



DEFENCE RESERVES SUPPORT

New South  
Wales



envoy  
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Supporting Australia's Defence Reservists and their Employers

## Welcome to our first Newsletter

Hello, I am Squadron Leader Del Gaudry and I'm the NSW Defence Reserves Support Liaison Officer. I've been in the role full time since March last year and am excited to have the opportunity to now send you a newsletter about the work that we do and the services we provide. I am a Reservist, currently on full-time service, who found this job on the Air Force website and thought it would be a great opportunity; I have not been disappointed – and in what other job would you have with your own 1800 number?

I am a Logistics Officer who 'got out' of the permanent Air Force in 1994 and went into human resources roles. I have worked for Bunzl, Visy Recycling, PacBrands, Mobil Quix and Labourpower – all in HR roles. When I commenced in this role I had never heard of Defence Reserves Support – and I was someone who should have.

I think having worked in organisations outside the military has helped me in this role – I understand all about the bottom line and about

retaining, developing and attracting good people. In many ways the differences between the Australian Defence Force and civilian employers is not that great - both need people to be well trained and perform their tasks to the best of their abilities. My team and I are here to assist NSW employers and Reservists.

Carissa Rideout is the Office Manager and has been with Defence Reserves Support since 2001. Carissa has a wealth of knowledge about all aspects of Defence Reserves Support, as well as first hand experience of being an Army Reservist Cook for four years.

Also on staff are Lieutenant Commander Jan O'Keefe, Captain Rod O'Donnell and Warrant Officer Class One Tony Finneran who can assist with enquiries related to the Employer Support Payment Scheme and your rights and obligations.

Please enjoy the overview piece and other stories in our newsletter.



Squadron Leader Del Gaudry

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## Overview

Defence Reserves Support (DRS) provides a link between the Australian Defence Force (ADF), employers and the community from which the Reserve force is drawn.

DRS aims to enhance the availability of the Reserve component of the Defence Force by promoting the benefits of employing members of the Reserve. DRS also aims to establish a flexible partnership with the community and employers so they are encouraged to support those in the Reserve.

People joining the Reserve make a commitment to train and serve in the defence

and protection of Australia. The Reserve pre-dates Federation, when each of the States (colonies at the time) maintained locally based naval and army militia. These forces served in the Sudan, in China during the Boxer Rebellion and in South Africa during the Boer War.

Today we are increasingly drawing on the skills and expertise of Reservists to maintain Defence capability.

Reservists played a supporting role in APEC 2007, the Melbourne Commonwealth Games and have provided humanitarian relief to communities in Pakistan, Thailand, Rwanda and

Somalia. They served alongside their full-time counterparts to increase security and stability in Timor-Leste and Bougainville. They are currently deployed in operations in Iraq, Afghanistan and the Solomon Islands.

It should also be noted that Reservists make a valuable contribution to the community, providing assistance in times of natural disasters such as floods, droughts and fires and in emergency rescue operations.

## Defence Reserves Support Council

Each State and Territory has a committee of the Defence Reserves Support Council (DRSC). Council members are volunteers and include representatives from Defence, industry, small business, trade unions, youth and other interested community groups. The NSW Chairman is the Hon John Jobling OAM.

The DRSC aims to:

- Improve Reserve availability
- Improve the retention of Reservists in the Defence Force

- Promote the benefits of Reserve service to employers and educationalists
- Inform Reservists of their responsibilities to employers
- Improve acceptance within the general community for Reserve service
- Liaise with peak employer groups on matters affecting Reserve service

- Provide advice to Defence and Government on matters affecting community and employer support for the Reserve force
- Provide liaison between the ADF and employers when required
- Gain recognition of the Reserve contribution within the ADF and the wider community, and
- Provide comment on other aspects of Reserve service to support the achievement of the mission

## Western Sydney

We have been working with the Western Sydney Business Connection (WSBC) to find the best ways to build a greater presence in the region.

Why is Western Sydney important to Defence Reserves Support?

Western Sydney represents 43 per cent of Sydney's population and it includes a labour force of more than 900,000 people and 242,000 businesses. Defence Reserves Support had a need to network and build strong relationships with these employers in Western Sydney – hence the synergy of joining such a group.

