



- Women in the Navy
- Women in NATO
- Strategic Studies for Junior Officers
- Wave Piercing Catamarans
- Reflections on East Timor
- Report from WO-N

AND LOADS MORE

Journal
of the
Australian
Naval
Institute

Volume 26 Number Three
Spring 2000





AUSTRALIAN NAVAL INSTITUTE INC.

The Australian Naval Institute was formed and incorporated in the ACT in 1975. The main objectives of the Institute are:

- to encourage and promote the advancement of knowledge related to the Navy and maritime profession; and
- to provide a forum for the exchange of ideas concerning subjects related to the Navy and the maritime profession.

The Institute is self-supporting and non-profit-making. Views and opinions expressed in the Institute's publications are those of the authors and not necessarily those of the Institute or the Royal Australian Navy. The aim is to encourage discussion, dissemination of information, comment and opinion and the advancement of professional knowledge concerning naval and maritime matters.

The membership of the Institute is open to:

- *Regular Members.* Regular membership is open to members of the RAN, RANR, RNZN, RNZNVR and persons who, having qualified for regular membership, subsequently leave the service.
- *Associate Members.* Associate membership is open to people not qualified to be Regular Members, who profess an interest in the aims of the Institute.
- *Honorary Members.* Honorary Membership is awarded to people who have made a distinguished contribution to the Navy, the maritime profession or the Institute.

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The editorial guidelines for articles are that they are:

1. in electronic format (e-mail or disk); letters to the editor will be accepted in any format
2. in MS Word; and
3. either 250-400 words (letters and illumination rounds), 1500-2000 words (smaller articles) or 3000-5000 words (feature articles).

We can support black and white photography and diagrams but please supply originals or electronic copies. Colour plates are limited within the journal and will normally be reserved for feature articles.

Email: johnshevlin@cbr.defence.gov.au
Phone: 02 6265 2989, 02 6265 6313

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Editorial

Welcome to my final edition of the Journal of the Australian Naval Institute as editor. Editing the journal over the past eighteen months has given me plenty of opportunities to think about the way ahead our Navy is taking and to look at some of the issues and events that have led us to where we are. My greatest thanks go out to the many contributors who have made the job of sourcing articles and collating editions so much the easier. Of course I would also like to thank the readers, whom I assume exist. While there has been little feedback during my tenure to indicate whether this is in fact the case, people seem to be paying their subscriptions, so I assume that there are a number of you out there and interested.

When I took this job on I was excited by the prospect of being involved in the discussions and debates affecting the Navy of today and of the future. It seems, though, that most people are simply too busy with their workloads to voice their opinions by contributing to our professional journal. During my time as editor the question of a replacement for, or alternative to, the DDG and the future of our Navy's, and indeed our nation's, air warfare capability was addressed by the government. Our air warfare capability was lost without a single whisper on the subject from any of our members or readers. I must admit, this came as a surprise and to a certain extent a bit of a disappointment. That the ADF could lose a major capability without raising the concerns of any of our readers, makes me question whether the aims of our Institute are truly being met or whether they are merely a shibboleth. I can only continue the plea that people become interested in the issues that are affecting us as professionals and our Navy's potential as a future institution in Australia.

The Defence Review 2000 was another significant event that came and passed without comment on our pages during the year. As we go to print, the White Paper that the Review canvassed the community opinion for is about to be released. It will determine the future shape and posture of the ADF as a whole. This is significant not just for our members, and not

just for members of the ADF, but for every Australian. As time progresses, we must be sure that the aims of the Institute are being met, that intelligent debate is engaged in and thus that we remain worthwhile and relevant, rather than face the potential of becoming a voicepipe that is yelled down.

I would also like to thank our President for his report which you can read in this edition. This shows the way ahead for the Institute and promises hope for a regeneration of interest in Naval matters. This is also a good opportunity to congratulate the President on his promotion to Rear Admiral and subsequent posting as Deputy Chief of Navy. Admiral Adams' report on the way ahead for the Institute and for the Journal will undoubtedly be of interest to you all. The financial report which is also contained in this edition should give you all, as members, an opportunity to see for yourself how the 'treasury' is holding up.

