



Defence Reserves Association
Victoria Branch

President: Brigadier Peter D. Alkemade RFD

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NEWSLETTER of the Victorian Branch DRA: March 2023

President's Update

The new year has produced a number of significant proposals in the development of Defence Policy. While it is too early to speculate on the key changes that are being forecast for the ADF and DVA it is undeniable that the old model of 10 year warning time and Technology based dominance in our region no longer offer a sustainable basis for a defence strategy.

It is of concern that Australia which previously relied in the time to build a credible defence force in time of emergency under the assumed protection of a major ally there is currently no existent mobilisation plan and the bulk of the existing Reserve forces are frequently deployed to conduct peace keeping and other military responses. This at a time when recruitment and training capacity is unable to full maintain the approved and proposed strength of the ADF. Admittedly this is during a period of low unemployment and at a time when the ADF is increasing it's reliance on scarce STEM skills being demanded by newer platforms currently being acquired or considered.

The lesson from Europe appears to be time and alliances are not a total solution to unpreparedness. Ukraine needed four to five years to respond to an active threat of aggression, only to find that deterrence failed. They had redeploy large numbers of STEM skilled personnel from economic to military roles, begun to replace their Soviet era weapons and tactics, and even train personnel in NATO countries. They also had to integrate new military equipment on a scale unprecedented in this century. Finally the conflict has demonstrated that the sustainment stocks required for high level conventional warfare have largely been exhausted by both sides within 12 months.

Fortunately, Australia is not in immediate threat as is Ukraine however our region is much more uncertain than in the recent past and the economic position post pandemic is much less satisfactory. In addition the scale of National Emergencies is increasing with the ADF and the Reserve component increasingly being used to support and sustain civil emergency services which themselves largely rely on volunteers drawn from the civil economy.

It seems likely that the next few years may result in much more effort being put into manpower planning, local defence production and establishment of sustainment stocks of essential supplies however we will need to wait and see. To my mind the population need to be more active in discussion of defence issues and particularly to preparedness than has been popular for at least a generation. This appears to an area the DRA can contribute to both by encouraging new membership and by engagement with like-minded organisations, engaging with the public.

I would like to encourage existing members to consider joining with the committee to support this activity. While the members of the committee continue to do a tremendous amount of work in the background we need some new faces to get involved particularly in new projects and to continue existing work.

Elsewhere in the newsletter you will see some advance details for the June Luncheon and also for the next National Conference which will continue the web enabled access used in recent years. I strongly encourage you all to support these activities and also to utilise the DRA website to stay up to date on the Association and its projects.

Regards, **Peter Alkemade**, President

Secretary's Column

As the President has noted these are times of change and challenge and much work is undertaken behind the scenes in Defence to respond to this. Much of this directly or indirectly impacts on the conditions, roles training and expectations of our part-time Defence members from all three Services as they form part of one Total Defence Workforce.

A recent change has been the re-raising of 2nd Brigade. First raised in 1903 as a militia formation based in Victoria it served through both World Wars in a variety of guises, both full and part time. It was eventually disbanded in early 1945. The brigade has been re-raised as a Health Brigade to command four health battalions comprising most health personnel, both full and part-time. Victorian members are largely part of 3 Health Battalion, headquartered in Adelaide.

Victorian Reservists continue to make their mark on the national front. Most recently Tom Nairn, a gunner and former CO of MUR, was promoted Brigadier in December and appointed to command 5 Brigade, the NSW brigade and largest brigade in 2nd Division. This was closely followed by the Australia Day Honours List where Tom was awarded the Conspicuous Service Cross (CSC) for his service as Australian Contingent Commander with the UN Mission in South Sudan.

While we are rapidly changing and embracing technology as evidenced by the recent equipment on display at the Australian Air Show at Avalon we shouldn't forget our heritage, particularly as Defence Reservists. I recently received a message to ring a man whose father had served in the Reserve in Melbourne. This wasn't unusual as we often receive requests from family seeking details of family members service and we usually point them in the right direction. This one was different for the son wanted to tell me about his father.

