rate pay increase of 1.5% per annum over the three year life of the WRA. And to pay for that 'increase' members would be required to forego some previously approved leave provisions and accept the downgrading of several other conditions of service.

There is much more discussion on this 'Offer' in other sections of this issue of Camraderie. I would encourage reading the full story. In short, in its submission to the Defence Remuneration Tribunal (DFRT), DFWA strongly opposed the arrangement as it currently stood. Notwithstanding and despite strong opposition from serving ADF members, the Tribunal endorsed the Government's proposed pay offer without amendment.

Is it all a 'fait accompli'? Not by a long shot. The DFWA's position is that the WRA should at least match the movement of the 'Employee Living Cost Index', not just inflation. That would have at least the chance of maintaining the real purchasing power of ADF salaries. Anything less represents a pay cut which ADF members should not be expected to accept. We will continue to lobby strongly in that direction.

What will make it easier to do so and allow us to continue fostering the best interests and welfare of all members of the Australian Defence Force, including their families, is a stronger membership base. We are there for you both during your service and certainly after it.

In terms of membership, a big thanks and a warm welcome to those who have recently joined. But to repeat a plea I made in the last issue of Camraderie: if you are a member and know of a friend and/or an acquaintance that is not, please gently encourage them to consider joining. We need a strong team to go forward and the only way to strengthen it is through membership growth. Please help in any way you are able.

And remember also, if you are still serving you can either join us as a full member or as a 'Virtual Member', the latter will cost you nothing but will give you direct on-going electronic feedback on issues of major concern to you vis conditions of service and pay. Equally importantly, you will get feedback on what is being done on your behalf to protect your interests and that of your family.

On a personal note, I know I can speak on behalf of all of us in warmly congratulating John Paule on his recent award by the National Executive to Honorary Life Membership of DFWA. The award is only a small measure of the thanks due to him for his long years of service to not only the Association but also to the wider ex service community. That service involved an incredible 19 years as the Association's National Secretary and for a lengthy period of that time also as the National Treasurer.

Finally and to perhaps make another plea, your small or other donation will help immeasurably with our work on behalf of the Military family.

*Alf Jaugietis*  
Executive Director



# THE ADF WORKPLACE REMUNERATION ARRANGEMENT - PART I

## THE DFWA SUBMISSION

The recent Workplace Remuneration Arrangement (WRA) that provided for a 1.5% pay increase pa to ADF members has been the subject of much of the Associations activities in the past few months.

The DFWA, as an intervener to the Defence Force Remuneration Tribunal, provided the following written submission to the Tribunal. We were effectively given just a weekend to provide our submission (complicated by the fact the Vice President Conditions of Service was interstate that weekend!), as the joint Commonwealth / ADF Offer was only released on a Friday afternoon, with the Tribunal scheduled to hear the matter on the following Wednesday. We had until Monday afternoon to provide our written submission, which follows:

### SUMMARY OF THE DFWA POSITION

- a. Although the timeframe was very short, the Association received significant input from members of the ADF.
- b. ADF members indicated in very strong terms that they do not support the Arrangement nor the "productivity initiatives" to fund it. The Association believes the WRA should at least match the movement of the "Employee Living Cost Index" not just inflation in order to maintain real purchasing power of ADF salaries. Anything less effectively represents a pay cut which we find objectionable. Nowhere in the Joint Submission is there mention of the reduction of purchasing power of the wages or an analysis of the negative effect on the ADF members.
- c. The Association and our members are dissatisfied with the process used to develop the Arrangement and communicate its terms to ADF members.
- d. The Association strongly objects to the extremely short timeframe allowed to assess the Arrangement before it is put to the Tribunal.
- e. The Association notes that ADF members have produced efficiency gains over the last 7-8 years, and there has been no recognition for these or acknowledgement of the extra workload carried by them to meet the government's objectives.

### THE ASSOCIATION OPPOSES THE ARRANGEMENT AS IT CURRENTLY STANDS.

### DISCUSSION OF THE DFWA POSITION

01. The Association offers the following comments against each of the above points. Although the timeframe was very short, the Association received significant input from members of the ADF.
02. In order to properly inform the Association of the views of ADF members (and therefore the Tribunal itself), the Association invited ADF members to participate in a short survey. This invitation was conveyed by way of advertisements in the Service Newspapers published on 25 September 2014 (in anticipation of the Hearing being held shortly after), and by regular Updates to members by way of email and social media.
03. Significantly, the survey was not able to be released until after the Arrangement was released. The survey went "live" at midday on Friday 10 October, after the Arrangement was released by way of the CDF Signal to ADF members that morning.
04. As at 1400hrs 13 October 2014, over 7300 responses were received, with well over 90% expressing their displeasure on the Arrangement itself and over 80% with the process itself.
  - Annex A - graphical summary of responses to questions asked.
  - Annex B - responses to Question 4. This annex is 319 pages (6078 responses) and so only a short extract is provided. The full copy can be provided on request.
  - Annex C - responses to Question 7. This annex is 154 pages (3984 responses) and so only a short extract is provided. The full copy can be provided on request.
 Note: The Association can provide updated figures on the survey to the Tribunal at the Hearing on 15 October.
05. The Command Presentation Pack says that "The CDF, Service Chiefs and the DFRT will consider the comments and feedback provided by ADF Members when deciding on the outcome of any proposed arrangement" (Joint Submission page 066). The Association provides the results of our survey to the Tribunal to facilitate this process.
06. The Association notes it has not had time to fully evaluate the comments received, given the extremely short timeframe allowed to prepare this submission. However a basic analysis indicates that concerns offered can be broadly grouped as follows:
  - I. Poor communication

*Continued overpage*

2. No opportunity to participate in the process
3. The Arrangement does not reflect efficiencies & productivity increases achieved
4. Loss of leave should not be included
5. Many members would decline the Arrangement and keep their conditions of service, if provided the opportunity.

07. One comment received is especially telling:

I don't fully appreciate the pressures that the CDF and senior leadership are placed under by government but I need to feel assured that they have our best interests at heart. Among the FIC, the most important input is people - by a long long way. We've proved that we can achieve much with reductions in other areas so we should always concentrate on boosting what we Arrangement to people. (FIC – Fundamental Inputs to Capability)

08. In addition, the Association regularly utilised Facebook and direct email to advertise the WRA process and the Arrangement. As an example of the interest the matter has generated, within 24 hours after an Update was posted on 11 October, over 31,500 "hits" were recorded. ADF members indicated in very strong terms that they do not support the Arrangement nor the "productivity initiatives" offered to fund it. The Association believes the WRA should at least match the movement of the "Employee Living Cost Index" not just inflation in order to maintain real purchasing power of ADF salaries. Anything less effectively represents a pay cut which we find objectionable. Nowhere in the Joint Submission is there mention of the reduction of purchasing power of the wages or an analysis of the negative effect on the ADF members.

09. There are two aspects to this point: the quantum of the Pay Arrangement and the "productivity initiatives" proposed to fund them.



### Quantum of the Pay Arrangement

10. The Arrangement of 4.5% over three years, on its face less would appear to be less than inflation. The reality is that this amounts to a real reduction in salary. The Arrangement provides no analysis of the adverse effect this will have on the living standards of ADF families.

11. In short, 1.5% pa is approx. half of inflation, so that implies at least a 4.5% decrease in the purchasing power of wages (notwithstanding that inflation is not a measure of purchasing power, which is increasing at a higher rate than inflation) over the course of the WRA. The Reserve Bank of Australia has advised that current inflation rates in the last four quarters were:

- Sep 2.2 %
- Dec 2.7 %
- Mar 2.9 %
- Jun 3.0 %

12. In addition, many expenses imposed on ADF members – such as Defence Housing rents, rations and quarter charges etc will undoubtedly increase by at least CPI, which is more than the pay rise offered, and thus any pay rise will be quickly subsumed.

### The Productivity Initiatives

13. The Association objects most strongly to the concept that any salary increases be funded by offsets. Indeed, the Association finds the term "productivity initiatives" inappropriate. What it means in reality is that the employer pays nothing for the increases, with the employee having to fund any increase out of their own pocket by way of reduction in other entitlements.

14. Therefore by any logical way of looking at it:

- The net effect to both the employer and employee is a zero sum gain; and
- How long can offsets be manufactured? When will the cupboard be bare?

15. The Association (and most of the ADF responses to the Survey) are especially disturbed at the nature of the "productivity initiatives", which in reality degrade conditions of service at a time of continuing high operational tempo.

16. If the nation is prepared to continue to deploy its ADF, and is more than happy (judging by public utterances) with its operational performance, then the Association believes it should at least continue to pay its members and maintain their conditions of service at a stable rate, instead of reducing their relative income and conditions of service.

a. Removal of stand down provisions (1 day per year). This is seen by the respondents to our survey as a slap in face to ADF families in particular. The Association questions how a financial "saving" of some \$19m pa can be achieved? In any case, cannot local commanders approve local stand down and leave as a chain of command function?

b. Removal of Extra Recreation Leave (5 days per year) This extra leave is provided to give a member time for rest after they perform arduous or prolonged duty for which no other leave has been granted. Again, this is seen by our respondents as another slap in face for ADF families in particular, especially those involved in shift work. The Association questions how a financial "saving" of some \$44m pa can be achieved?

c. Changes to Higher Duties Allowances. On quick consideration, the Association has no position on this as it does not have enough information on any outcomes this may have. However it notes that the savings are minimal, and can therefore can best be seen as a "bad PR" outcome.

d. Changes to Allowable Driving Limits. The Association no position on this as it has not had time to evaluate this proposal, but notes possible OH&S implications and how the new rates compare to other non-ADF entitlements. Again, the savings are minimal.

e. Removal of Food Allowance. The Association has not had time to evaluate this matter, but notes this may have a significant impact on a small number of ADF members (who therefore will bear a greater burden of this initiative). One member indicated this will result in a reduction of \$189 per fortnight, however the Association has not had time to verify this figure.

f. Replacing rates of motor vehicle allowances. The Association has not had time to evaluate this matter (especially as it may relate to entitlements other Australians may be paid), but notes the savings offered are minimal.

**The Association itself and our members are dissatisfied with the process used to develop the Arrangement and communicate its terms to ADF members.**

17. Members have indicated they were cynical about the process used to develop the Arrangement and communicate its terms to the ADF. Members are aware that whilst the process may have been explained to members, their input was limited and the Arrangement then presented as a fait accompli - indeed how can any feedback and consultation occur on the Arrangement when it was not released until Friday 10 October, with a Hearing then scheduled for just 3 working days later?

18. The Association understands ADF members' cynicism about the fundamentally unsatisfactory nature of the WRA and DFRT process. Whilst the Association acknowledges that ADF members were made aware that they had no ability to bargain (Joint Submission para 58e) it therefore questions what was the point of having a "consultation" process? There was no Arrangement presented to ADF members for their consultation as no feedback (i.e., consultation?) was requested when the Arrangement was finally released on 10 October 2014.

19. In 2011, Defence managed to elicit over 26,000 responses (Minister Snowden's press release dated 28 Oct 2011), from serving members through a "show-of-hands" at Roadshows and through Email responses. For this WRA, the Association received over 7,300 responses (as at 1400 13 October) to its survey. Defence on the other hand attracted only 3,300 attendees to its 2014 Roadshows.

20. The Tribunal may wish to consider whether Defence's alternate method and process for considering future wage arrangements consultation, which it recommended after the last WRA, has been successful or not.

The Association strongly objects to the extremely short timeframe allowed to assess the Arrangement before it is put to the Tribunal

21. The ADF and Commonwealth have had, in effect, three years to develop its Arrangement.

22. To present an Agreed Position at literally a minute to midnight (minutes before the Tribunal's cut off time of 1700hs 10 October), thus providing virtually no time for interveners to properly develop

a response, is simply not acceptable and makes a mockery of the openness of the current ADF wage fixing arrangements. The Association muses that a similar situation occurred during the last WRA.

23. The Association notes that Workplace Remuneration Arrangement Frequently Asked Questions provided to ADF members (see Joint Submission page 077) advised that members would be informed of the Arrangement "most likely mid to late August 2014". The delay in its release added to ADFs members' cynicism about the process, and indeed the Arrangement.

24. Most importantly, the Association objects to the implied threat in the Joint Submission at paragraph 16 that any delay effecting the pay increases would raise issues as to the retrospectivity of any future pay increases, and that the best interests of the ADF would be served by not delaying the increases.

25. Any delay in the Tribunal properly considering this matter is in no way the fault of any action or inaction on the part of ADF members or the Tribunal itself. If adequate time had been provided for all parties to consider the Arrangement, the Tribunal would not be faced with the current situation.



**DMR AND DFRT SECRETARIAT SUPPORT**

29. Finally, the Association has no criticism of the support and consultation it was provided by the Directorate of Military Remuneration during the past few months. It also acknowledges the difficult task it was faced with.

30. The Association enjoyed prompt and regular access to DMR staff, who kept the Association informed during the development of the WRA. Similar support and assistance was provided by DFRT Secretariat staff.

31. The Association is grateful to both the DMR and the DFRT Secretariat for the support as provided to the Association in recent months.

**Annexes:**

- Annex A – graphical summary of responses to questions asked.

- Annex B – responses to Question 4. This annex is 319 pages (6078 responses) and so only a short extract is provided. The full copy can be provided on request.

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# THE ADF WORKPLACE REMUNERATION ARRANGEMENT - PART 2

## THE TRIBUNAL'S DECISION

The formal Decision by the Tribunal can be found at [www.dfrt.gov.au](http://www.dfrt.gov.au) and also on the Association's website. Relevant extracts from their Decision, relating to the DFWA Submission, include:

### Interveners' submissions

[19] Both the DFWA and RSL filed written submissions and also appeared at the hearing. We refer to the submissions of the DFWA first:

The DFWA submitted that it strongly objected to the "extremely short time frame" which had been given to assess the WRA before it was put before us for consideration. Despite this, the DFWA had been able to establish an on-line survey to which responses were only able to be made from around midday on Friday 10 October 2014, the time when the terms of the arrangement were released in a signal from the CDF to ADF members. Regardless of the short period of time there had been a very large number of responses from ADF members. The DFWA submitted it had received "significant input" from members of the ADF who had indicated in "very strong terms that they do not support the arrangement nor the 'productivity initiatives' to fund it".