WSBC assists DRS with:

- Networking and building strong business relationships
- Promoting what DRS does to the wider Western Sydney network
- Increasing DRS knowledge on Western Sydney business intelligence
- Help DRS to build a valuable network of business contacts

- Provide DRS access to key decision makers in business, political and community networks
- Maintain a database of businesses and activities in the Greater West
- Assist in providing business information about Western Sydney that might otherwise be difficult to obtain

Western Sydney includes the following Defence sites:

**Army:** Blacktown MUD, Timor Barracks Dundas, Holsworthy Barracks, Ingleburn, Lancer Barracks – Parramatta, Lidcombe MUD, Steele Barracks Liverpool and Penrith Training Depot

**Tri Service:** Defence Force Recruiting – Parramatta, Defence Establishment Orchard Hills, Moorebank DSDC



Head Reserve and Employer Support Division Major General Greg Melick and NSW Premier Mr Morris Iemma

**Air Force:** RAAF Glenbrook, RAAF Richmond

One of our more recent events was the State of the Region Address by the NSW Premier Mr Morris Iemma. NSW DRS had a table of 10, which was made up of Defence personnel and employers.

## Uni leads way in supporting Student Reservists

An initiative aimed at supporting student Reservists both financially and academically was announced at Southern Cross University (Coffs Harbour campus) last year.

The university developed a policy that provides assistance to student Reservists in terms of special consideration in exams, deferral of assessment, rescheduling of assessments, remittance of HECS and/or fees and other support when students are absent due to Reserve commitments.

With the support of Defence Reserves Support and the endorsement of the Australian Vice Chancellors Committee, this policy has been restyled as a set of guidelines for adoption by universities and other academic institutions across Australia.



(L-R) Private Adam Atkins, 41 RNSRW, Major General Neil Wilson, Vice-Chancellor Professor Paul Clark, and Private Teena Ellis 41 RNSW

The details of the new guidelines are being promoted to Universities, TAFEs, Institutes of Technology and private training providers.

For more details visit our website's Information for Reservists section and look for Academics and Students.

## The Double Life of a Reservist

A Study of US Port Security Measures and Participation in Border Protection Operations with the US Coast Guard

By Commander John Willy, RANR  
(who was recently promoted!)

Life as a Reservist has its rewards! In April 2007, I had the honour of representing the ADF when I deployed to the USA to take part in Border Security Operations (OP NEPTUNE SHIELD) with the US Coast Guard (USCG). Travel to the United States was made possible thanks to the generous support of Defence Reserves Support, through a Prince of Wales Award. The award also provided me with the opportunity to conduct a study on container terminal operations and security measures at various US ports.

In the commercial world, I am the Regional Operations Manager for a global shipping line (OOCL). Our business is about moving world trade in containers, across sea and land. As if my civilian job doesn't offer me enough of a challenge, when not wearing plain clothes, I live a life of excitement as a Maritime Trade Operations Officer in HQ 1st Joint Movements Group. My responsibility as the SO2 Sea Charter, is to manage the movement of defence equipment by sea, into operational areas, in a fast and efficient (and cost effective) manner.

In what can only be described as an action packed four weeks away, I attended an international seminar on Supply Chain Security in New Orleans, was attached to the USCG at Sector Miami, visited the USCG Seahawk Centre in



Lieutenant Commander John Willy at USCG Base, Sector Miami (the ship in the background is the USCGC VALIANT)

Charleston, toured the world's most advanced container terminal in Portsmouth (near Norfolk) and conducted a five day study of the port of Long Beach.

Sincere thanks to DRS and my civilian and Defence employer. Winning a Prince of Wales Award in 2005 has certainly been a highlight of my 11 year service career so far. I'm truly grateful to Defence Reserves Support, and in particular the people who made it possible for me to deploy to the USA.

I would like to express my sincere thanks to the POWA NSW State and National selection committees, Mr Marc McGowan (former Director

of Reserve Support), Lieutenant Commander Jan O'Keefe, Ms Sheila Shaw, Mrs Deanna Nott and Mr Stephen Williams (Director of Employer and Industry Engagement), all of whom provided me with the tremendous support and assistance in preparing my travel to the USA. I'd also like to acknowledge the backing of my civilian employer, in particular Mr Eddy Declercq, MD of OOCL and to my defence employer, CMDR Paul Taylor, Commander Maritime Trade Operations. To you all, thank you.

To read more about Commander Willy's POWA trip, visit [www.defence.gov.au/reserves](http://www.defence.gov.au/reserves) and go to the Latest News section.

# Army Reservist's training and Award benefit NSW

Captain Garren Hamilton tells his story ...

## My Prince of Wales Experience

I was introduced to the Prince of Wales Award scheme in early 2005 when I spoke to an old Army Reserve course mate who was a Police Officer in Western Australia. During the course of our discussion, my friend told me how he had been awarded the Prince of Wales Award and was travelling to the United Kingdom to look at some specialised aspects of bomb-disposal that were being conducted there.