Charles Barber, the father, enlisted part-time while a university student in 1910. Graduating as a mining engineer he volunteered for the 1st AIF in 1914 and landed at Gallipoli on Anzac Day, five hours after the first wave. Later that year he was awarded the Military Cross for bravery securing Turkish tunnels and trenches. Being medically evacuated back to Australia due to illness he continued serving part-time between the wars and by 1942 was Commander 4th Infantry Brigade in Victoria. He again volunteered for full time service with 2nd AIF and took 4th Infantry Brigade to PNG at Milne Bay from where he was later again medically evacuated

His son wanted to tell me about his father's war diaries which he had transcribed and published with the originals going to the Australian War Memorial. His son was rightfully very proud of his father.

The son was 94 years old. It makes you reflect on the meaning of Reserve service in time of conflict.

Regards,
Brian Smith
Secretary

DRA National Conference 2022:

A Guide to Contents of Papers & Presentations

Since there were 15 Presentations, with many incorporating attachments, charts and tables, a quick-reference guide to them will facilitate access to each presentation. This is tabulated below. On the internet, the introductory text (<https://dra.org.au/latest-news-item/48081/DRA-2022-National-Conference-Presentations>) provides quick reference start-points to each presentation.

Topic	Speaker/Moderator
How the Government will achieve balance & sustainability of ADF Reservists in meeting domestic disaster operations	Hon Matt Keogh, MP, Minister for Defence Personnel
How the Opposition would achieve balance & sustainability of ADF Reservists in meeting domestic disaster operations	Hon Andrew Hastie, MP, Shadow Minister for Defence
The Canadian experience – use of Canadian Reservists on domestic operations	MAJGEN RRE MacKenzie, Chief of Reserves & Employer Support, Canada
A “non-Defence” view – interface between State Emergency Services & the ADF in domestic operations	Mr Andrew Crisp, Victorian Emergency Management Commissioner
Defence’s role in the Australian Crisis Management Framework	BRIG Simon Johnstone, Director General, Military Strategic Effects
Role of the 2 nd Division, as a new functional command, in the conduct of domestic operations	MAJGEN David Thomae, Commander 2nd Division
How other countries use Reservists on domestic operations & work of International Committee on Employer Support	WGCDR Ross Day, representing Head Joint Support Services Division
Personnel initiatives & issues associated with the call out & use of Reservists on domestic operations; & progress on implementation of the Total Workforce System	MAJGEN Wade Stothart, Head People Capability
Mobilising the Reserves for Emergency Response	COL Renée Kidson, Science and Technology Executive, Defence, Science & Technology Group
Ability of the Reserves to enhance ADF capability	Dr Wendy De Luca, Lecturer, Adult & Vocational Education, Charles Sturt University
Use of Naval Reservists on domestic operations & training of Naval Reservists	CDR Emma McDonald-Kerr, Senior Naval Officer SA and CO HMAS Encounter
Enhancing the value of the part-time workforce in Army	BRIG Michael Bond, Director General Reserves – Army
Air Force Reserve – repositioning & refreshing for the future	AIRCDRE Tony Hindmarsh, Director General Workforce Design and Reserves – Air Force
Current issues affecting Veterans	MAJGEN Greg Melick, National President RSL
What can the Royal United Services Institutes do for you?	MAJGEN Mike O’Brien, President of RUSI VIC

Features of the presentation by **Hon. Matt Keogh, MP, Minister for Defence Personnel**, included describing how the Government will achieve balance and sustainability of ADF Reservists in meeting domestic disaster operations. He also expressed concerns over veterans’ suicides, for which a Royal Commission has had hearings, and over mental health issues affecting serving and former serving members. He emphasized the benefits of flexibility for a Total Work Force and the applicability of workforce transition arrangements to include Reservists.

In his presentation **Hon. Andrew Hastie, MP, Shadow Minister for Defence**, stressed that the ADF Reserves were and are a core part of the ADF, and that all ADF members must be ready to serve at short notice. He stressed that we must be prepared to defend ourselves using 'hard force' (lethal force), also that the Reserve was part of the DACC (Defence Aid to Civil Community), provided rapidly on a non-enduring basis.