The DFWA annexed to its written submission an extract of the responses it had received to two questions asked in the survey. Those questions were:

- Question 4: Why are you dissatisfied with the proposed WRA?;
- Question 7: Have you any comments to make regarding how you were kept informed of the progress of the WRA or how you were able to express your views? Have you any other comments you wish to make?

It submitted that, as at the date of the hearing, over 90% of responses expressed displeasure with respect to the arrangement and over 80% with the process by which it was reached. An update of the responses to the two questions was tendered to us in the hearing.

Although the responses reflected a wide range of concerns the DFWA submitted the nature of the concerns addressed the following matters:

- That the WRA was likely to deliver increases over its life below the CPI which effectively represented a pay cut to member's salaries.
- That the productivity initiatives identified in the arrangement were inappropriate and amounted to a further reduction in existing entitlements.
- That there were particular concerns expressed by reference to the removal of ERL and the one day stand down provision.

The DFWA submitted that the survey also reflects dissatisfaction with

the process used to develop the WRA and communicate its terms to ADF members which culminated in the details of the arrangement being released on 10 October 2014 - a matter of only a few days before the Tribunal hearing. It was acknowledged that ADF members knew they had no ability to bargain in the manner that civilian employees are able, but it did not accept that it could properly be said that there had been consultation about the arrangement.

The DFWA submitted that the joint submission of the ADF and the Commonwealth failed to comprehensively articulate the productivity and efficiency gains that had been made in recent years. It stated it would not be unreasonable for some of the savings to have funded a more equitable salary increase.

The DFWA accepted the evidence that the outcome reflected in the WRA was the best that the CDF was able to negotiate and indicated that it raised no challenge to the evidence led by the ADF, including that of VADM Griggs, about this fact. Mr Nelson summarised the DFWA's concern as "not with the bona fides of the way in which this arrangement had been negotiated; it's with the way in which it's perceived to have been negotiated".

The DFWA submitted that there is a high probability that the 1.5% pay increase over each of the three years of the WRA will be less than the CPI. Additionally, the pay rise will be quickly consumed by increases in costs borne by members for other entitlements such as defence housing and rental assistance. Consistent with the survey responses the DFWA also challenged the appropriateness of the productivity initiatives included in the WRA.

The DFWA could not support the terms of the WRA. Mr Nelson submitted that we should not make a determination as sought and, if we were inclined to do so, we should issue a direction for the CDF and Minister to reconsider their agreement. He suggested they should be asked to "go back and consider their position". In making these submissions, Mr Nelson accepted, properly so in our opinion, that there was some doubt as to whether we would have power to make any such direction and, if we were to do so, the practical utility of it in light of the nature of the application that was before us.

[40] The DFWA and RSL submissions, and the DFWA survey, reflect the disappointment of the interveners and a significant number of ADF personnel with the outcome of the negotiations. Both interveners could not support a proposed quantum increase that fell below the anticipated CPI or trade-offs impacting leave provisions. The DFWA was particularly concerned about the adequacy of the consultation process. However, it

*Continued overpage*

accepted the evidence that the outcome was the best that the ADF was able to negotiate. It proposed that we should direct the CDF and Minister to reconsider the WRA although recognising, appropriately, that there was doubt as to whether we had power to make that direction in the context of a s.58KD application. The RSL did not oppose the application but expressed its concern that the financial position of members of the ADF was not being maintained.

[41] The WRA acknowledges the right of the CDF and the ADF to pursue various salary and salary related claims before the Tribunal during the life of the arrangement. No part of the WRA purports to constrain any of the powers of the Tribunal being exercised during that same period.

## Decision – Workplace Remuneration Arrangement 2014 - 2017: Matter 9 of 2014

[42] We have decided to make the determination sought. The first increase in salary and salary related allowances will take effect from 6 November 2014. A determination will be issued at the same time this decision is published.



# THE ADF WORKPLACE REMUNERATION ARRANGEMENT - PART 3 THE AFTERMATH

Within hours of the announcement that the DFRT had approved the pay rise, the DFWA released the following Media Release:

The Defence Force Welfare Association (DFWA), together with its partners in the Alliance of Defence Service Organisations (ADSO), must condemn the disappointing news from the Defence Remuneration Tribunal (DFRT) that they endorsed the lowly annual pay increase of 1.5% per annum over the next three years. This increase is barely half the expected annual inflation rate. We have expressed that disappointment in a Media Release in which our National President, David Jamison, bluntly puts his point of view saying "it is a strange way to reward ADF members for their dedication and hard work especially as the Government has just dispatched a new contingent to the ongoing Middle East conflicts".

All serving members of the ADF can be assured that, despite today's decision, DFWA will not be giving up the fight for a pay deal that better rewards the service men and women of Australia for their dedication and

commitment to the Defence of their country. A 'better pay deal' means at least matching the movement of the 'Employee Living Cost Index', not just inflation. It means maintaining the real purchasing power of ADF wages. Anything less represents a pay cut which ADF members should not be expected to accept. Nor should they be expected to accept having to actually pay for the lowly offer by so-to-speak 'productivity initiatives' which include removing some previously approved leave provisions and the downgrading of several other conditions of service.

DFWA will further fight to make sure that any costs imposed on ADF members by way of such increases as Defence Housing should not exceed any salary increase over the next three years.

**The media response to the decision was immediate, and long lasting. DFWA was kept busy with numerous media interviews, further enflamed when Senator Lambie and others offered input ...**

## Anger over Diggers' pay deal

By Phillip Thomson  
Public Service Reporter

An "insultingly low" below-inflation pay deal for 57,000 Australia soldiers, sailors and air force personnel has been approved and the opposition has told Prime Minister Tony Abbott to hang his head in shame.

But any hope diggers had of political intervention to save their pay packet from a cut in real terms has been rejected.

Within hours of the independent Defence Force Remuneration Tribunal approving the deal Assistant Defence Minister Stuart Robert ruled out any involvement by Mr Abbott as called for by the Defence Force Welfare Association. "That's the end of the matter," Mr Robert said on Monday. "I'd have loved to provide more. It's the most we could provide in the fiscal circumstances."

The 4.5 per cent pay increase across three years will cost the government \$634 million and was expected to cause concern in the ranks of 20,000 civilian Defence staff who were in the midst of their own negotiations.

The Australian Defence Force's 1.5 per cent annual pay increase would be seen by many as a ceiling during civilian negotiations.

Defence Force Welfare Association national president David Jamison said the insultingly low arrangement was a strange way to reward ADF members for their dedication and hard work especially as the government had just dispatched a new contingent to the ongoing Middle East conflicts. "The [Prime Minister] must intervene to direct a fair outcome for our serving ADF members and restore the integrity of the ADF pay fixing system," he said.

Association vice president Les Bienkiewicz said: "The decision was as expected but we're disappointed."

The tribunal's decision noted that the Chief of the Defence Force Mark Binskin and the ADF could pursue various salary- and pay-related claims during the life of the arrangement and Mr Bienkiewicz said his organisation would be pushing for this option to be used.

Opposition leader Bill Shorten said the government's own budget papers revealed the funds for a fair pay deal had already been provided for.

"Tony Abbott should hang his head in shame at cutting the real wages of our ADF personnel and cutting their Christmas and recreational leave," Mr Shorten said.

"It is inexplicable that this Government can send our service men and women into harm's way and at the

same time force the ADF to take a real pay cut.

Over the past three years, ADF wages have increased by an average of 3 per cent every year. The Abbott government pay increase of 1.5 per cent per annum is well below inflation.

Mr Robert said the ADF deal was a legacy of at least \$16 billion in cuts to defence spending by Labor and that "we inherited the lowest level of spending since 1939".

Mr Robert said the government would be providing free healthcare of up to \$400 per dependent for ADF members.

The first pay increase for ADF members will take effect from this Thursday.

The offer - which ADF members cannot protest - was made just days after the nation's armed forces were committed to war in Iraq.

## PS strike action looms

By Phillip Thomson

The chance of strikes breaking out across the public service is increasing as it appears staff at another department will seek permission to take industrial action.

On Monday, the Community and Public Sector Union lodged an application with the Fair Work Commission to run a ballot asking members working at the Department of Veterans Affairs whether they wanted to take protected industrial action. No agreement has been reached between the federal government and 1900 DVA staff after months of bargaining.

Industrial action could range from work bans and stoppages to strikes if

permission were eventually granted. A separate but similar ballot of staff at the Department of Human Services - which has a 30,000-strong workforce - opened last week.

CPSU national secretary Nadine Flood said the government's rules on bargaining made it impossible for agencies to reach acceptable deals.

"Veterans Affairs is one of more than 70 Commonwealth agencies unable to make a deal because of this government's inflexible and harsh bargaining policy," she said. "Staff are prepared to take action."

The workplace agreements for 165,000 public servants in more than 100 Commonwealth agencies expired on June 30, and about 70 agencies are in negotiations at present.

# Corporal Cosmo Speaks!



*Editor's Note: Readers are introduced to Corporal Cosmo – a current serving ADF member who has views on many things ! We look forward to his (or is the Corporal a she?) future insights on current matters affecting members of the ADF. In their first article, he (or she) speaks about the current ADF Pay case offer, the Workplace Remuneration Arrangement (WRA), that recently resulted in the paltry 1.5% pa rise to members of the ADF. ....*

## TODAY'S TOPIC: THE WRA AND SECTION 58KD

Section 58KD of the Defence Act has robbed the Defence Force Remuneration Tribunal (DFRT) of their ability to arbitrate ADF salaries, independent of the Government.

So, you've heard about the below-inflation pay rise for ADF members, but what do you know about the DFRT process by which it was approved?

Is there any point in knowing how the DFRT reaches their decision?

I often hear other ADF members say, "It doesn't matter – we'll just get what they give us. There's nothing you can do about it."

Is that true? Is there anything an ADF member can do about it?

Well, that may be true – in part, but after the overwhelming response to the Defence Force Welfare Association survey, released just a few minutes following the publication of the WRA offer by the CDF in October this year, I would argue there is plenty an ADF member can do to ensure their concerns are heard.

## BACKGROUND

Up until the establishment of the DFRT, pay-fixing in the ADF was somewhat ad hoc in nature and was attended to by a Committee of Reference that made recommendations to Government and which may be implemented or ignored at the pleasure of the Government.

The DFRT was established in late 1984, with inaugural appointments being made on 22 Feb 1985. The first pay ruling ('Determination'), made by the DFRT was in September 1985.

When established, the remit of the DFRT was to, inquire into and determine salaries and allowances in the nature of pay, which are to be paid to members of the Defence Force.

The most important features of the DFRT were identified as:

1. There is now a public examination of the facts upon which ADF pay and allowances are determined.
2. That examination is made by a tribunal which is independent of Government.
3. The determination made by the tribunal binds government, and
4. The ADF has full and free access to all submissions made to the tribunal, through the Defence Force Advocate.

## WHAT'S THE PROBLEM WITH SECTION 58KD?

In what may now be perceived as a rather clever or sneaky amendment to the relevant section of the Defence Act, Section 58KD was applied from 1991.

58KD provides for the tribunal to give effect to (agree with) agreements reached between the two parties.

Verbatim, it reads,

*"The Tribunal may, in making a determination, give effect to any agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of the Defence Force, acting on behalf of members of the Australian Defence Force, in relation to a matter to which the determination relates."*

By its own admission in their Decision to award a 4.5% salary increase under WRA 2014 – 17, the DFRT declares that Section 58KD, "has some consequences for the matters that we can properly take into account, the extent to which we have any discretionary powers, and whether we may undertake an exercise similar to an arbitral role in reaching our decision."

and;

*"We do not have a discretion to modify or vary the amounts or accept them in part and require further consideration to be given."*

This means that the DFRT has very little choice whether to knock back any pay proposal that has been hatched behind closed doors between the CDF and the Commonwealth.

Section 58KD, combined with Government wage-setting policy places the CDF in a most difficult position of deciding what to spend his budget on: hardware, or people.

Additionally, 58KD inverts an important feature of the DFRT, (see point 3. above), ensuring that it is the Government determination that binds the tribunal.

## SOLUTION

Like any problem, there are any number of ways of addressing the unintended consequences, (one would hope that they are unintended), of Section 58KD.

If it hasn't already, it will soon become apparent to those who govern that the DFRT is virtually bereft of independent power to arbitrate when a

matter comes before them as an “agreed matter”. This inability to arbitrate makes the DFRT redundant – and we all know what happens to redundant Government bodies...

Another approach may be that even though a matter is presented to the Tribunal as an “agreed matter”, if a proposed offer falls short of say, forecast increases in CPI or the Analytical Living Cost Index, then Section 58KD cannot apply and the matter must be contested or argued in an adversarial manner.

A sensible solution would be to come up with a process that reflects the unique nature of military service. Being mindful that Defence is a taxpayer-funded enterprise, transparency and a public examination of the facts must prevail.