This edition has some more great articles and I thank our authors for their efforts. Our lead article, from Dr Kathryn Spurling, considers the role that women have played in NATO. It is a very good read and to have contributors of the calibre of Dr Spurling is a real honour for the Journal. There are also a number of other very well considered and written articles, including one from Lieutenant Commander Lissa Jackson from our New Zealand chapter. Another discusses the roles of the Navy Chaplains who served in East Timor during the Interfet operations, and a discussion of the current and potential future operational employment of Incat's Wave Piercing Catamarans is included. There is also an article from Commander Chris Baldwin relating to officer education that should be of interest to a lot of our readers. All that, plus much more, including a 'Shot from the Past' especially for those of you who have a connection to the Australian Defence Force Academy. Get in amongst the pages for some happy reading.

I hope you enjoy reading this edition and that you continue to support the ANI into the future. I look forward to joining you all soon as a reader.

MATTHEW ROWE



From the Council

A NEW Council was elected at the Institute's Annual General Meeting held on Thursday, 18 May 2000. A number of changes have been necessary since then because of postings and movements and, accordingly, details of the current Council and other Office Bearers are provided below:

President:	Rear Admiral Brian Adams, AM, RAN
Vice President:	Captain Peter Jones, RAN
Secretary:	Commander John Shevlin, RAN
Editor:	Lieutenant Matthew Rowe, RAN
Treasurer:	Lieutenant Cameron Moore, RAN
Public Officer:	Lieutenant David Swanson, RAN
Councillors:	Captain Karel de Laat, RANR Captain James Goldrick, RAN Captain Paddy Hodgman, RAN Commander Rex Edwards, RNZN Commander Mark Fitzpatrick, RAN

Correspondence with the Council is encouraged. It is one measure of the health of the Institute and the Council would welcome any feedback on the activities of the Institute in general and, in particular, on the contents of the journal. Indeed, the limited number of letters to the Editor is a matter of some surprise – and concern – especially noting some of the topical themes and issues explored in recent journal editions. The Institute exists to encourage discussion and debate of naval matters and to provide an educational and informative forum. We can all play a part in realising these worthwhile objectives.

Correspondence should be forwarded to: The Secretary
Australian Naval Institute
PO Box 80
CAMPBELL ACT 2612

For those with email access, comments can also be forwarded electronically to: john.shevlin@cbr.defence.gov.au.

Throughout the year the Council has been working hard to secure the Institute's financial future and to chart an appropriate course for the new century. The Institute is now 26 years strong and it is clear that the best ways of achieving the Institute's aims in 2001 may differ from the methods adopted at inception in 1975. New technologies are firmly embedded and offer opportunities for expansion and consolidation. These need to be explored. Equally, the expectations of members and Friends have evolved and it is critical that the Institute adapt to ensure it continues to deliver a useful product.

A number of options are being considered and will be outlined at the next Annual General Meeting scheduled for Tuesday, 20 March 2001. The meeting venue is the Public Theatre on the ground floor of Russell Offices, building R1. The meeting time is 1230; all members are strongly encouraged to attend.

Finally, this is the last issue of *JANI* under the editorship of Lieutenant Matthew Rowe. This milestone should not go unremarked. Matthew has striven at all times to produce a current and informative journal, and has often laboured without much direct support. He has done well and this issue is a fitting way to bow out. It contains a variety of interesting articles that should not only inform but also encourage reflection and enquiry. On behalf of all members, the Council wishes to publicly acknowledge his efforts and say 'thank you'.



Treasurer's Report

17 November 2000

Rear Admiral B.L. Adams, AM, RAN

President

Australian Naval Institute

PO Box 80

CAMPBELL ACT 2612

Dear Sir,

1999 FINANCIAL PERFORMANCE – TREASURER'S REPORT

The Audit Report for the year ended 31 December 1999 is enclosed. The Balance Sheet confirms that the Net Assets at the end of 1999 were \$14,883.00, up from the \$13,005.00 at the end of 1998. The growth in the value of assets is attributed to the profit of \$1,878.00 recorded on the Income and Expenditure Statement.