In speaking of the Canadian experience, **MAJGEN Rob Roy MacKenzie OMM CD, Chief of Reserves & Employer Support, Canada** spoke about the Canadian experience including the use of Canadian Reservists on domestic operations. His PowerPoint presentation firstly showed the organisational structure, including Primary Reserves, Rangers, together with the Cadet organisation and Supplementary Reserves. The Primary Reserves include the three Services, Health, JAG and Military Police, with 97% of the Canadian population within 45 minutes driving time of Reserve establishments. The other Reserve presence, in northern and remote areas, is by Canadian Ranger Patrol Groups: 75% of their 5,000 strength is First Nations, Metis and Inuit peoples. They are lightly equipped and highly mobile. Defence policy has the theme 'Strong, Secure, Engaged' and currently has developed the new vision 'provide full-time capability through part-time service'. With a wide range of possibilities for call-out for the Canadian Armed Forces (CAF) for domestic operations, if provincial and regional authorities request it of the national government, the CAF determines the numbers to be sent and the assets to be allocated. Also detailed in his presentation were the series of initiatives and conditions of service for Canadian reservists.

Mr Andrew Crisp AM APM, the Victorian Emergency Management Commissioner, provided a "non-Defence" view describing the interface between State Emergency Services and the ADF during domestic operations in Victoria. Emergencies are classified as Class 1 (involving Fire, Rescue and SES), Class 2 (Health and Major Infrastructure) and Class 3 (Security Emergency), in which are identified organisational responsibilities for coordination, control, communications, consequences, relief and recovery. His talk mentioned particular situations from the last few years, and emphasized the benefits of coordination, briefings and understanding of each group's capabilities, therefore balance and sustainability issues. He noted that increased community preparedness meant less call on the ADF (observing that the New Zealand standard was for people to be self-sufficient for 72 hours), the ADF's strengths included logistics, and people asked where the ADF was despite the timeframes involved.

BRIG Simon Johnstone CSC, Director General Military Strategic Effects, discussed Defence's role in the Australian Crisis Management Framework. He explained how decisions are made at national level, identifying the (Federal) lead ministers for particular situations, stressing that the

States have primary responsibilities, so the Federal government supplements State capabilities in the protection of human life and critical infrastructure (thus the Commonwealth does not replicate the States). States must request Federal support, done through Emergency Management Australia, with the Joint Ops Support Staff able to facilitate requests. The National Crisis Management structure was explained through a series of flowcharts, and it was noted that under DACC 1 and 2, the Federal Government pays for Federal contributions to emergency management actions.

MAJGEN David Thomae AM, Commander 2nd Division, outlined the role of the 2nd Division as a new functional command in the conduct of domestic operations. Various organisational changes to meet the present strategic circumstances were also mentioned. The mechanism for call-out, especially of ADF Reserves, was identified and examples cited, as was the historical document “Commonwealth War Book’ dating back to the 1950’s. The doctrinal ‘ADF Theatre Concept’ and its consequential application to 2 Division, involving the key principles (Scalable, Agile, Integrated and Partnered) was explained as was the recognition that that the Reserve is primarily a force for surge.

MAJGEN Doug Laidlaw AM CSC, Head Joint Services Support Division, spoke about how other countries use their Reservists on domestic operations and also described the work of the International Committee on Employer Support. International variations in readiness depend on perceived threats, shared borders, alliance commitments, historical and legal constraints and the capacity of each country, with definitions of Reserve service varying between countries. Overseas interest in management of Reservists featured employer support payments, total workforce system arrangements (such as SERCATs), ongoing training obligations (including the degree of readiness and preparedness), and recognition of service. Relative to domestic operations, Relative to Reserve service, responses COVID overseas were generally similar to those in Australia. Frequently, in domestic operations, use of Reserves related to medical needs, command and control and climate-related events, where the consequences of changing weather patterns were significant.