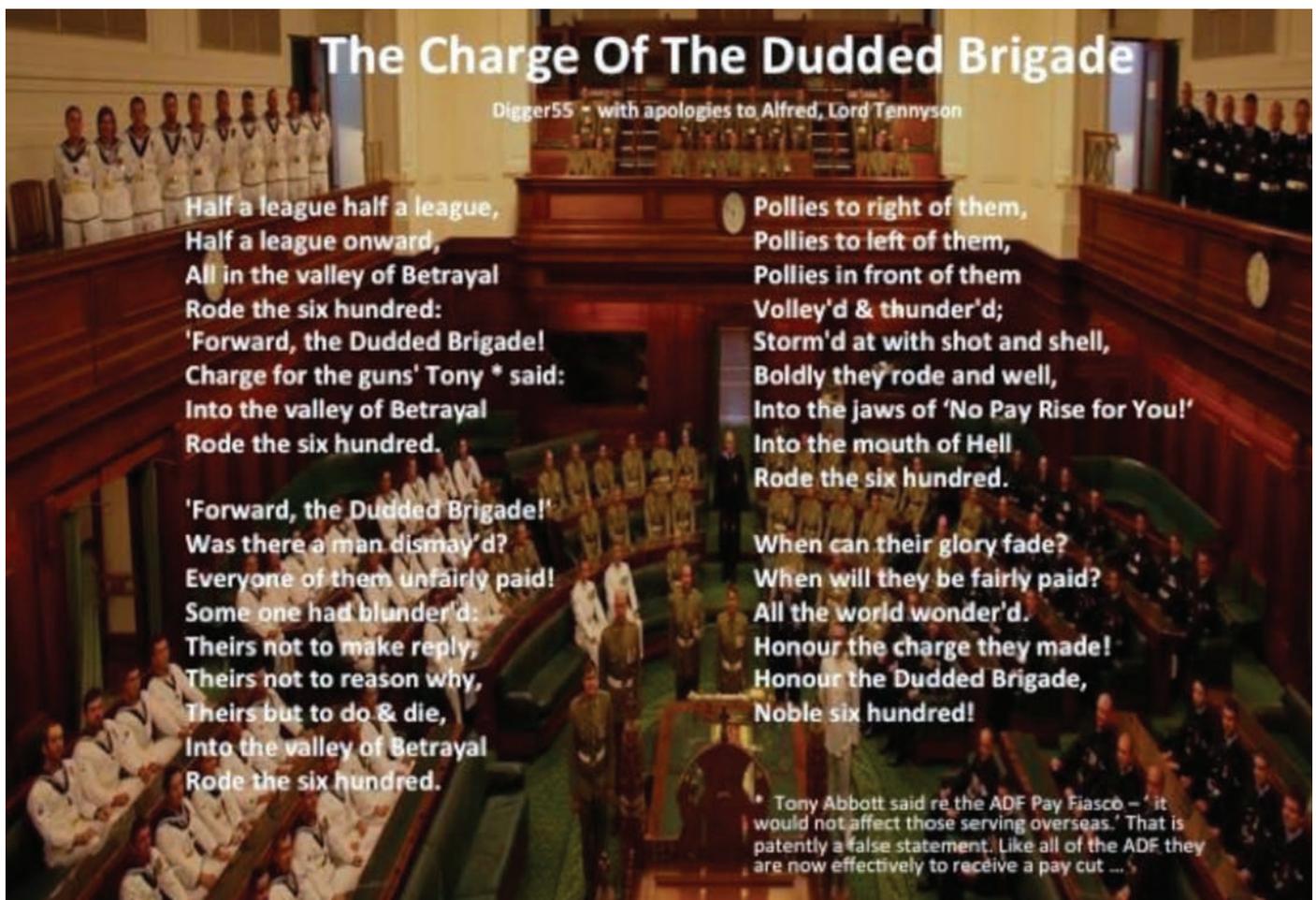
Being members of the lean organisation that the Defence Force is, we can hardly afford the time to down tools and attend a WRA briefing that contains no offer in a process that we are unable to influence. Nor can we afford to be distracted from our primary mission to provide Defence capability outcomes for Government by getting caught up emotionally every three years when the WRA comes around and we reckon we've been duded.

Neither is it appropriate to impose pay bargaining principles on a workforce that is not in a position to ‘bargain’.

The DFRT should be abolished, as should the position of the Defence Force Advocate. Abolishing the DFRT and the DFA will have flow-on savings due to the reduced administrative burden on Defence. ADF pay should be indexed against a fair and reasonable measure. An appropriate measure could be, for example, the base salary of the CDF. It is already used as an index for salaries of VCDF and Service Chiefs. With the pay scales already in place to differentiate between trades and skills, each rank within the ADF could be paid a percentage of CDF base salary. This way, all members of the ADF would be recognised for the level of Defence capability they provide to Government, commensurately.

Notes:

1. Corporal Cosmo's comments are his/hers, reflecting his/her opinion only.
2. Corporal Cosmo would like to acknowledge Background Paper No. 6 1997-98 The Challenge of Military Service: Defence Personnel Conditions in a Changing Social Context, which he/she read a couple of times before writing this piece.





## LETTERS TO THE EDITOR

Dear Editor

I agree that the DFWA has run a very good wages campaign, and has been forthright in its response to the offensive process to which ADF members (and the CDF for that matter) have been subjected. Congratulations to all concerned, especially behind the scenes.

The pay issue has certainly attracted Media attention; in particular (and disappointingly) due to the nexus between it and prospective pay claims of unionised public servants.

Some seem to think that only 600 or so currently deployed personnel are involved. This is aided and abetted by politicians spinning the claim that those people get very good allowances. A red herring of course. They fail to say that their base pay, like that for all other ADF people, will reduce in its purchasing power of the life of the 'agreement'.

It is good to see the other activities now taking place in support of the ADF, and the Phase 2 actions planned. Unfortunately, the small protest I took part in at Parliament House last week failed to gain much public or media attention, but it was noticed and appreciated. I attach a photo of that protest.

I fear that this particular pay outcome and the aggressive (offensive?) political response is symptomatic of a long standing pathological disdain shown towards the living military and veterans shown by political parties when it comes to honouring and maintaining conditions of service. Witness the DFWA's log of current issues, and the length of time most of them have been on the list.

It is here that I make a plea (again) for us not to lose sight of the other important outstanding issues, which also impact on purchasing power. Since the political response to them has been equally dismissive as in the pay case, they demonstrate how it is only through lip service that our ADF and Veterans are respected and given a fair go. Perhaps it is time that this wider concern might be expressed in our campaigns.

Two matters that I hope we will keep constantly before our lawmakers, the Media and the public are the treatment of TPLs and MSBS members and superannuants in terms of discrimination in the indexation treatment of their due entitlements. They are equally as serious as the pay one.

As at 30 June 2014, there are 163,606 people in the MSBS group; 56,470 contributors currently in the ADF, and 96,161 preserved members, who will face the same erosion of super purchasing power on their retirement as did those on DFRB/DFRDB; and there are 10,975 who are NOW suffering that predicament. Yet there is a Future Fund at hand that could be used to sort it out – off budget at that!

So, for those of them still in the ADF, not only will the pay decision affect current living standards, it will also act to reduce their stake in future retirement benefits, and those benefits will erode in any case. There is something systemic in this which is dreadfully unjust and just plain wrong. To give ADF members, who cannot fight back, the left hook and an upper cut like this is simply not on!

For consideration.

Duty First

Bert Hoebee



The low key but passionate demonstration recently held in front of Parliament House. Not visible is the tape over the soldier's mouth, signifying the inability of ADF members to publicly complain

Dear Editor,

I refer to the recent pay decision for members of the ADF, and the media reporting that has followed it.

It is important we do not forget that pay increases impact on MSBS members, so when you have a small salary increase it does not help your future savings (ie, your superannuation). I also hope that the costs of accommodation, rations etc. are put on hold until the Government is in a better financial position to give our Defence Force personal the salary increase they need to ensure that their available spending retains parity (at least) with the real cost increases to the cost of living.

Also don't forget about that 2.7% that the previous Government failed to pass on to our Defence Disabled members (to their detriment of \$3,300.00 per annum) and the fact that with effect July 2017 their Disability Compensation will only be indexed against the CPI - which is less than inflation.

Why aren't the Generals, Admirals and Air Marshals speaking out about these issues? Is it because their very generous salaries are now tied to the Public Service pay scales so they are not affected by the DFRT decisions?

Both sides of Government continue to "bayonet" the rank and file. There has been a civilisation of Defence personnel going on for some

time. No Regimental numbers, "Supervisors" fill annual assessments (Confidential Reports) and the so-called uniqueness of military service" become more blurred every day. For once the National Executive of the RSL has been outspoken but far too late. The RSL and our Generals should have been outspoken many years ago.

They preach unity but practise divisiveness by issuing/making tiepins and cuff links for minority groups, by having special services for minority groups. That only creates a them and us attitude. I thought that we were all equal as long as we carried out our duties to the best of our abilities and to the standards required? I also thought that we had a single day to recognise all groups regardless of colour, race or religion – ANZAC Day?

I bet that most of our Senior Officers will go on at least one junket during the coming years to "celebrate" the Centenary of ANZAC".

It is about time that the Nation really got behind that saying "LEST WE FORGET". I saw the PM give two great speeches at Albany and after each he placed his right hand over his heart and said those sacred words. I wonder if he also thought about the living – we should also remember them!!!

Yours Sincerely

Neil Weekes

## RESULT OF THE DFWA 2014 RAFFLE

(NSW, VIC, ACT, QLD & WA BRANCHES)

### Congratulations to our winners:

FIRST PRIZE: Travel to the value of \$4,000.00 plus \$500 spending money  
**Robert Mouatt**, WANNIASSA ACT 2903 - (Ticket No: 14977)

SECOND PRIZE: Choice of goods to the value of \$1,000.00  
**Colin Maddock**, NORTH HAVEN NSW - (Ticket No: 67889)

THIRD PRIZE: Choice of goods to the value of \$500.00  
**R Brown**, THORNTON NSW 2322 - (Ticket No: 59114)

CONSOLATION PRIZE: Voucher to the value of \$150.00 - **L Hindley**, AINSLIE ACT 2602 - (Ticket No: 7275)

CONSOLATION PRIZE: Voucher to the value of \$150.00 - **Mrs Mary Wicks**, BELMORE NSW 2192 - (Ticket No: 77771)

CONSOLATION PRIZE: Voucher to the value of \$150.00 - **Robert Saunders**, INGLEBURN NSW 2565 - (Ticket No: 74442)

CONSOLATION PRIZE: Voucher to the value of \$150.00 - **Peter McKay**, TURNER ACT 2612 - (Ticket No: 10948)



# ATTENTION ADF MEMBERS

## Cutting red tape for claims

Current serving ADF members including Reservists who hold a purple ADF ID card will benefit from a new DVA and Defence move to reduce red tape in the claims application process.

From 1 September, ADF members can use their purple ADF ID Card to prove their identity for the purposes of making a DVA claim at any On Base Advisory Service (OBAS), DVA Veteran's Access Network (VAN) Office or one of DVA's co-located Centrelink Veterans' Information Service (VIS) offices.

Streamlining the current 100 point identity verification process, the new arrangement means that, when dealing with DVA for the first time, a current serving member will no longer have to provide documents which may not readily be at hand, such as a birth certificate or passport. This will speed up the process for accessing any entitlements from DVA.



While this streamlined arrangement has commenced, there may be exceptional circumstances where further information from a new client is required to establish proof of identity.

This is one of many actions DVA is taking to reduce the time taken to process claims.

More information on new proof of identity arrangements is available on the DVA website at [www.dva.gov.au](http://www.dva.gov.au).

## Defence Widows Support Group ACT – Annual Luncheon

The ACT DWSG held its annual luncheon in Canberra on 25 September. Guests were honoured by the attendance of the Patron of the DWSG, Her Excellency Lady Cosgrove, who as guest speaker spoke of her recent experiences at Yarralumla, and reaffirmed her and the Governor General's strong support of the DWSG and DFVA. The ACT Branch President, in thanking Lady Cosgrove for her engaging speech, took the opportunity to present Lady Cosgrove with the DWSG Publication *Here, There and Away*.

*Photos courtesy of Lyn Mills*



Pictured above is Lady Cosgrove along with Les Bienkiewicz (President ACT Branch); Christine Lamb (Convenor, ACT DWSG) and Rear Admiral Michael Van Balen (representing the CDF).

Pictured left is ACT Branch President Les Bienkiewicz presenting the DWSG Publication to Lady Cosgrove.

# The Community of Australian Veterans

*Marcus Fielding*

I would like to pose some broad questions about 'us'; we band of brothers and sisters who serve our country in the Australian Defence Forces. There are three questions I would like to briefly explore. First, 'Who is a veteran?' Second, 'How do veterans want to be regarded?' And finally, 'How should the community of veterans organise and represent themselves?'

## **Who is a veteran?**

Let's start with the first question "Who is a veteran?" The term has traditionally been reserved for those that have served in the ADF overseas. This distinction with those that don't serve overseas seems counter to our other argument that any form of military service is unique. The definition of a veteran used by the DVA is administratively and financially driven because of their legislated responsibilities, and different to that used by at least one state government. I'm more inclined towards a position that any person who is or has served in the ADF is considered a veteran. Much of the public and many organisations already use this more all-encompassing definition.

## **How do Veterans want to be regarded?**

When I tell someone who doesn't know me that I am a veteran I sense that their first reaction is one of empathy - they assume that I am suffering from PTSD. This seems to be the unfortunate consequence of the Vietnam Veteran generation's long quest for recognition of PTSD as a legitimate injury and more recently the spate of cases related to service in Iraq and Afghanistan. While the efforts of John Cantwell and others are commendable to ensure that injured members are afforded adequate assistance, the by-product seems to be that the public increasingly perceives that we are all suffering from PTSD. I don't seek to denigrate those that are injured, but the message I try to get through is that some of us - if not most - are actually travelling just fine...

As James Brown colourfully described in his recent book *Anzacs Long Shadow*... "Veterans are trapped in a martial Madonna/whore complex. On the one hand they are heroic warriors (sons of Anzacs); and on the other they are deeply flawed individuals". This paradox is very difficult for us to reconcile - let alone the public. And it certainly does not make it any easier for individuals to transition to civilian life after serving. We advocate that we have great transferrable skills and experience, yet all the public seem to be told is that we all have PTSD and deserve sympathy...

We need to achieve a balance between advocating for those that suffer from PTSD and other injuries, and advocating that veterans are capable and effective people that can contribute to business and society.

There is also a wider question of what does service in the ADF mean in today's society but I would like to think that service in the ADF is undertaken by people who are willing to place the welfare of the group

above their own personal welfare; and who believe that their efforts can contribute to making parts of the world more safe, free and prosperous. But you will note that other government and non-government organisations also do this. The only real difference is that we are prepared to use lethal force to achieve our objectives. So there is a real challenge today to identify whether military service is actually unique - and if so, how. The last of my three questions is how should community of veterans organise and represent themselves?

## **How should the community of veterans organise and represent themselves?**

It is worth pondering how many veterans there actually are in Australia. Sadly, no accurate figure exists.

We do know how many are currently serving in the ADF. And the DVA can tell you exactly how many 'clients' it has, but not all veterans are DVA clients.