The trading profit compares favourably with the loss of \$5,056.64 achieved in 1998. The profit is attributed principally to the increased income from Corporate Sponsors, up \$7,500.00 from the levels of 1998. Expenditure of \$781.00 on entertainment for the Friends of the ANI contributed to this favourable outcome.

Membership levels have declined further but efforts to control the costs of journal production – printing, postage and operating costs – have been effective.

There were a number of one-off expenditure items; \$600.00 on the purchase of ANI medallions and \$1,676.00 on sundry expenses – an entry included by the auditors to correct the presentation of pre-paid subscriptions and the treatment of cash at hand.

The Audit Report confirms that the treasurer's financial statements present fairly the assets and liabilities for 1999 and are free from material misstatement, based on supporting evidence and accounting procedures. The Auditor's have, however, commented on the need to ensure that all expenditure is properly authorised and that evidence of this authorisation is retained. Action has been initiated to ensure this omission is addressed.

Overall, the ANI continues to be in a reasonable financial position and is able to pay debts as and when they fall due. As at 31 December 1999, monies owed to trade creditors was \$4,200.00 (down from \$5,200.00 at 31 December 1998).

Approval of the Audit Report for the year ended 31 December 1999 is recommended.

Yours sincerely,

J.P.M. SHEVLIN

Commander, RAN

Enclosure:

1. Audit Report for the year ended 31 December 1999



AUSTRALIAN NAVAL INSTITUTE INC
Balance Sheet
as at 31 December 1999

	1999 \$	1998 \$
MEMBERS' FUNDS		
Accumulated Surplus	14,883	13,005
TOTAL MEMBERS' FUNDS	<u>14,883</u>	<u>13,005</u>
Represented By:		
CURRENT ASSETS		
Commonwealth Bank	189	1,491
Cash at Bank-\$30	16,483	18,109
Cash at Bank-\$50	5,230	4,165
	<u>21,902</u>	<u>23,765</u>
NON CURRENT ASSETS		
Equipment at Cost	—	250
Less: Accumulated Depreciation	—	250
INVESTMENTS		
Shares – DFCU	10	10
	<u>10</u>	<u>10</u>
TOTAL ASSETS	<u>21,912</u>	<u>23,775</u>
CURRENT LIABILITIES		
Creditors	4,200	4,600
Provision for Audit Fees	—	600
	<u>4,200</u>	<u>5,200</u>
NON-CURRENT LIABILITIES		
Pre Paid Subscriptions – 1999	—	3,984
Pre Paid Subscriptions – 2000	2,138	1,315
Pre Paid Subscriptions – 2001	621	236
Pre Paid Subscriptions – 2002	70	35
	<u>2,829</u>	<u>5,570</u>
TOTAL LIABILITIES	<u>7,029</u>	<u>10,770</u>
NET ASSETS	<u>14,883</u>	<u>13,005</u>

AUSTRALIAN NAVAL INSTITUTE INC
Profit and Loss Statement
For the Year ended 31 December 1999

	1999 \$	1998 \$
INCOME		
Corporate Sponsors	10,000	2,500
Miscellaneous	—	322
Journal Sales	769	595
Subscriptions	6,478	9,475
NZ Charter	2,080	—
Sundry Income	76	—
Interest Received	559	750
Gross Profit from Trading	—	(952)
	<u>19,962</u>	<u>12,690</u>
EXPENDITURE		
Administration Costs	52	551
Audit Fees	—	660
Bank Charges & FID Charges	43	113
Entertainment Expenses	781	—
Internet Expenses	250	—
Journal Postage	1,507	1,103
Journal Printing	13,175	14,500
Journal Operating Costs	—	780
Medallions	600	—
Reimbursements	—	40
Sundry Expenses	1,676	—
	<u>18,084</u>	<u>17,747</u>
NET OPERATING PROFIT	<u>1,878</u>	<u>(5,057)</u>