My experience with the Prince of Wales Award would likely have ended there, had it not been for a presentation by a Special Agent from the FBI in Sydney in mid 2005.

Allow me to back-track. I have been a member of the NSW Police since 1998, and during 2004 and 2005 I was a member of the Special Services Group (SSG), a covert unit responsible for providing a variety of services such as surveillance, observations and other investigative techniques. We provide our services to squads that are investigating major crime such as homicide, firearms, drug trafficking and gangs. During 2005, a member of the FBI came to our office and spoke about some changes they had made to their training program for agents engaging in covert duties, as well as new techniques they were developing as a result of the heightened terrorism threat.

As I listened to this presentation, my mind wandered back to my old course-mate from WA, and a plan was conceived!

One of my previous roles in the Army was as an instructor of recruits and Officer Cadets. The Army placed me on a Certificate IV in Workplace Training and Assessment course, and I used this qualification quite a bit during my 3½ years as an instructor. I have since been able to use this experience and qualifications within the Police, especially in assisting in the conduct of SSG training courses.

My plan was to attend the FBI training 'school' as an international observer, and to observe, assess and bring back the techniques that I saw applied. I would then provide a detailed report to my Commander about these techniques, allowing him to decide whether such techniques were appropriate to the NSW Police.

When I approached my Commander, I think he immediately saw the potential benefits to NSW Police and was very supportive from the outset. By the end of the application process, he had used his existing international network to secure a place on the course, completed all the reports I needed to show the Defence Reserves Support Council that the NSW Police welcomed the project, and gained approval from the Commissioner for a NSW Police officer to travel overseas in the line of duty.

The trip itself was a tremendous experience for me personally, with many friendships formed and differing techniques learned. There were many benefits for the NSW Police as well.

I was able to achieve my original goal which was to furnish my Commander with a detailed report on the tactics, techniques and procedures used by the FBI in covert operations. The recruitment, selection and training of personnel for these duties were also discussed, and I was able to provide recommendations as to how they may be applied in our jurisdiction. This has been an important consideration for my Commander as he reviews the way the SSG conducts business.



Additionally, the trip definitely raised the profile of NSW Police in the global law-enforcement community. The training course had observers and participants from policing agencies in Italy, the UK, the Australian Federal Police and the New York Police Department, as well as the FBI and a multitude of US law enforcement agencies. Police across the world share a common bond and there were many spirited discussions as differing opinions (and the occasional ale) flowed freely.

There was a large benefit in networking between the two organisations that emerged from the trip. Indeed, some three months after I returned to Australia, two of my newly developed friends travelled to Sydney and attended the NSW Police SSG Training Course in order to observe the manner in which we do things. The discussions we had during in my trip to the US contributed to making this happen.

In summary, my participation in the Prince of Wales Award was extremely beneficial to the NSW Police. Participation took a degree of organisation and management, however the benefits that have flowed outweighed the challenges tenfold.

## What is the Prince of Wales Award scheme?

The Prince of Wales Award (POWA) scheme provides a development opportunity for Australian Defence Force (ADF) Reservists to enhance their individual experience and knowledge in their chosen civilian occupation or profession. It has been redeveloped to deliver greater benefits to Reservists, their employers and the ADF.

## Employers go to Sea

After a night spent at the Royal Australian College on the shores of Jervis Bay in New South Wales, a group of employers were ready to experience a day at sea with a Navy Task Group conducting exercises off the coast.

The Defence Reserves Support NSW office and Navy hosted the day to coincide with the Navy's Fleet Concentration Period.

This annual exercise involved two frigates and one tanker from the RAN, as well as the New Zealand Frigate HMNZS TE MANA. After joining HMAS NEWCASTLE in Jervis Bay, the ships then sailed to join tanker HMAS SIRIUS for replenishment at sea. Both NEWCASTLE and ARUNTA pulled alongside the tanker to



Employers enjoy their day aboard HMAS NEWCASTLE with National Defence Reserve Support Council Vice Chair Jack Smorgan AO.

simultaneously pass replenishment lines. The ships soon broke away to carry on a day of exercises involving the firing of the main guns and air attacks by RAAF Hawk jets. The weather

continued to provide a glorious backdrop for a number of shipboard activities before the lucky guests were returned to Jervis Bay by helicopter.

## Overseas visit for Employers opens eyes to Defence

In July, Defence Reserves Support organised for 17 employers of Reservists to visit the Solomon Islands as part of the Boss Lift activity. The employers, who visited their staff deployed on Operation Anode, knew they were in for something special the moment they stepped off the plane.