Some back of the beer coaster calculations tell me that the number of veterans in the community is probably a few hundred thousand. Not an insignificant group. And yet we seem to have a relatively weak and discordant voice, so the third question is how should the community of veterans organise and represent themselves?

Currently serving members will naturally and rightfully see themselves as part of the ADF.

The Government's Department of Veterans Affairs does not and cannot represent the community of veterans - only that subset who are its clients. Indeed the DVA's more limiting definition of a veteran is divisive in engendering the notion of a community of people who serve or have served in the ADF. And many of DVA's clients are still serving.

That means the job falls to organisations called ex-service or defence service organisations. These organisations can take many forms - unit and ship associations, service associations, and associations from certain wars or operational deployments - as well as 'alliances' of these organisations such as the recently formed Australian Defence Services Organisation.

I am concerned about the proliferation of organisations purporting to represent or provide support to veterans - particularly wounded or injured veterans - over the last few years. While most of them are motivated, organised and honest I am not convinced that they all are. Competition between organisations can be healthy, but in this instance I fear that our efforts and potential leverage as a constituency are being progressively diluted.

Many of these newer start-ups are created in response to a perceived

*Continued overpage*

# BOOK REVIEW

## • MY VIETNAM WAR, SCARRED FOREVER by Dave Morgan

... is a coming of age story about a self confessed ordinary bloke in a war that was anything but ordinary. When author Dave Morgan returned from Vietnam he was changed forever. He turned 21 in Vietnam and he has lived with the legacy of this war for every year since then: not all soldiers were lost on the battlefield, some struggled and fought their demons long after the war was over - not all won.

As a young Signaller in Vietnam, Dave learnt to 'survive to fight' in an environment that varied from the mundane to terrifying. This is his war, drawn from letters home, his secret diary entries, and the addition of seven powerful short stories from his fellow soldiers. Dave captures the danger these young men experienced in Vietnam, the mateship bonded under fire, and the crushing disappointment of returning to a nation where they were either ignored or vilified. They responded the only way they could: they suppressed the memories and stayed silent.

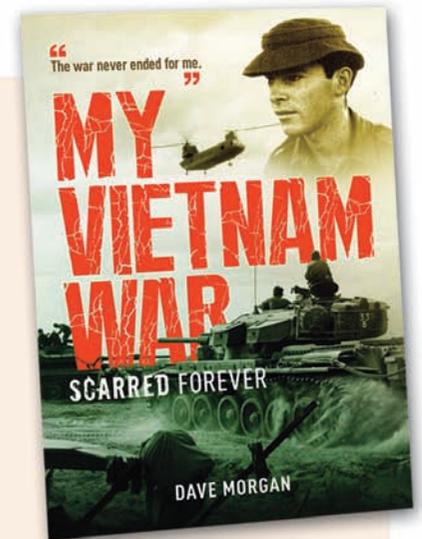
The poignant reality is that many veterans felt they were alone, isolated, they struggled for decades before realising their nightmares were shared by others – for some it would be too late – suicide, alcoholism and cancer is a sad companion for many of our veterans.

My Vietnam War is Dave's story, but it is one that could be shared by almost 60,000 Australian soldiers. His wish is that current serving soldiers are not left to flounder with their mental war wounds as he and his veteran mates have been. The post-war battlefield might be far from the war zone but the suffering and deaths post war are equally as sad and far reaching for the veterans, their families and friends.

Royalties from My Vietnam War will be donated to Soldier On, an organisation helping wounded warriors. My Vietnam War is Dave Morgan's second book. His first book Ice Journey (Big Sky Publishing) captured Dave's time on the ice where he finally came to grips with his PTSD.

About the Author. Dave Morgan is the real deal – he sincerely wants people to understand PTSD and the potential impact on not just Veterans of wars but also the soldiers current and from recent campaigns who could be dealing with this horrible mental disease. In July 2014 Dave completed an 8 session research study program on PTSD with the Gallipoli Medical Research Foundation (GMRF), a world first, where researchers studied what triggered his PTSD and his reactions - triggering his fear and nightmares and compounding his own mental pain – in the search for understanding.

Dave has moved forward from simply telling his own tale and now actively seeks to share his knowledge of the effects of PTSD with veterans young and old and with schools, community groups and the medical profession. He is quietly embarking on an education program that has national potential. Dave is a wonderful bloke who isn't afraid to say his PTSD made him 'a bit of a mongrel' to be around.. but we look at him now and see a hero, and his story really does break your heart for all those Vietnam vets left to feel like they did something wrong.



Continued from previous page

inability of the longer standing institutions such as the RSL and Legacy to adapt and evolve. There is also a perception that the RSL has somehow become too close to government when its original purpose was to lobby government on behalf of veterans. Yet, every dollar and minute of volunteer time that goes into the newer organisations has an opportunity cost to engage with and adapt the RSL and Legacy.

Looking across the range of ex-service organisations there seems to be four broad functions performed; these are:

- Provide comradeship and networking between veterans.
- Provide advice, support and welfare to veterans and their dependants.
- Advocate for veterans (individually or collectively) and lobby (usually to government) for change on issues of collective concern (usually policy or legislation).
- Share information to stakeholders including veterans and their dependants.

There are pros and cons in having organisations that perform only one or all four of these functions. There is no right or wrong form but as our ranks thin with the inevitable passing of the WW2, Korea and Vietnam War generations 'we' may need to weigh the pros and cons of organising ourselves in small and seemingly disparate groups. Of course, the only thing harder than establishing a new organisation is to disband or merge it with another.

### Conclusion

So where do we go from here? Well, I simply ask you to have a think about what I have written and perhaps begin some discussion and debate. I invite you to tell me I am dead wrong or tell me you think perhaps I might have a point (Fielding.marcus@gmail.com). I actually have no particular agenda on these issues, but I am concerned that if we do nothing that the hard fought cache of being a veteran will lose value over time; and I would hate to see that happen.

# MENTAL HEALTH SUPPORT FOR RESERVISTS

Australian Defence Force Reservists and their families will benefit from a trial Reserve Assistance Program that offers a comprehensive range of support services for their mental health and wellbeing.

There are currently 47,000 Reservists in the ADF and since 1999 over 21,000 have deployed on operations in locations such as the Middle East, Timor Leste and here at home supporting disaster relief efforts. The trial will provide confidential, cost-free, professional counselling services to assist Reserve members and their immediate families who have mental health issues, regardless of whether those issues are directly related to their military service.”

The trial of the Reserve Assistance Program forms part of Project Suakin, which is driving comprehensive ADF workforce reform that supports ADF members and encourages them to build long-term, rewarding careers with Defence.

It also complements the service and support provided by the Department of Veterans’ Affairs and the Veterans and Veterans Families Counselling Service.

Serving Reserve personnel, including those Army Standby Reserve members providing service, and their immediate family members, are eligible to access the program.

The Reserve Assistance Program can provide counselling face-to-face, by telephone or email, or over the internet. To access the Reserve Assistance Program, members can contact a counsellor on 1300 361 008 or 1800 451 138 for after-hours crisis counselling support.



## Carnival Australia discounts to serving and retired ADF Members

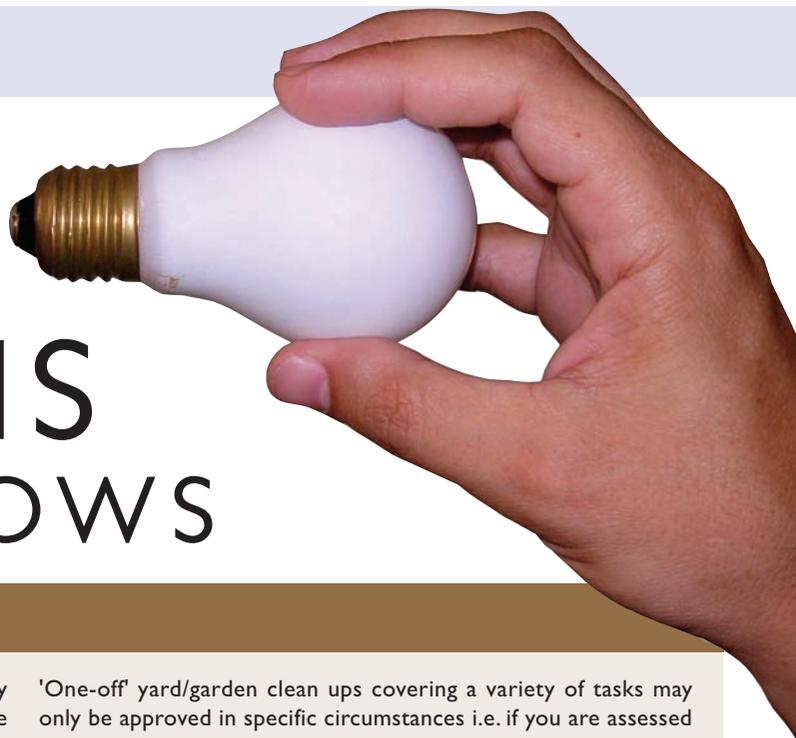
Carnival Australia has introduced a new program whereby all Defence Force personnel including discharged and retired servicemen will receive an onboard credit of up to \$250 when booking a cruise with P&O Cruises Australia, Princess Cruises or Cunard.



To receive the benefit, simply provide documentation at the time of booking, demonstrating service in the ADF.

Once a booking has been made through a travel agent, on its website or via their contact centre, the name, booking number, ship and sailing date, with proof of eligibility as outlined above, should be emailed to [defencebenefits@carnivalaustralia.com](mailto:defencebenefits@carnivalaustralia.com) no later than two weeks prior to sailing.

# ATTENTION VETERANS & WAR WIDOWS



## HOME AND GARDEN MAINTENANCE

Veterans and war widows/widowers are reminded about the safety related home and garden maintenance service available under the Veterans' Home Care (VHC) program.

The focus of home and garden maintenance services is to assist in keeping the home safe and habitable by minimising environmental health and safety hazards that may impact on you in and around the home.

### WHAT SERVICES ARE AVAILABLE?

Tasks may include a range of minor maintenance or repair tasks that could be done by a handyman, such as:

- replacing light bulbs and tap washers
- installing batteries in smoke/security alarms
- gutter, window or fan cleaning • minor home maintenance (e.g. cupboard door adjustment)
- pruning, grass cutting or weeding only where a safety hazard exists
- clearing of debris following natural disasters • collection and/or cutting of firewood in rural and remote areas
- or other tasks agreed between you and your service provider.

'One-off' yard/garden clean ups covering a variety of tasks may only be approved in specific circumstances i.e. if you are assessed with mobility limitations.

### WHAT SERVICES ARE NOT AVAILABLE?

The following tasks are not available:

- tasks that require a qualified tradesperson, such as a plumber, electrician etc
- major home repairs and maintenance, such as gutter replacement, house painting, and garden tasks such as landscaping, mulching, branch lopping, tree felling, tree removal etc
- tasks that are considered to be routine, cosmetic or ornamental gardening services such as weeding, maintaining flower beds, regular lawn mowing and pruning of shrubs, unless there is an environmental health or safety hazard.

### FURTHER INFORMATION

Contact your local DVA Office.

## Our Intripid Executive Director Leads the Way !

Never one to refuse a challenge, our Executive Director Alf Jaugietis recently travelled with some younger folk to meet the challenges of rapid water rafting ! Upon his return to the Office, Alf felt well prepared to continue to fight the good fight on behalf of all our serving members and veterans. The National President has since commented that he was a woose because he had no paddle !



# The Transition & Wellbeing Research Programme

SOME QUICK FACTS

- **Aim:** to understand the impact of contemporary military service on the mental, physical and social health of serving and ex-serving personnel; and on their families and ensure policy and service delivery is responsive to future needs.
- **Cost:** \$5 million (\$3.8 million DVA, \$1.2 million Defence) over four years (FY 2013/14-2016/17).
- **Timeline:** online survey for serving and ex-serving personnel is expected to commence early 2015. Respondents will be invited to nominate family members to participate in the subsequent family survey.
- **Structure:** three major studies which will yield at least nine reports that will be progressively available from late 2015 through to late 2016.
- **Lead investigator:** Dr Miranda Van Hooff, Centre for Traumatic Stress Studies, University of Adelaide.
- **Collaborating partners:** University of Adelaide (UA), University of Melbourne, University of New South Wales, Monash University, Young and Well Cooperative Research Centre, and Australian Institute of Family Studies.

	Mental Health and Wellbeing Transition Study	Impact of Combat Study	Family and Wellbeing Study
Objective	Establish the mental, physical and social health status of contemporary both serving and ex-serving personnel, with a focus on the impact of transition from full time service and pathways to care.	Comprehensively follow-up the mental and physical health of personnel previously identified as being engaged in high risk roles.	Investigate the impact of military service on the wellbeing of the families of serving and ex-serving personnel.
Target Population	Currently serving and personnel who transitioned from service between 2010 and 2014	Personnel who deployed to the Middle East Areas of Operations (primarily Afghanistan) between 2010 and 2012	The families of the 35 000 personnel surveyed in the Mental Health and Transition Study and Combat Study will be invited to participate.
Target Sample Size	35,000 serving and ex serving personnel, including: <ul style="list-style-type: none"> <li>• 25,000 transitioned</li> <li>• 5,000 reservists</li> <li>• 5,000 currently serving</li> </ul>	2,000 serving and ex-serving personnel (following up individuals identified in previous Defence studies)	Up to 35,000 families depending on who is nominated by participants in the online survey
Lead	Centre for Traumatic Stress Studies (UA)	Centre for Traumatic Stress Studies (UA)	Australian Institute of Family Studies
Reports	<ul style="list-style-type: none"> <li>• Mental Health Prevalence in Transitioned Personnel</li> <li>• Pathways to Care</li> <li>• Wellbeing Factors</li> <li>• Physical Health</li> <li>• Technology Use</li> <li>• Trajectory of Disorder</li> <li>• Wellbeing of Reservists</li> </ul>	<ul style="list-style-type: none"> <li>• Impact of Combat</li> </ul>	<ul style="list-style-type: none"> <li>• Family Wellbeing Report</li> </ul>

# BOOK REVIEW

## • ONE SHOT KILLS

by Glenn Wahlert and Russell Linwood

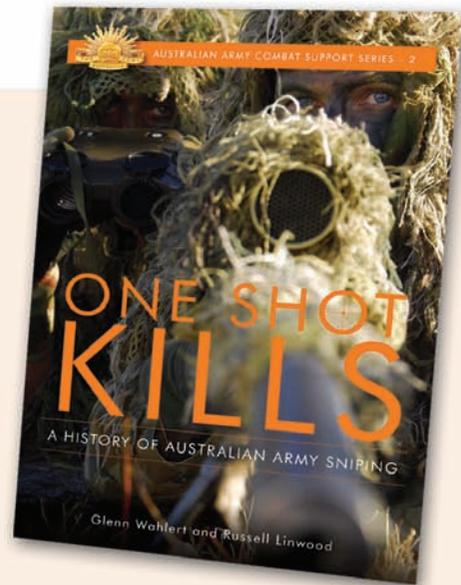
*One Shot Kills* reveals the secretive, complex and often impenetrable world of the military sniper where 'one-shot kills' are the key objective – review copies and interview available.