MAJGEN Wade Stothart DSC AM CSC, Head People Capability, spoke on personnel initiatives & issues associated with the call out and use of Reservists on domestic operations. He also reported on the progress on implementation of the Total Workforce System and its identified characteristics related to gender, length of service, age, Aboriginal and Torres Strait Islander numbers, cultural and linguistic diversity. Identified goals included flexibility and agility to meet current and future capability requirements, to give members more flexibility in the way they serve (so that they may remain in the ADF for longer), and to provide a contemporary employment framework so Defence can continue to attract and retain the right people. Thus, the Service Spectrum includes three SERVOP groups and the SERCAT categories. The need is to recognise both new skill sets and the need for retention and recruiting, including the key roles of Reservists. The means include a ‘Whole of Defence’

approach, pathways to change, dual employment (SERVOP D), partnering with industry and educating the workforce. In looking at movement of members (across SERCATs), reasons need to be analysed and forward-looking approaches taken (the importance of early planning for transition, and the program stages available, was stressed). Future challenges include identifying workforce needs, a part-time workforce (employability v. deployability, career management, part-time positions), further cultural change (Remote and flexible work and acceptance of an integrated workforce approach), and Defence Strategic Reviews. His PowerPoint screens cover many of these points.

COL Renee Kidson CSM, Science and Technology Executive, Defence, Science & Technology Group, spoke about mobilising the Reserves for Emergency Response. Recognising the extent of Reserve Mobilisation for Domestic Contingencies 2019-2022 required an unprecedented response including mobilising the Reserve, 2 Division tasked to lead 3 JTFs across 3 jurisdictions (prompting debate on the role of the ADF). This provided opportunities for testing ADF scalability, examining traditional Reserve compromises and maximising the capability potential of the part-time component for the Total Force. Central ideas in her presentation included: foundation war-fighting skills allowed the ADF to respond at short notice, Reservists can leverage geography, relationships and expertise to add an additional civil-military capability edge (allowing the AF to excel), when enabled by adequate resourcing (but Reservists come with an opportunity cost to the wider economy (The Reserve is a Force for *Surge*, not Sustain). But what is the purpose of the Reserve? What should the Reserve be trained and resourced to do? And to what extent is Reservist availability limiting? Is there latent potential? ADF opportunities for Skill-sets for DOMOPS Responses through re-evaluating civ-mil skills, building workforce intelligence of these skills, task-organising and regular exercises with civilian response agencies, as well as developing strategic relationships with civilian employers of Reservists. If Reserve is a 'Force of Choice' for domestic contingencies, 2 associated risks are stereotyping the Reserve exclusively for this purpose when other operations may require Reserve contributions and investment in civilian response capabilities and community resilience to avoid the the Reserve being a Force of Convenience. The Army's emerging is best explained by the PowerPoint slides #18 and 19 and the associated Ripple Effects (resourcing, availability, ADF for offshore and whole of government).

Dr Wendy De Luca, Lecturer, Adult & Vocational Education, Charles Sturt University (a Major in the RAAEC) discussed the ability of the Reserves to enhance ADF capability through diversity, with aspects including gender composition, age composition (with an ageing trend – particularly those over 50), wider diversity (including inclusivity policy, with identified priorities), educational backgrounds. Reprehensive tolerance (by implementing tokenistic strategies), oblique resistance (undermining inclusivity), gender-based and discriminatory language practices are barriers to

developing a diverse workplace, thus requiring 'inclusive strategies' (listed). What then are the benefits of Defence Reserve service? An exciting and rewarding extra dimension to life is suggested, with skills-based volunteerism and serious leisure, especially for younger people, has many benefits.