The bosses represented a wide variety of industries from government, education and health care services to an engineer, sand dredge operator, swim centre manager and father-and-son kitchen-making team.

When the aircraft door opened to an explosion of heat and humidity, it hit home that their employees were certainly on no holiday.

Most of the Reserve soldiers hailed from NSW-based units, but every State and Territory was represented in the contingent. Lieutenant Colonel Peter Connor, who normally works for ASIC, led the contingent. He said the diverse backgrounds of the Army Reserves added to the overall effectiveness of their deployment.

The Reservists comprised a mixed bunch of skills — Private Christian O'Shea works in parks maintenance with Kogarah Council, Private Paul Imbree owns a share-trading

business, Lance Corporal Justin Powell studies history, politics and philosophy at UWS, while 27-year Reservist Sergeant Geoffrey Jones works in a truck transmission workshop at Chipping Norton. Captain Shane Conserdyne is a computerised mapping technician and Lance Corporal Jason Astley works amongst wild animals at Taronga Park Zoo.

And situations have arisen where their diverse civil talents have been called into action. The diesel engine on a boat carrying a patrol failed several hours out from Honiara. The only person on board with mechanical skills who could save the day was a Reservist. But it's the people skills that have shone through most with the Reserves able to offer a very sensitive approach towards the Solomon Islanders — a point not lost on many of the employers that attended. One attendee noted "he is just so different — he has a confidence and presence that I had not noticed before".

**If you are interested in the Boss Lift activity, call our office on 1800 803 485.**



Private Scott Paltridge with his employer and very proud father, Mr Roger Paltridge from Kitchen Relaminating Specialists in Mermaid Beach Queensland



Lieutenant Gration Punch with his employer Ms Antoinette Faddoul from Wollongong Hospital

# NSW Employers of ADF Reserves Recognised

A record number of 35 New South Wales employers have been recognised for their support of Australian Defence Force Reserves at a ceremony held onboard HMAS MELBOURNE at Garden Island. It was a beautiful evening in Sydney and a treat for many of the employers who attended to be aboard one of the Navy's warships.

The event, organised in conjunction with the NSW Committee of the Defence Reserves Support Council, recognised employers who have supported their Reservist employees with workplace policies that allow them to render Defence service.

In order to be eligible for an Employer Support Award, organisations needed to have a supportive leave policy in place and have released their employees for an extended period of Reserve Service. Awards are presented in the categories of Government, Large Private Enterprise, Medium Private Enterprise and Small Private Enterprise.

## Some of the winners included:

NSW Police Force – Waratah Police Station

Linfox Armaguard

Western Sydney Area Health Service

Rail Corp NSW

Telstra Corporation

Pfizer Australia

NSW Fire Brigade

## Western Sydney group visits RAAF Base Richmond

Western Sydney Business Connection and Hawkesbury City Council visited RAAF Base Richmond mid last year. The day started with a windscreen tour of the Base highlighting contractor facilities, main flying hubs, messes, the air terminal, fire section and hospital.

Wing Commander Michael Stuart-Watt and Squadron Leader John Kane did a fantastic job of leading the tour, as well as briefing the

group on the role of Air Lift Group and the important contribution Reserves make to Air Force capability.

After a working lunch, the group went to 37 Squadron to be briefed on the organisation's operational role within the Air Force. There was significant interest in the C130 Hercules.

Finally we walked through a C130J on the tarmac — a fantastic opportunity. Most also sat in the cockpit for a real bird's eye view.

Special thanks must go to all those at Air Lift Group, RAAF Richmond. The feedback was very positive from all who attended.

## Employers Visit RAAF Williamtown

Thirty-five employers arrived by coach at RAAF Williamtown after being picked up from various points around Newcastle. Squadron Leader Terry Wells, Executive Officer 26 Squadron, welcomed the group to the base before SQNLDR Colin Grant, Commanding Officer of 26SQN, gave a presentation on Reserves to the employers.

A tour of the base followed and included a visit to the end of the runway to observe jet aircraft taking off and landing. It was very noisy but a great way to learn about the various aircraft that call Williamtown home.



After a delicious lunch in the Officers Mess, it was time to get down to the business end of the day with a visit to 3SQN — the highlight being an F/A-18 Hornet aircraft static display. We were rather lucky to have both a pilot and engineer tell us all about the amazing aspects of the aircraft.

We then topped off the day with a visit to the Weapons Training Simulation System (WTSS) Facility for weapons (Steyr Rifle) handling demonstration. We were able to have the opportunity to 'shoot the baddies' in a simulation without the fear of hurting anyone.