*"Following World War II and Korea, like their WW I counterparts, few snipers wanted to write about their terrible experiences, remembering in those days, sniping was regarded by even fellow soldiers as unsporting" or ... even worse "almost criminal". Attitudes have changed over time, and nowadays that perception has changed, and snipers are now rightly regarded as "force multipliers" who actually reduce the rate of casualties."*

Canberra authors Glenn Wahlert and Russell Linwood's new book *One Shot Kills, A History of Australian Army Sniping* (Big Sky Publishing, RRP \$19.99) relates true stories from actual snipers who reached the peak of their profession in a deadly art. In an age of precision weapons and unmanned drones, this book is about professional soldiers who can clearly see the men they are about to kill, and witness, first-hand, the consequences of their actions.

*One sniper, discussing his most recent operational experience, observed, "It's strange what went through my mind while viewing him [the enemy soldier] through my sight. I was very calm, you have to deliberately slow your breathing and your training sort of takes over ... and I could see a slight greying at his temples. I thought that he never has to worry about going grey anymore."*

Including interviews from snipers in the Second World War, Korea, Vietnam and more recent conflicts in Iraq and Afghanistan this book is for many soldiers the first time their stories have been told. The authors hope that this a collection of true stories melded with a wealth of research, will not only generate interest but also provide those men who have experience in this field to have the sense of being valued, and perhaps even come forward to tell their own story.



As Wahlert states, "When we were interviewing veteran snipers from past wars, we found these men were so appreciative that someone was interested in their stories after so many years. Most had rarely spoken of their Army experiences, their skills in battle, the risks they had taken, all hidden away from friends and family."

It has been a long road from the South African veldt where the Australian soldier first encountered the sniper, to the modern battlefield of Afghanistan where today's Army sniper has shown himself to be among the best trained in the world.

About the Authors:

Lieutenant Colonel Wahlert is a qualified Army marksman and the author of several books and journal articles on topics ranging from military history to high-technology crime.

Lieutenant Colonel Russell Linwood, ASM, a qualified Army marksman and sniper, is a graduate of the Royal Military College and an infantry officer with over forty-years' experience. As an Officer Instructor at the Australian Army's Infantry Centre during 1976-77, he was instrumental in resurrecting formal sniper training for the Australian Army after a gap of four decades.



## WHAT DO YOU DO WITH CAMARADERIE ONCE YOU HAVE READ IT?

If you put it in the recycling (or even worse the rubbish) why not think about taking it to your next Dr/Dentist/Physio/etc appointment and leave it in the waiting room. It will probably be one of the most current magazines in the pile and may attract the attention of other veterans or ex-service people.



# I am proud to be AN AUSTRALIAN SOLDIER

First off let me state for the record that as an ex-serviceman myself I have never been ashamed to have been an Australian soldier nor will I ever be. Let us leave such expressions as 'I am ashamed to be Australian', to limp wristed writers, academics and left leaning commentators who have never experienced the exhilaration of military service, the thrill of representing the nation both at home and overseas or the experience of leadership in a military environment let alone in any field. Service overseas in areas of conflict, doing the nations bidding, peacekeeping duties across the world, humanitarian tasks wherever and whenever and simply serving in the military, are the core reasons why defence personnel "sign" up.

The problem we have at present is that we have government representatives and a bureaucracy that simply does not understand what service in ADF is all about. They do not understand the unique nature of military service and are intent on equating everything that service personnel do to that of a civilian, particularly a public servant who rarely if ever get out of their office and never experiences being away from home either on exercise for up to six months of the year or being on active service on constant rotation. We have a government that is afraid to acknowledge the uniqueness of what service personnel do for fear of opening the flood gates of the public service unions that seemingly work on the basis of wanting more but remain intent on doing less and going home each night safe and sound.

We have a situation where the points of difference between military service and its uniqueness and that of the public service are now seen to be minimal. Why is that? Simply put why has the situation got to this point?

We, and I say we deliberately, have not fought the fight. We have not organised for the long term but rather have relied on others to put their head above the parapet and failed to support them as they toiled for fairness for our service personnel. We have too readily said 'what is the RSL doing about this?', 'why don't the senior officer's fall on their swords over this pay issue?', or worse still, 'woe is me no one loves us!'

The RSL gave up the fight for members of the ADF a long time ago. In the recent pay case it simply put in a one page submission to the determining authority which in essence said that as the decision has been made, we disagree with it but we accept it. That is not representation, that is not lobbying, that is not fighting for your constituency rather that is throwing in the towel.

Senior officers have also in recent times been found wanting. They are not affected by the 1.5% pay increase decision as their pay is tied to that of the senior public servants so why should they be concerned. Their pay increases in quantum amounts and above the CPI so the hurt is never felt in the corridors of Russell Offices. One of the senior uniformed spokesman displayed his timidity on the issue by defending the decision on the grounds that 'Australian service personnel are well paid in

comparison to those overseas' ignoring the obvious fact that they reside in the Australian economic environment and not in some unrelated foreign country. Even those at the senior levels of the ADF cannot articulate a cogent or persuasive argument in defence of the indefensible. They ignore the fact that these same affected ADF personnel continue to strive for excellence and put up with the exigencies of service such as the constant cycle of training, rotations, courses and two or three year postings simply to maintain the pride and the reputation that the ADF has across the world. It is that reputation that the government relies on in crises after crises to promote the nation on the world stage. That reputation has not been achieved by working nine to five in an air conditioned office.

Politicians are also guilty as their income rises on a regular basis and in quantum amounts as do their allowances and incidentals so there is no hurt felt by them. Politicians, even those who have had recent service in the ADF have simply toed the party line, sat mute on the issues that affect us and in the case of some spokesmen displayed an arrogance that does them no credit.

What is to be done? Advocacy or lobbying demands consistent and considered arguments over the long term. Getting in the face of the politicians and abusing them or their staff does no credit and does not advance the argument one iota. Rather it is damaging in the long term as likeminded people are all then grouped by this low common denominator. Considered and well-constructed arguments then fall on deaf ears and subsequently ADF personnel take two steps backwards.

I strongly encourage those people with concerns regarding ADF entitlements to join an ex-service organisation and contribute to it with ideas, ammunition and energy. Don't simply join and leave others to do the heavy lifting – contribute. The Defence Force Welfare Association (DFWA), the Naval Association, the RAAF Association, the Royal Australian Regiment Association, the Australian Special Air Service Association and others have combined to form the Alliance of Defence Service Organisation (ADSO) join one of them and become active in the development of issues and considered discussions. If you think you can revitalise the RSL then join and become active. Whatever you do, do not leave others to do the heavy lifting rather do something positive and be constructive about your service in the ADF and never be ashamed to say "I am a proud member of the Australian Defence Forces!"

Take care,

Kel Ryan

PS. These thoughts are in response to this article  
<http://www.news.com.au/technology/design/why-im-ashamed-to-be-an-australian-soldier-digger-speaks-out-on-military-wages/story-fnpjxn1k-1227114540290>

# Reserve Forces and the Defence White paper 2015



Jim Barry – Vice President Reserves

The Defence Reserves Association (DRA) has made a formal submission to the Defence White Paper 2015 (DWP2015) writing team. This was an outcome from our DRA Conference held in Canberra on 23 August last, entitled “ADF Capability through Flexibility” wherein we recognised the capability value of Reserve Forces to economically enhance our Defence Force and Whole of Government (WOG) construct that is so necessary for our National Security.

Before commenting on the elements of the DRA Submission it is relevant to provide a background from the DRA’s perspective and this is best summarised in the Submission’s introduction and relevant background issues: viz

## “ Introduction

“Due to the need to defend the maritime approaches to Australia, as well as being able to meet a range of other contingencies in its region, the Australian Defence Force (ADF) as currently structured is unable to sustain prolonged operations in a mid or higher level conflict. Further, Australia’s small population cannot afford a large standing full time ADF.

Since Australia’s involvement in East Timor in 1999/2000, there has been greater recognition of the value of Reservists in providing capability to the ADF. Importantly, all three ADF Services have moved to incorporate their Reserve Forces as part of their ‘total force’.

The Defence Reserves Association (DRA) makes a number of recommendations for consideration in the Defence White Paper 2015 process that are aimed at optimising the use of Reservists in the three ADF Services in enhancing the capability of the ADF out to 2030.

The principal recommendations are that the 2015 Defence White Paper must define an appropriate set of roles and missions for each Reserve Force, that implementation of these roles and tasks are fully funded and that a timeline for implementation is specified.”

The background Issues were defined in point form as follows:

- “General public apathy to National strategic Defence matters/issues, hence there are limited votes in Defence
- National Security issues require more community exposure and discussion
- Border protection of such a huge continent is problematic
- Australia’s population cannot support a large standing full time ADF

- Compulsory conscription is an anathema to the Australian society
- Australia cannot be militarily completely self reliant
- Current inability of the ADF to sustain prolonged operations in a mid or higher level conflict
- The lesson of East Timor where we almost ran out of people appears to have been forgotten in the absence of plans for a ‘surge’ capacity
- The ADF has no significant military reserve in a strategic sense
- The Reserve Forces are fundamental to providing a surge capacity
- Australia’s Defence industry cannot totally support our current weaponry
- Australia has minimal strategic fuel storage
- A Whole of Government (WOG) approach is required in determining the capability required of the ADF out to 2030 and the funding of this capability.”

The DRA’s view of the ADF in relation to current Reserve capability was then addressed and will now be encapsulated in summary form.

Navy and Air Force can be considered together in that they both have a totally integrated work force; the Navy for quite some time and Air Force from 2005. Their Services are platform centric and therefore their Reservists are a ‘people capability’, so there are no Reserve units anymore; the Navy having disbanded their Port Divisions in the early 1970’s and the Air Force their City Squadrons in recent times. This means their Reservists are posted to establishment positions or held on a Standby Reserve List.

“ Since Australia’s involvement in East Timor in 1999/2000, there has been greater recognition of the value of Reservists in providing capability to the ADF. ”

Because both Services are highly technical in a ‘platform’ sense it is essential they retain permanent personnel in their Reserves, rather than allowing them to transition out of the respective Services. However they have done this too well, the Navy at 93% and Air Force at 76%! This is to the detriment of almost no ab initio, direct entry, of Reservists into their Services and in turn a lack of effective training systems should they wish to recruit more personnel.

There is little or no planned surge capacity because both Services are constrained by platform(s) acquisition, but both Services still have shortages in their people capability. To better understand these

shortages it should be noted that there are two Reservist streams of people capability. First, the Supplementary stream where ex-permanents and/or reservists augment or add to crews, support elements, etc. Second, the Complementary stream to reinforce elements that are minimally held on establishment, such as lawyers, medical specialists, etc. These are direct entry, off the street, enlistments that require orientation training and/or covering necessary skill sets that are required in a surge situation. Navy require personnel from both streams, while Air Force does too, however to a lesser extent, except, especially for direct entry recruits for flesh out their new airfield Security Squadrons.

Both Services have latent people assets (permanent & reservists) in their Standby Reserve Lists; however both lists are poorly, if at all, managed. They do not have appropriate data bases; know their skill sets, level of redundancy, physical ability to serve, etc.

The DWP of 2009 provided the impetus for two seminal plans: Plan BEERSHEBA and Plan SUAKIN.

Plan SUAKIN is about providing a contemporary work place structural reform for all three Services; initially about harmonising conditions of service for Reservists with their permanent counterparts that developed into a 'total force' construct including public servants (APS) and contractors. DRA see it as a vital project of which more will be detailed later in this article.

Plan BEERSHEBA is Army's plan to restructure both components of Regular (ARA) and Reserve (ARES) forces within a 'Total Force' construct. In the case of the ARA their three Brigades were changed from a 'one of a kind' specialised role into 'like' or similar, light infantry manoeuvre Brigades. On the other part of the plan, the ARES six Brigades were to be aligned in pairs with an ARA Brigade in order to provide Battalion Battle Groups to round out or augment those Brigades when deployed.

As we only have three ARA Brigades, which begs the question of how many should we have in the current and foreseeable strategic situation, a three year Force Generation Cycle (FGC) was developed with three annual phases – Reset – Ready – Ready, thereby having a Brigade Group ready for operations at any one time.

Why do Reservists serve? Extensive surveys were carried out under Plan SUAKIN to rationalise the reasons and to better understand their nature and characteristics in order to optimise their qualities. Whereas Navy and Air Force structures are basically platform oriented, Army is unit structured and therein lies a difference that needs to be understood; the former are a people capability and need to be managed while the latter have a unit structure or base that is quite different to ARA units whilst still having similar roles/tasks.

ARES units require a different establishment to cover all the extra functions they have compared to similar ARA units: - recruiting, pre recruit course training, initial employment training (IET) of all trades (ECN's), working with the community; before they move to collective training within that FGC.

They also require up to two times cover for their role tasks to ensure the individuals are properly trained for task and are available within civilian work/study constraints.

The DRA has welcomed the complete change of role of the ARES from a, in some cases hollow, mobilisation/expansion base of 'just in case', to an operational role of 'just in time' with clearly defined tasks. However the DRA advocates we do not abandon our 'expansion base'!