CDR Emma McDonald-Kerr ADC RAN, Senior Naval Officer SA and CO HMAS Encounter, spoke about the use of Naval Reservists on domestic operations, and also discussed the training of Naval Reservists. In SA, Naval members were separating from the ADF because no postings were available, and the limited pool of Reservists had been involved in Joint Task Force (JTF) commitments. The goals are to increase the workforce numbers, particularly in SERCATs 3 and 5, together with developing SERCAT 2 members potential interest in fresh Reserve service. Thus, priorities include improving engagement, building surge capacity and sustaining that capacity, including SERCAT 4 opportunities (maritime operations capability) and Reserve employment engagement and support, all in a functional model. Challenges and opportunities include a regional reserve model (in development), with guidance to members on how to use the system, management of Reservists and their career progression. The needs are for active people and for those who could become active.

BRIG Michael Bond CSC and Bar, Director General Reserves – Army, spoke about enhancing the value of the part-time workforce in the Army. These included significant remuneration reforms, including allowances being paid for Reserve weekend field training (the qualifying period being 24 hours), some other allowances being increased exponentially. The qualification requirements for employer support payments are being changed for the better. The value of re-training to enhance digital skills is recognised as providing greater service flexibility. Indeed, the Australian experience of the benefits of having a Total Workforce System has spiked much interest outside Australia.

AIRCDRE Tony Hindmarsh CSC, Director General Workforce Design and Reserves – Air Force, spoke about the Air Force Reserve - repositioning and refreshing for the future, with change management. With the objective to reposition and refresh the Air Force Reserve for the future, the need is to design a Total Workforce System, with the RAAF deploying individuals (not units) as part of any Air Force deployment. One key question is: how will the Air Force adjust priorities to cater for non-traditional roles? This requires a design approach involving volunteerism and adequate funding for Reserve service, with more flexibility, agility, contributing more days, but not expecting too much of them (thus avoiding over-stressing and burn-out) – niche capabilities will feature. Recruiting and retention developments will include encouraging aviators transferring out to join the Reserve, mid-career entry schemes where technology mastery (but lack of military experience) can enable joining with higher rank, ensuring that conditions of service are targeted to retain members, exploiting the Total Workforce System (TWS) to best support desired Defence outcomes, and designing the TWS

for balance and sustainability, thereby supporting assigned Government roles, including domestic disaster roles.

In addition, **MAJGEN Greg Melick AO RFD FANZCN SC, National President RSL**, spoke about current issues affecting Veterans, **MAJGEN Mike O'Brien CSC, President of RUSI VIC**, outlined what the *Royal United Services Institutes* can do for us. A summary of their presentations will be included in a later edition of this newsletter.

For all of the above presentations, a series of PowerPoint slides can be accessed, using 'DRA National Conference Presentations 2022' in searching the Internet.

VALE: Several of our Members

We regret to advise the passing of DRA Victoria Life Member **LTCOL Warren Hardy, RFD, ED** who died on 22 Dec 22 aged 88 years. Warren enlisted in the CMF in 1955 and served until compulsory retirement in 1983 culminating with command of 22 Construction Regiment from 1980-1983.

We regret the passing of **LTCOL Alistair Lloyd, AO, RFD, ED, Hon LLD Monash, FPS**, who died on 4 Feb 23. His career featured distinguished service in the CMF including Chief Instructor at CSTU, together with outstanding contributions to pharmaceutical education both at the Pharmacy College and Monash University.

News from Associations and Calendar of Forthcoming Events

Military History and Heritage Victoria

To contact MHHV Email: info@mhhv.org.au Mail: PO Box, 24376, Melbourne 3001

Website : www.mhhv.org.au Mobile : 0419 256 681

Lord Herbert Kitchener- Removal of Australian Memorials and Renaming Public Spaces Bearing his Name. James Unkles, CMDR (Rtd), will present his Paper "Lord Herbert Kitchener- Removal of Australian Memorials and Renaming Public Spaces Bearing his Name" at The Oakleigh Carnegie RSL on March 23 @ 7:00 pm - 8:00 pm

'Born Of Fire And Ash: Australian Operations In Response To The East Timor Crisis 1999-2000' Volume 1: Official History Of Australian Peacekeeping Operations In East Timor –

Speaker: Craig Stockings. This presentation on 24 May 23, 7.00-8.00pm is described as an honest, challenging and compelling account of the 1999–2000 East Timor crisis and Australia’s response to it.