Women in NATO

By Kathryn Spurling

There is a strengthening resolve within the North Atlantic Treaty Organisation (NATO). Secretary General, Britain's Lord George Robertson, announced this year that changes within the organisation were needed to achieve the balanced military with the personnel required for "the scope of tasks our forces face in the 21st century".¹ Regardless of nationality, political proclivity or religious affiliation, within the NATO community the changing military mission has required fundamental change to traditional military doctrine. Progression has meant focusing on multi-national operations centred on air power, coastal warfare and the deployment of small, rapidly mobile ground forces. Organisation has moved away from the deployment of large standing armies to smaller units. These units must adopt a less centralised command structure, and be made up of multi-skilled professionals. For European militaries imbued with centuries of hierarchical military tradition and ritual it has meant an ambitious reappraisal.

Integral to NATO evolution has been an overhaul of personnel recruitment and training philosophies to ensure military effectiveness. Kosovo in 1999 provided many lessons. NATO's military forces carried out a very wide range of missions, from military ground operations to the provision of refugee humanitarian support. It was realised how imperative to the modern military mission were intelligent, multi-skilled military professionals. In the past many of the NATO member nations have depended on short-term male conscripts to fulfil their military manpower needs but such personnel can not attain the degree of professional expertise now required. Reduced defence budgets have also meant qualitative improvements must be attained to compensate for personnel reductions. Militaries must do more with less. And another reality was identified in a Dutch review; "The size of the population in the age category of 15-29 years will decrease further over the next few years". Simply put, the traditional male recruiting base is diminishing. As far as the Netherlands is concerned, "this means that additional attention will have to be paid to recruiting women and ethnic minorities". Other nations too have come to the same conclusion and within NATO the face of personnel is changing. Most noticeable is the increase in the number of women.

The United States

The United States leads the way and women comprise 13% of the active military force and serve in over 95%

of the career fields and over 80% of all occupations. Women personnel comprise 15% of the U.S. Army, 18% of the Air Force, 5.8% of the Marines and 10% of the Coast Guard. The United States Navy (USN), the force behind many of the policies to utilise women personnel has recently faltered. The USN was the first to qualify women aviators, in 1973, followed by the Army in 1974, and the Air Force in 1977. In 1976 women entered U.S. Military Academies for the first time. 1978 saw the initiation of the "Women in Ships Program" which resulted in sea billets on non-combatants. U.S. forces in Operation *Urgent Fury*, the invasion of Grenada, included more than 170 women. In Operation *Just Cause*, the invasion of Panama, this figure increased to 770. During the Gulf War the U.S. deployed some 41,000 women personnel, including 6,000 at sea. They were by law designated non-combat but while laws could relegate women to sideline positions in the military, laws could not protect them from the vagaries of a Scud missile or the inherent dangers of service in a war zone. Thirteen American non-combatant military women were killed. Two were taken prisoners of war. From 1994 women were allowed to serve on combatant ships, (with the exception of some very small ships and submarines). On 15 November 1994, two female F/A 18 pilots became the first U.S. women to fly combat sorties. Flying off the USS EISENHOWER in the Persian Gulf, they patrolled the no-fly zone in the skies over Southern Iraq. In 1996 a USN woman Lieutenant fired Tomahawk cruise missiles into Iraq. Women have commanded many USN ships and this year Commander Kathleen McGrath assumed command of the FFG USS JARRETT, which joined the Maritime Iraq Sanction Force in the Persian Gulf. Currently the half million strong USN has approximately 155,000 assigned to ships of whom 11,400 are women. The projection is that by 2004, 12% of the average crew of a USN ship will be women. Nonetheless the woman component of the USN is only 13.7% and this is in part due to the failure of attempts to open the prestigious USN Submarine Squadron to women personnel. The other profession which remains closed is the SEALs category, the US equivalent to the RAN's Clearance Divers.

Other NATO nations have struggled to keep pace with the United States in the area of personnel policy, the inevitability delayed by tradition and cultural adaptations viewed as set in stone. For many the final impetus was provided by United Nations Anti-Discrimination Legislation and the European Court.