Australia has no strategic Reserve as such and with only one ARA Division we may be seen to be vulnerable to some threats. The ARES provides the basis to plan for and develop a "surge" capability. It is essential to have some basic structure of officers and senior non commissioned officers on which a surge capability can be built. The DRA also advocates the expansion of University units to provide a military education to selected tertiary students and provide a reliable source of junior officers and NCO's. Further, Universities provide the diversified demographic recruiting target for all three Services.

*“ Australia has no strategic Reserve as such ... ”*

DRA has noted the movement north of our military and the consequent absence south of the Brisbane line, hence significant areas of population have little day-to-day involvement with the ADF.

The ARES is now the 'face' of Defence in those areas and with appropriate restructuring and placement of units/sub-units, several public relations requirements can be achieved, along with being part of the community and providing surge capability.

All three Reserve Services have significant latent people assets on their Standby Lists, some 30,000 in all, but very little knowledge of what they comprise in capability and the extent of what are 'rubbery' numbers. Plan SUAKIN will provide the conditions to provide that knowledge. It will establish a unified data base of each individual's military skills and their level of degradation, their civilian qualifications and skills that could be useful to Defence and their physical ability to serve if needed/called out. More importantly they will be communicated with, managed and feel needed. Non effectives will be removed from the lists! We will then know what our personnel surge capability actually is!

The foregoing is a snap shot of the submission which can be seen on the DRA website at [www.dra.org.au](http://www.dra.org.au). The DRA's key issues are to have defined the missions/roles/tasks of all Reserve Services and involved units; that their implementation to achieve same is fully funded (hypothecated) and that the implementation timelines are specified.

Reserve Forces can and will enhance ADF capability. How will the DWP2015 writing team deal with them? Watch this space!

*(This article was written in Jim Barry's capacity as National Immediate Past President of the Defence Reserves Association)*

Our latest Honorary Life Member

# Air Vice Marshal John A Paule

AO DSO AFC



*Editor's Note: The wheels of the DFWA bureaucracy move slowly in some things, and we have been remiss in formally acknowledging the work that AVM John Paule has done to support the work of the Association. His recent award of Honorary Life Member goes some way to right this oversight !*

AVM John Paule graduated from the then RAAF College in December 1954 as a pilot and subsequently graduated from Melbourne University with a Bachelor of Science degree.

Most of his Air Force career was spend on flying operations, including Command of No 9 Squadron in Vietnam for which he was awarded the DSO. He has served as the Officer Commanding RAAF Base Edinburgh flying P-3C Orion Maritime aircraft and, in his final years, he held the appointment as Chief of Air Force Personnel Air Force for which he was awarded an Officer of the Order of Australia (Military Division). John retired from the RAAF in May 1989.

Immediately following his retirement he served continuously the ex-Service community firstly as the National Secretary of the Regular

Defence Force Welfare Association for 19 years and taking on at the same time the role of National Treasurer. He was also a member of DVA's National Treatment Monitoring Committee and Secretary of the Veterans' Indemnity and Training Association, holding the latter position for nine years.

John coupled his ex service commitments with service also to the wider community taking on the job as Secretary of the Australian Council of Public Sector Retiree Organisations, and volunteering to be a member of both the ACT Seniors' Card Committee and the National Hearing Services Consultative Committee.

John finally retired from his National role as Secretary of RDFWA in 2006. But not done yet, in 2013 he briefly returned to the fold as National Treasure DFWA pending the appointment of someone younger to fill the role.

John, thank you for your many years of dedicated service, to the betterment of both the retired and currently serving communities alike.

## QUOTABLE QUOTE

I recently came across this quote..... and having had no operational service during my stellar 21 year career from 1970 to 1991, was immediately attracted to it !

The current Chief of Army, David Morrison, was being interviewed along with Greg Sheridan as part of a series of interviews held at the Wheeler Centre in Victoria. When asked how the Army had managed to perform so well on operations in East Timor, and pretty well continuously thereafter, following a protracted and essentially non-operational period since Vietnam, the CA said:

"There were a group of men and women, who the nation will never know, who wear no campaign ribbons, who joined the Army after Vietnam and left before East Timor; and in the face of steady decline, both financially and support from the Australian population, kept the faith, held standards high, made young officers like me learn the meaning of failure and learn from it, and when we were required to stand up, we managed to do so"

I'll wear that as a badge of honour !!

*Editor*



Remembered forever .... Director of the Australian War Memorial and former Australian ambassador to Belgium, Dr Brendan Nelson, with living historian Pete Pickering from Tasmania, who died earlier this year, dressed in World War I digger clothes.

## WORLD WAR ONE LIVING HISTORIAN PETE PICKERING - HIS LEGACY WILL LIVE ON

BEFORE he passed away earlier this year, Pete Pickering had twice walked 300km across the battlefields of the Western Front dressed in full World War I Australian marching order.

The living historian from Tasmania was a passionate student of Australian military history and recreated the journey as authentically as possible - carrying a pack, helmet, gas mask and, where possible, even a .303 rifle.

His pilgrimage was to honour the sacrifices made by 331,781 young men from cities, towns and farms across the nation who served overseas between 1914 and 1918.

More than 60,000 died and 137,000 were wounded - the vast majority on the Western Front in Belgium and France.

The names of the towns and villages that Pete Pickering visited before cancer prematurely ended his life are etched in blood into this nation's history - Amiens, Villers-Bretonneux, Pozieres, Fromelles and Ypres.

Like the young diggers before him he brewed up in a mess canteen and slept in the barns of local farms above the cows.

Just a day before he lost his fight with cancer, with his wife Maria and children Patrick and Connor by his side, the former soldier, who built a WWI museum at his home, told News Corp Australia about his quest to keep the Anzac legend alive.

"I have no personal links with the Anzacs, but I love the story and I became immersed in it," he said.

As a living historian he was able to travel the fields of Flanders and back to schools in Tasmania relating the story of Anzac and his personal stories to a new generation of Australians who were fascinated by them and by his gear.

*Continued overpage*

Continued from previous page

"The young men whose graves I have visited never leave my mind," Mr Pickering said.

"I always read 'Somme Mud' before I go to try and get the feelings of the men before I go. You can never experience what those blokes went through."

He was determined to rectify even a small part of the national knowledge gap regarding the Western Front.

"Very few Australians know about the great battles that we won at places like Mont St Quentin, but everyone knows about the defeat at Gallipoli," he said.

During one of his journeys to commemorate the 60,000 Australians who died overseas and the 60,000 more who perished within 10 years of returning home, he had the idea to provide school students with small handmade crosses so they could write a message to a lost Anzac that he would then carry and place on their grave.

Mr Pickering met the director of the Australian War Memorial and former ambassador to Belgium Dr Brendan Nelson at the Polygon Wood war cemetery near Ypres in Belgium and told him about the cross project and the fact that he could not obtain any government support for it.

Dr Nelson agreed to become patron and to spread the word.

When he became memorial director he was able to do more than that and he commissioned 100,000 crosses to be presented to senior primary students visiting the memorial and then sent to cemeteries from Gallipoli to VC Corner at Fromelles.

When the two men first met at the war cemetery Mr Pickering had 564 crosses from seven primary schools laid out on the Stone of Remembrance.

"We gave every visitor at the service a cross and as the singers sang 'the band played waltzing matilda' they placed the crosses on the graves and there were a lot of tears," Dr Nelson said.

Before Mr Pickering died Dr Nelson told him that his legacy would live on.

"You have touched and will continue to touch many Australians in a way that you don't understand," Dr Nelson told the dying man.

Veterans Affairs is now on board and crosses will be sent to every embassy where Australians are buried.

Those who win a spot in the ballot for the Gallipoli dawn service in 2015 will also receive a cross to take with them.

"To know the project will continue is fantastic," Mr Pickering said.

*Ian McPhedran,  
National Defence Writer, News Corp Australia Network*



## SENIORS HEALTH CARD

Are you aware that the 2014 –2015 Budget included changes to the eligibility rules for the Commonwealth Seniors Health Card, for recipients of superannuation account based income streams?

Currently, the income threshold for eligibility to be granted the card is \$82,400 pa for a couple combined, or \$51,000 pa for a single person. This threshold is based on taxable income.

This will change from 1 January 2015, unless you already hold the Health Card, in which case there will be no change for you.

However, if you don't have a Health Card, and believe you meet the income threshold, please visit your Accountant or Centrelink before 1 January 2015, to hopefully be granted a Card.

Here are two links that provide further information.

<https://www.moneysmart.gov.au/superannuation-and-retirement/income-sources-in-retirement/social-security#concession>

<http://www.humanservices.gov.au/customer/services/centrelink/commonwealth-seniors-health-card>



## ATTENTION ADF MEMBERS

**Are you subscribed to the DFWA's email updates and newsletters? If not, WHY NOT??**

Head to <http://eepurl.com/eKEDo> and provide your email address so you can receive up-to-date news from DFWA about our continued efforts to lobby for and on behalf of ADF members, ex-serving members and their families.

# MONEY MATTER \$



## INVESTMENTS: WHAT ARE THEY ?

Have you ever wondered how many asset classes there are to invest in?

The answer is four asset classes to invest in ... cash, shares, property and alternative investments such as gold, art and commodities. However, over the last 30 years, the investment “industry” has created various “products”, incorporating one or more of the assets mentioned. These “products” are then marketed to the public under various guises, such as superannuation and managed funds.

I'll use the treatment of an egg to explain how the products function. Currently, an egg costs approximately 50 cents. After you've purchased the egg, you can prepare it in any way you like, combining it with other ingredients. The final cost of your meal, taking into account the egg, the other ingredients, energy costs, even the value of your time, may be 70 cents. I suggest that if you were a patron in a restaurant, ordering the same egg, it would cost you somewhere between \$1 - 8, depending on the “type” of establishment you had patronised. You, as the patron, have to contribute to the cost of the rent of the restaurant, the Staff wages, the energy costs, advertising and the other charges incurred in running a business. So it is with investments, the more layers of management, the more fees there are.

Do you want to eat a boiled egg, or Eggs Benedict? (Let's eat boiled eggs now, and build our assets to a level where we can eat Eggs Benedict whenever we like, but without the fees involved.)

Let's become more aware of the potential value you are receiving, from various investments.



## MANAGEMENT FEES

Having mentioned fees in the above paragraphs, I'd like to ask some questions. Are you aware of the fees that your investment incurs? Do you read the Annual Reports of your investments? Do you understand them? In an ideal situation, you should be able to answer “Yes” to all these questions.

Fortunately Government legislation requires that fees and charges have to be explained to the potential investor, but this does not always occur as clearly as one would like. As to the size of the fees ... If I had to pay 4% per annum, on my investments, and they regularly returned 25%, then I would not be too concerned about the fees. However, if my investment only returned 2% to me, and I had to pay 4% in fees, I would be very concerned.

Another situation that you may not be aware of, is that there are a number of “frozen” Funds (where investors cannot cash in their investments), that are still paying fees to the underlying Manager of the Fund. The reason for this is that the Manager has to be paid, primarily for their efforts to try and salvage the “frozen” Fund – however, you can understand how unhappy investors in such Funds would be, as they are the one's with their capital at risk.

There are also many investment vehicles that note their fees in such a convoluted manner, that it is very difficult to extrapolate what the investor is actually paying in fees.



## BUILDING A NEST EGG

How does one begin to build a nest egg, to be utilized in the short term – a holiday, or car, or for the long term – such as retirement?

The strategy that I always advocate, is to “pay yourself first” ... accompanied by your own alertness, such as constantly asking yourself, as life goes on, “What's in this for ME? (the investor), and “What am I trying to achieve?”.

Back to my mantra of “pay yourself first”.



## HOW DO YOU DO THIS?

To begin with, put aside 10% of your gross salary, or your payments from your Superannuation, every time you are paid, into a designated savings account, and allow it to grow to (say) \$3,000. If you have not been saving regularly, you may need to change your current habits. Let me digress a little, with a short mental arithmetic problem for you.

- (i) Calculate the number of years that you have been working, and
- (ii) multiply that number of years by 10% of your current annual income.

e.g. You have been working for 20 years, and are currently earning \$65,000 pa.  $(20 \times 6,500 = 130,000)$

Well may you ask, “What about the early years, when I was only earning \$25,000 pa?” My answer to that is, that if you had begun to save then, you would even have more than \$130,000, as you should expect to double your investment value every seven to eight years.

Do YOU have at least \$130,000 of investments, over and above the home mortgage that you are paying, plus the superannuation to which you are contributing?

Along the way, you should also continue to learn as much as you can about investments. Compare it with beginning a new garden bed. After preparing the bed, and planting seedlings, one hopes that you would continue to look after the new plants. If you don't, they will wither and die. So it should be with your investments. Look after them, by knowing as much as you can about them, and nurture them, so they have the opportunity of fulfilling your requirements. You may say, “Why should I learn about investing, when you (the advisor) are there to do it for me?” My answer to that is, that the



*Continued overpage*

Continued from previous page

more you know about any topic, be it investing or gardening, the more likely you are to spot potential problems that others may not alert you to. Your knowledge will also enable you to ask more questions, and hopefully receive the right answers.

At the end of this article, I will highlight links to web sites that I believe will be of value to you, to help you learn.



## HOW TO INVEST

As to how one eventually invests the lump sum, depends on a number of variables, which will have to be revisited throughout life, as one's life journey moves from one phase to the next. The lump sum we are talking about, could be anywhere from the \$3,000 that one has saved, to many, many more dollars. The basic principles however, remain the same, no matter what size the sum of money involved.

To expand further on the theme of "pay yourself first" ...

(i) I suggest you ALWAYS ask yourself the question "What's in this (investment) for ME?" (you, the investor).

(ii) Always ask yourself the question, "What am I trying to achieve?" (Steady income; capital appreciation etc.)

(iii) NEVER participate in investments that are no more than the equivalent of buying products off the shelf in a supermarket, unless you understand the risks and benefits of them in relation to your investment strategy. (Have you ever felt that the person from whom you are seeking financial or investment advice, is just promoting the "latest product", rather than feeling that they are asking you questions, which will allow them to "walk in your shoes", and recommend a potential solution to your current situation?)