[New Book Releases](#)

The Yachties - Australian Volunteers in the Royal Navy 1940–45 by Janet Roberts Billett. The ‘Yachties’ is a unique saga of exceptional valour displayed by Australian volunteers who served in World War II as officers with the Royal Navy.

An Article:

Disgraceful neglect – why hasn’t Cerberus been recovered and displayed? by Dr. Tom Lewis OAM. This explores the unique significance of the Cerberus and why it should be preserved. A fuller explanation can be found on the MHHV website:

<https://www.mhhv.org.au/category/articles/colonial-to-1899/>.

RVR Association

Monthly Lunches: Monthly lunch at Jimmy Watson's Wine Bar, 333 Lygon Street Carlton. It’s 12 for 12:30 start. Watch out for upcoming dates or contact the Secretary at the email below.

There is a Carpark at 215 Elgin St plus a tram stop on the Corner of Elgin and Lygon Street, Carlton. If you’re attending, please contact the Association Secretary, at vrassoc@hotmail.com

**Please check in with your mates and reach out if you need help.
Stay safe Stay well Stay in contact with your family and friends.**

WANTED : ARTICLES of INTEREST to Members.

As always, the Editor asks for interesting articles about experiences related to Defence and Reserve service, present and past. These are desired by the end of the month preceding publication, that is by the end of March, June, September and December. Please send them to the Secretary of DRA Victoria Branch, PO Box 7624, Point Cook, VIC 3030.

ALSO, there are many interesting news and history articles published in newsletter from our affiliated associations. We would appreciate members indicating whether they would appreciate a larger Newsletter, including a selection of these articles. Please let your Association know, today.

To start the conversation: would members like to see a selection of articles from the RUSI-Victoria’s more frequent publication *Defence Update*? If so, what topics would interest you most?

**if you know of someone who could join the DRA, you may be able to offer them the form:
“Application for Membership” for return to
PO Box 7264, Point Cook, VIC 3030.**

Reservists Reunion Lunch REMINDER

The Annual Defence Reserves Reunion Luncheon at the RACV Club is scheduled for Wednesday 7 June. Following the successful lunch last year following two years of COVID isolation we are back on a roll and look forward to another great lunch this year. Publicity for the event will be circulated in the coming weeks including costs and registration details.

Bookings and payment will be via Eventbrite to reduce administrative effort in the background but we will still seek details of seating and table preferences to ensure our long established groups stay together. Attendance is open to all, not just DRA members, but there is a discounted price for members.

Mark the date in your diaries, keep an eye out for the details, tell your friends and book early when the time comes. I look forward to seeing you there.

DRA National Conference 2023

While you are marking your diaries make a note of the DRA National Conference which is scheduled for August 2023 in Brisbane. Exact details of date and venue will be advised when known. Based on conference experiences over the past three years, the Queensland Branch are looking at options to include virtual attendance to maximise participation from the regions who are unable to travel.



Rats of Tobruk Association

Defence Reserves Association

TOBRUK Sunday Service – April 16, 2023

On behalf of the President and Committee of the Rats of Tobruk Association it is my privilege to invite members of your association to our annual Tobruk Sunday commemorative service. 2023 will see the 82nd Anniversary of the commencement of the siege of Tobruk.

The service will be conducted within the vicinity of Tobruk House (44 Victoria Ave, Albert Park VIC 3206) and will commence at 2 pm sharp.

This years service will feature Guest Speaker Commander Terry Makings AM RAN (Retd) who will talk on the naval contribution not the siege of Tobruk. Terry is a Governor of the Shrine of Remembrance, State Vice President of RSL Victoria and President of the Scrap Iron Flotilla Association.

Following the service Afternoon tea will be provided at Anzac House. We hope that your members will be able to attend.

Further details and a program of the event will be forwarded in due course, we also invite those entitled to wear civilian/military Medals to do so should they wish.

You can gain further information from the addresses below.

Yours Sincerely

Lachlan Gaylard
Secretary
Rats of Tobruk Association

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‘Tobruk House’

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