(iv) Repeating again .... always ask, "What's in this for me?", and whatever your answer to that question is today, I know your answer will be different as your life changes over the coming years.



## YOUR CASH

We now know there are four asset classes. In this article let's discuss what to do with our cash. We'll discuss what to do with the other asset classes in future articles.

When one saves cash in the bank, one may believe they are "investing". I have a different view.

In my opinion, you are actually "leasing" your money to the bank, which pays you an agreed interest amount, which is in a sense, "rent" for your cash. If you are participating in a Term Deposit, then at the end of the agreed period of the Term Deposit, the bank will return the (say) \$3,000 to you, and you will have received some interest (rent), throughout the period of the Deposit.

My definition of "investing" is that one should become a part-owner of an enterprise, and expose one's capital to potential capital appreciation, and potential capital loss, as well as providing the opportunity to partake in some of the profit that the enterprise may generate. This means investing

in shares or property, and the many combinations involved in this type of investing. That said, I do not have anything against cash investments. In fact, cash is the original cornerstone of any investment, as without cash, nothing can generally be bought or sold.

One should bear in mind also, that in any investment, there are risks, such as Market risk; interest rate risk; inflation risk; currency risk; credit risk; liquidity risk; derivative risk and legal risk. I will elaborate on these in later articles. Suffice to say briefly, that one's tolerance for risk is in direct proportion to where one is in life (one's age); what one's health situation is; and what one's assets and income are at the current time.

Most people are familiar with ...

(i) cash .. available "at call". By depositing your money in the bank or credit union, you have allowed that organization to "pool" your cash with other depositors, and then lend it on to businesses, or individuals. These businesses or individuals pay interest to the bank, on the loan the bank has provided them, at say, 7%, (for using your money) and the bank pays you, say 3%, and keeps the 4% difference. Cash Management Trusts usually pay a higher interest rate than Bank Accounts, but there are minimum investment requirements. In other words, Cash Management Trusts usually require a minimum of \$1,000 to be invested. Interest rates paid for "cash" investments may vary according to the changes announced by the Reserve Bank each month. That does not mean your cash WILL receive the rate that the Reserve Bank announces. Banks do not have to pass on the Reserve Bank rate .. most usually pass on some of it.

(ii) fixed income, such as (a) Term Deposits, or (b) Australian or overseas Bonds. These investments operate "behind the scenes" in much the same way as cash investments, except funds are locked in for a given period of time, and at an agreed interest rate. There are severe penalties, in relation to interest payments, if one needs to "break" the Term Deposit or Bond prior to maturity. The capital value of funds in a Term Deposit, or Cash Management Trust, usually does not change, e.g. If you invest \$5,000 this year, for two years, you will receive the \$5,000 at maturity. You will also have been paid interest, usually quarterly, for the \$5,000. Depending on the inflation rate, you may be surprised that the "buying power" of today's \$5,000 is not as great in two years time.

So is the Term Deposit satisfying the question "What's in this for me?" Safety of capital, usually "yes". Agreed interest payment, usually "yes". Keeping up with CPI, "very questionable".

Bonds have a face value, which is the amount you receive back at maturity, and a coupon amount, which is the payment you receive every quarter or six months.

So in conclusion, always remember ... "What's in this (investment) for ME?" (you, the investor).

## USEFUL WEB-SITES

[www.moneysmart.gov.au](http://www.moneysmart.gov.au) - Calculators and tips from ASIC and the Australian Government, to help you make better financial decisions.

[www.adfconsumer.gov.au](http://www.adfconsumer.gov.au) - I suggest you subscribe to the free Monthly Newsletter

TAURUS



## ASBESTOS INFORMATION SHEET – DEFENCE ASBESTOS EXPOSURE EVALUATION SCHEME (DAEES)

### WHAT IS ASBESTOS?

Asbestos is a mineral which has been mined extensively and processed for many commercial applications throughout the world. It is commonly known in its various forms as blue asbestos (crocidolite), brown asbestos (amosite), or white asbestos (chrysotile).

The resistance of asbestos to fire and chemical breakdown and its fibrous structure are properties which have made it so useful in many products. We are familiar with its use in building material as asbestos cement sheeting (fibro), insulation and various fireproof fabrics. It was also used in ships and aircraft for lagging, fire retarding and soundproofing.

Asbestos products were found and used in many defence installations and applications. Because of their inherent properties, they were utilised in building materials, thermal and acoustic insulation gaskets, seals, brake pads, aircraft panels and as filler in adhesives. These products were prevalent in facilities and ships used by the Australian Defence Force.

### IS ALL ASBESTOS HARMFUL?

All types of airborne asbestos fibres are unsafe for humans. There is no amount of asbestos exposure low enough to be guaranteed 100 per cent free of health risk. Asbestos can be found naturally in low levels in most parts of Australia.

Asbestos can cause a number of diseases. Inhaled fibres are the cause of asbestos lung diseases such as mesothelioma, lung cancer and asbestosis. Also it is possible that swallowed fibres can cause abdominal disease. For almost all asbestos related diseases, the risk depends on the dose.

### WHAT IS DEFENCE DOING?

Defence established a Defence Asbestos Exposure Evaluation Scheme (DAEES) in 1991 to assist current serving members and ex-serving members, current or former civilian employees that may have been exposed to asbestos during their time of service or employment. Members are required to register for DAEES by calling 1800 DEFENCE (1800 333 362). Upon registration your name will be recorded along with contact details and a record of how the Defence-related exposure to asbestos may have occurred.

Current and former ADF members may lodge a claim with the Department of Veterans' Affairs if they believe that their health has been adversely affected by exposure to asbestos. Call 133 254.

Additional information about the DAEES program is available on the OHSC Internet website at <http://www.defence.gov.au/dpe/ohsc/programs/asbestos/default.htm>

### WHAT SHOULD I DO?

*Current serving members* – Once registered and you believe you have been exposed to asbestos through your service employment, you must also submit a Defence WHS Incident Report via WHS-ISS (Incident Self Service) available via PMKeys Self Service and contact your local Health Services to arrange an exposure evaluation. You may also lodge a claim with the Department of Veterans' Affairs (DVA) if you believe that your health has been affected by this exposure to asbestos. DVA can be contacted on 133 254.



*Ex-serving members* – Once registered and you believe you have been exposed to asbestos through your service employment, you should contact Medibank Health Solutions to arrange a medical assessment. You may also lodge a claim with the Department of Veterans' Affairs (DVA) if you believe that your health has been affected by exposure to asbestos. DVA can be contacted on 133 254.

*Current and former civilian employees* – Once registered and you believe that you have been exposed to asbestos through your Defence employment, you should contact Medibank Health Solutions for a medical assessment. Current employees must also submit a Defence WHS Incident Report via WHS-ISS (Incident Self Service) available via PMKeys Self Service.

*ADF Cadets, Officers of Cadets* – Once registered and you believe that you have been asbestos through your service employment, you should submit a Defence WHS Incident Report (Web form AC563) and email to [ac563@defence.gov.au](mailto:ac563@defence.gov.au) or fax 1800 563 563 and contact Medibank Health Solutions to arrange a exposure evaluation.

Note: if you have a PMKeys ID and access to the DRN you must then report via WHS-ISS (Incident Self Service) available via PMKeys Self Service.

Medibank Health Solution have been contracted to provide initial assessment, review assessments, counselling and, if necessary, testing and specialist referrals. Please note that all specialist referrals are to be approved by the Department of Defence prior to an appointment being made by Medibank Health Solutions. If you are unable to attend an appointment you must cancel at your earliest opportunity. Last minute cancelations or none attendance may result in cancellation fees being imposed.

Immediate family members of ADF or ex ADF members are eligible to register with the scheme; prior approval will be required from Director General Work Health and Safety if a medical examination is deemed necessary.

The service being provided by Medibank Health Solution relates only to investigating the effects, if any, of asbestos exposure during employment with Defence. It is not aimed at detecting any other medical conditions if it appears that the disease or illness is related to your employment with Defence, you may have a right to apply for compensation. In this case, the local contact officer for the Scheme will be available to discuss options for lodging a claim.

*Contractors and visiting personnel to Defence establishments* – under the *Work Health and Safety Act 2012*, Defence has a duty to take all reasonably practical steps to protect the health and safety of contractors, their staff and other persons at or near Defence controlled workplaces. Employees of contractors employed by other Companies on Defence projects can register their details with DAEES by contacting 1800 DEFENCE (1800 333 362). However they have no entitlement to medical counselling and preliminary medical examinations. They will need to contact their employer for further information.



# IS DEFENCE HOUSING AUSTRALIA UNDER THREAT ?

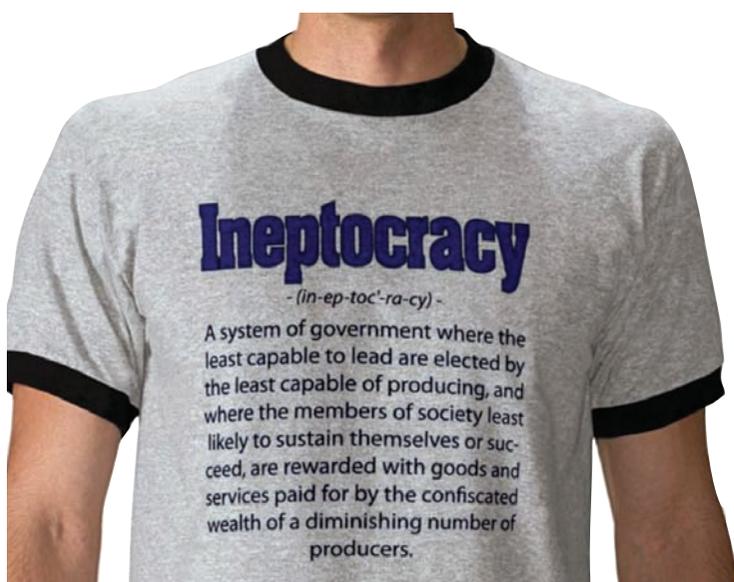
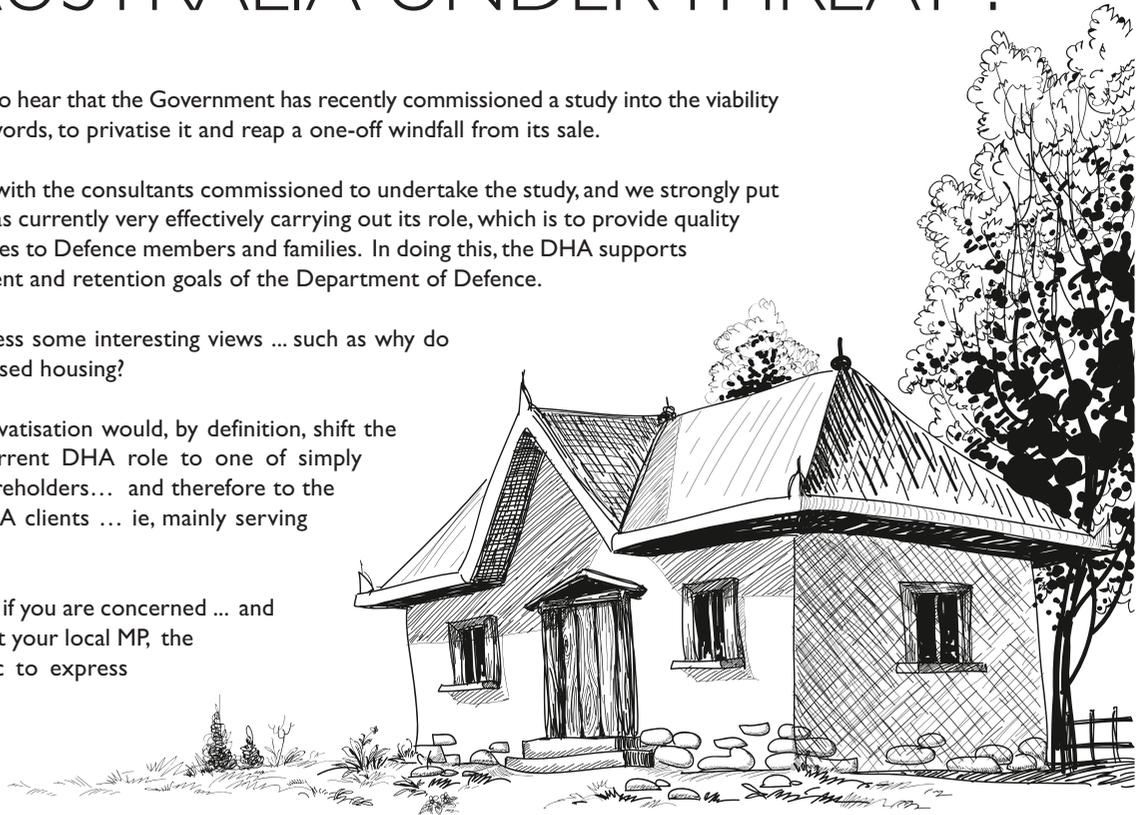
The DFWA is concerned to hear that the Government has recently commissioned a study into the viability of selling DHA, in other words, to privatise it and reap a one-off windfall from its sale.

The DFWA recently met with the consultants commissioned to undertake the study, and we strongly put the view that the DHA was currently very effectively carrying out its role, which is to provide quality housing and related services to Defence members and families. In doing this, the DHA supports the operational, recruitment and retention goals of the Department of Defence.

The consultants did express some interesting views ... such as why do ADF members get subsidised housing?

We put the view that privatisation would, by definition, shift the focus away from the current DHA role to one of simply generating a profit to shareholders... and therefore to the detriment of current DHA clients ... ie, mainly serving ADF families!

WHAT CAN YOU DO ? if you are concerned ... and you ought to be! – contact your local MP, the Minister for Defence etc to express your concerns!



## INEPTOcracY

Every once in a while somebody hits it right out of the park ..... This is not yet found in the Oxford dictionary, so it was "Googled" and discovered to be a recently "coined" new word found on T-shirts on eBay: Read this one over slowly and absorb the facts that are within this definition! I love this word and believe that it will become a recognized English word. Finally, a brand new word to describe our Future.

# DEFENCE FORCE WELFARE ASSOCIATION

## APPLICATION TO JOIN OR RENEW



To Honorary Secretary, DFWA ..... Branch (send to address on Contacts page)

Please enroll me / renew\* my membership in the DFWA (\* delete as appropriate)

Rank/Title ..... Family Name .....

Given Names ..... Post Nominals .....

Address .....

State ..... Postcode ..... DOB ..... / ..... / 19 .....

Preferred telephone ..... Email .....

### PLEASE MARK THE FOLLOWING THAT APPLY TO YOU:

Serving  Past Member  RAN  Army  RAAF

Married  Widower  Single  Spouse

**MY SUPERANNUATION FUND:**  MSBS  DFRDB  DFRB

### PAYMENT:

\$ ..... is my annual / 5 year / life subscription / tax deductible donation to the Association's

Branch or National Welfare Fund (delete as appropriate):

Enclosed as a cheque or money order.

On ..... / ..... / 20 ..... I made a Electronic Funds Transfer to my nominated Branch, in accordance with the instructions found on the DFWA website ([www.dfw.org.au](http://www.dfw.org.au))

Signature ..... Date: ..... / ..... / 20 .....

from 1 Jan 2013

ANNUAL MEMBERSHIP	FEES
Serving and former members of the Australian Defence Force	\$40.00
Spouses, widows and widowers of the above	\$20.00
FIVE YEAR MEMBERSHIP	
Serving and former members of the Australian Defence Force	\$170.00
Spouses, widows and widowers of the above	\$85.00
LIFE MEMBERSHIP	
Serving and former members of the Australian Defence Force under 60 years of age	\$560.00
Serving and former members of the Australian Defence Force over 60 years of age	\$400.00
Spouses, widows and widowers of the above, under 60 years of age	\$300.00
Spouses, widows and widowers of the above, over 60 years of age	\$200.00



## BRANCH REPORTS Around Australia

### CONTACT GROUPS IN NSW

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SHOALHAVEN  
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SANCTUARY POINT NSW 2540  
Ph: (02) 4443 7725

Mr Kevin C Buchanan  
12 The Triangle  
CULBURRA BEACH NSW 2540  
Ph: (02) 4447 2461

### NEW SOUTH WALES BRANCH

A more detailed report of NSW Branch activities is provided to NSW Branch members in the insert NATTER.

#### NEW MEMBERS

Your President and Committee offer a warm welcome to the DFWA family to the following new members who have joined the DFWA NSW Branch since 1 July 2014.

CPLA D Atkin, Mr I Brady, LS C Bright, WGCDR G P Burnham, LCDR C Cornwell, Mr J Docker, SQNLDR N Harrington, SGT C R Herbert, FLTLT J Heritier, CPL M W Hind, AB AC Lancaster, LCDR M M Lindsay, Mrs F M Little, WOFF C Lyster, Major D R J Maddock, PTE K Measham, Mr B Nichols, Mr T B O'Connor, CPL S J Parley, WOFF J Pawlin, WO P Ritchie, FSGT R E Rogers, WO2 G R Russell, LEUT D J Sinclair, PO N J Skow, Mrs J Thomson.

#### VALE

It is with regret that the death of the following members is advised: Mrs J Bowles, Mrs C L Carpenter, Mrs M A Finlay-Maclarty, Mrs E M Gravell, Mrs L M Griffin, Major J J Lloyd, Mr T B Loftus MID, Lt G S Maxwell, Mr R G Nevell, Mrs M J Poat, Brig The Hon D S Thomson MC (Rtd), LEUT J C Williams.

### ACT BRANCH

A more detailed report of ACT Branch activities is provided to ACT Branch members in the insert CAPITAL CHIT CHAT.

#### NEW MEMBERS

Welcome to our new members Dianne Sell, Rosalie Callan, Marjory Sharp, Narelle Salton, Guidita Vinall, WOFF Peter Albiston, WO Samatha Morgan, SQNLDR Michael Spencer, Ms Naomi Wootton, LTCOL Kerry Clifford and PCHAP Stuart Hall.

#### AGM and COMMITTEE NEWS

The Branch held its AGM on 14 October and a detailed report on Branch activities over the past year has been provided to ACT Branch members in the Branch insert. The Branch Committee thanks outgoing Committee members Peter Eveille, Paul Threlfall and Mike Taylor for their contributions over many years.

We also thank David Clinch, who more recently has passed the baton as Honorary Secretary to Gerard Gough. We thank David for his years of loyal service in many official capacities on the Committee, more recently as Secretary but before that for many years as Treasurer, and are gratified that he is staying on as a member.

#### BRANCH COMMITTEE MEETINGS

These are normally held on the second Tuesday of alternate months at the Burns Club, Kambah, commencing at 1030. They are always open to members, many of whom will stay and have a meal in the Club Dining Room. However, to assist with administration an email to [actbranch@dfwa.org.au](mailto:actbranch@dfwa.org.au) would be appreciated.

## QUEENSLAND BRANCH

### PRESIDENTS REPORT

DFWA Qld Branch held their AGM in Sep14. There are no new faces on the committee but some people are now in different positions. Ray Gibson has stepped down as Vice President to be a committee member and John Lewis has stepped into the Vice President position.

The ADF Workplace Remuneration Arrangement (WRA) has been the hot issue of the moment and we have been busy keeping our members up to date on the issue. Suffice our activity in this area has given DFWA great exposure in the serving community.

We have completed our programme of making contact with each one of our Qld Branch members and have found that to be a very useful exercise.

We had to take a two week break as a result of the G20 held here in Brisbane as access to Vic Barracks was somewhat restricted.

DFWA Qld Branch continue to be represented on the Queensland Forum of Ex Service Organisations (QFE), the DVA sponsored Queensland Consultation Forum (QCF) and the State Government sponsored Queensland Veterans Advisory Council (QVAC) though the QVAC meeting scheduled for October was postponed.

We are also involved at the ADF Transition Seminars with an information stand. The last Seminar, in Oct, was interesting given the numbers of serving members that came to us and expressed appreciation for the work being done for them on the WRA.

DFWA Queensland Branch will be taking a month break over the Christmas New Year period but we will be available by phone and e-mail.

*Rob Shortridge*  
President  
DFWA Qld Inc

## SOUTH AUSTRALIA BRANCH

A more detailed report of SA Branch activities is provided to Branch members in the SA Branch insert.

### RE-ESTABLISHMENT OF THE SA BRANCH

As reported to members at the Annual General Meeting on 10 September, the re-establishment of the South Australia Branch of DFWA was approved by the National Executive. The appointments of members who volunteered to act as members of the Executive Committee were ratified at the AGM. The new branch has now assumed all responsibility for DFWA members resident in SA but who were registered with branches in other states. With a couple of exceptions, members resident in SA, but registered interstate agreed to join the new branch.

A list of Committee members is provided on the DFWA website ([www.dfwa.org.au](http://www.dfwa.org.au))

### NEW MEMBERS

We warmly welcome the following new members to the DFWA and the SA Branch (since 2 September 2014) – LTCOL Ian D Smith (Ian has been elected as Treasurer), Mr Tristan Schultz, CAPT Christopher Megaw, SGT Peter Dean, LAC Daniel Grimshaw, Mr Jeffrey Scott, MAJ Ian Smith.

We particularly welcome those new members who are serving members of the ADF.

## VICTORIA BRANCH

### BRANCH SUPPLEMENT

Members are reminded that the enclosed Branch Supplement includes items of local interest and possibly some more current issues.

### PASSING PARADE

Mrs M. Cameron; Mrs G. Fenwick; FLT LT B. Gibbs; LTCOL K. Pantlin; Mr D. Rankine; Mrs A. Shaddock; MAJ D. Spreadbury; LTCOLA. Argent; MAJ I.G. McKeown, OAM.

### NEW MEMBERS

WGCDR H. Bock; Mr M. Johnston; Ms Hazel Holmes; WOFF Graham Shilling; TPR Matthew Heritage; and Seaman Andrew Fowler.

### DONATIONS

GPCAPT D. Jerome; Mrs P. Nixon; GPCAPT J. Power; LTCOLA. Pope; GPCAPT R. Halverson, OBE; Mrs J. Leatham; MAJ J. Thursky, MBE; LTCOL J. Wilson; Mr R. Breach; REV V. Collins, OAM; Mr B. Eastwood; Mr B. Reeves; Mr G. Holland; Mr and Mrs V. Regan; Mr R. Weir; Mrs M. Grylls; WGCMR C. Kilsby; GPCAPT C.N. Geschke, OBE; WGCDR L. Grierson; WGCDR J. Cooney; COL D. Jamieson, AM; WGCDR L. Sullivan; Mr R. Elder; COL A. McDonald; LTCOLA. Pilkington; AVM I.T. Sutherland, AO; LCDR K.J. Price; CAPT E. Belcher; MAJGEN J.C. Hughes, AO, DSO, MC; WGCDR L. Hubbard; Mr G. Nelson; CMDR G. Harris; Mrs K. Poole; LTCOL A. Robb; Mr P. Scott; Mr R. Atkins; SQNLDR D. Weir; Mr B. Fisher; Mr R. Orr; Mrs H. Sanders; Mrs M. Down; Mrs H. Nixon; Mr J.L. Beutler, MBE; LEUT B. Terry; Mr R. Jorgensen; FLTLT B. Kean; CDR P.K. Naughton; Mr B. Ashen; MAJ Brian Broadrigg; Mrs A. Christofis; and CMDR M. Shotter, AM.

## WESTERN AUSTRALIA BRANCH

### NEW MEMBERS

We extend a warm welcome to: Mr K Bovill, Mr R Morrow, WO2 K Conrad (serving member), FLGOFF J Westcott (serving member and recipient of DFWA prize), Mr J Wake, and Mr I Bessant.

### RESIGNATIONS

The committee has reluctantly accepted the resignations of: Mr W Turner, and Mr M Pahl.

## LOST CONTACT

We appear to have lost contact with: Mr Terence Quartermain, Dr F Prott, Mrs M Kerby, and Mr K Bauer. Any help in assisting us to re-connect with these members would be gratefully appreciated.

## VALE

It is with deep sadness that we note the passing of Mr A Yager, and Mr V Ridge.

## ADVOCACY

We gratefully note that Mark Wainwright has reconsidered his decision to 'retire' as an advocate at the end of 2014. We are delighted that Mark will continue to use his expertise in this area, particularly with F111 deseal/reseal issues.

## AGM

The Branch 2014 AGM was held at the RAAFA Club, Bull Creek on 3rd September 2014. All existing office bearers and committee members were re-elected for a further 12 months and we welcome aboard our new Committee member: David Honeychurch.

A memorable highlight of the AGM was the keynote address by our guest speaker, Mr Dean Dyer, President of "MAN", Healthier Directions for Males. Mr Dyer spoke on the importance of facing up to our own health issues. Unlike women who tend to be pro-active in regard to health issues, men tend to avoid the issues concerning their own health. The result is that many men needlessly die prematurely.

Mr Dyer referred to a longitudinal research study conducted following the lives of 6,000 men over a 40 year period which found that the key risk elements of men's life expectancy were: overweight, high blood sugar, high blood fat, high blood pressure, smoking, and drinking too much alcohol. All of these are under our (men) own control. (The traditional 'rough, tough, and hard to bluff' attitude of men is a killer of men.)

## DWSG (WA BRANCH)

Report by S Mooney (Convenor DWSG WA Branch)

The last few weeks we have been very busy knitting red poppies for the display on the beach at Albany during the recent 100th Anniversary commemorations of WWI. Many of our members have family who were involved in the War to end all Wars.

The War Widows Guild have invited us to lay a wreath at a special service they have arranged for all War and Defence Widows since WWI. The Venue is Kings Park State Memorial, 24th November 2014 and afterwards to attend a Christmas Luncheon at the Menora Head Quarters of the Guild.

Last week I was invited to attend the RSL (WA) Congress, It was very interesting and I met up with a lot of the fellows with whom I served. I was able to do some networking and spoke about DWSG and DFWA.

We are getting ready for our DWSG (WA) Christmas Morning Tea in December. We always invite the DC of DVA and the DVA folk we talk to on the phone during the year, and of course our Branch President, Secretary, and Treasurer,

We at DWSG wish everyone a joyous Christmas and Happy New Year

## SUBSCRIPTIONS

Membership subscriptions fall due 1st January each year. Enclosed with this Camaraderie mail-out you will find a membership subscription invoice..



Mrs Cecile Hinton catches up with Warrant Officer Class 1 Leanne Iseppi, RSM 13 Brigade and Captain Angela Bond, Commander of HMAS Stirling at the launch of the ANZAC Spirit 100th anniversary coins. An illustration of two of the coins is in the background.

## LAUNCHING BY THE PREMIER OF W.A OF THE PERTH MINT ANZAC SPIRIT 100TH ANNIVERSARY COINS

Cecile Hinton BEM received an invitation in a gold envelope from the Director of the Perth Mint to attend the launching on 4th August 2014, of the ANZAC Spirit 100th Anniversary Coin series by the Premier of Western Australia in Frasers restaurant, Kings Park. Cecile invited Shirley Mooney, the Convenor of the WA Branch Defence Widows Support Group as her Guest. On our arrival Shirley and Cecile were given a special souvenir pack of the one dollar coin and after the official launching of the coins by the Premier of WA they were able to catch up with Captain Angela Bond, Commander of HMAS Stirling and Warrant Officer Class 1 Leanne Iseppi, RSM 13 Brigade (see photograph)



# BLOOD SWEPT LANDS AND SEAS OF RED

On 5 August 2014, day, to mark the 100 year anniversary of the first full day of Britain's involvement in the First World War, a major new installation of a field of almost 900,000 ceramic poppies was unveiled in the moat of the historic Tower of London. Their Royal Highnesses the Duke and Duchess of Cambridge each planted a poppy and were also joined by Prince Harry for the occasion.

The installation, entitled Blood Swept Lands and Seas of Red, ran from 5 August to 11 November 2014.

Each ceramic poppy was available to buy for £25 each and the net proceeds, which was expected to be in excess of £15 million if all poppies are sold, will be shared equally amongst a number of carefully selected UK Service charities including the Legion.



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