Belgium

Women were admitted into the Belgian Armed Services in 1975 and by January 2000 they comprised 7.6% of the Belgium military, and were 3,202 in number. Theoretically there are no closed positions but the majority of women personnel continue to be found in the medical profession, and while 10% of enlisted ranks are women, they make up only 4% of the officer corps. Occupations such as those dealing with explosives and ammunitions in the army, flight engineers in the air force and marine engineers in the navy have no women currently serving. Last year 218 women participated in various operations lasting between one and six months, in the former Yugoslavia, in Italy, and in France, when parts of France were devastated by violent storms. The number of women taking up sea billets has increased during the last year. Six frigates and minehunters, and a supply ship, participating in operations lasting between three and six months, deployed with a total of 27 women officers and sailors. There is no special program to retain women personnel because according to Belgium authorities, there are no retention problems. Recruiting trends too show positive results in the number of women applying, but overall reductions applied to the Belgium military suggest it may be some time before there is a significant increase in the number of women in the Belgian Military.

Canada

Women have served in the Canadian Military since 1885, when nurses first served with the Canadian Military in the Northwest Rebellion. During the World Wars women served in a variety of occupations but by 1947 only 80 nursing sisters were permitted to continue to serve. The Korean conflict saw a resurgence but during the 1960s a ceiling of 1,500 was set and servicewomen were restricted to a mere 20% of all military occupations. The 1970 Royal Commission Report on the Status of Women caused a dramatic improvement in service opportunities for women volunteers and within four years 66% of Canadian Forces trades and careers were open. The Canadian Human Rights Act of 1978 provided further impetus so that by 1985: the number of careers had expanded to 75%; women had entered the Military Colleges; and trials for combat duties had commenced. Before the trials were completed the Canadian Human Rights Tribunal of 1989 directed that all restrictions on the service of women be removed; the sole exception being submarine service. Nonetheless progress in the combat arms has been slow. As of 1999, the Canadian Regular Force comprised 6,564 women, (1,613 Officers and 4,951 enlisted). Women make up 11% of the regular force and 18.6% of the reserve force. During the last year, targets for the recruitment, promotion and retention of women and other visible minorities were set by the

Chief of Defence Staff. The plan is to increase the representation of women to 28% of the Canadian Forces. Recently the Canadian Force (CF) became involved in a television program showcasing women employed in predominantly male occupations. A total of 33 CF women were featured. Other positive developments include a study of the validity of CF physical fitness tests, which has resulted in gender neutral, specific occupation criteria; and an overhaul of maternity and parental benefits and family support policies. The latter will now include subsidisation of family care costs for dependent children and elderly or infirm dependents, when a single parent or both service parents deploy.

Czech Republic

Although women fought alongside their male peers during both World Wars they were not formally accepted into the Czech Military until the mid-1980s. This was forced by a shortage of male recruits and the military's need of the technical skills women had gained in the civilian workforce. The Czech Military Report to this year's "Teamwork 2000 Conference" admitted that the expansion of women's role since 1990 was due to the requirement of women personnel for "monitoring and peacekeeping missions abroad". It also conceded that increasingly over the last decade those seeking military recruitment were Czech women. In 1999 legislation was adopted to specify conditions of service in the "new military". It introduced significant changes, particularly the alteration which made military service a contractual duty. Pressure from European Union Anti-Discrimination Legislation has meant the Czech military has adopted a greater emphasis on citizen's rights. One of the most noteworthy is that it now recognises that the care of children is the responsibility and right of both parents. Male soldiers are now entitled to the same service concessions for the care of children under eight years of age as their female counterparts. As of the end of 1999, there were 1,935 women serving in the Czech Army.

Denmark

According to the 2000 Danish NATO report military personnel are given equal opportunities for employment, education, promotion and working conditions, "regardless of gender, race, colour of skin, religion, political views, sexual orientation, national social and ethnical origins." The reality is that conditions of service, particularly for conscripts, are not equitable. Women conscripts receive favoured treatment, they are permitted to quit the service at any given time simply by terminating their contract, and it seems many do. Within Denmark there is a lack of cultural encouragement for permanent military service and recruiting problems have resulted in, amongst other incentives, a very liberal "family-policy". The policy encourages flexible working



hours and includes the clause, "work beyond normal working hours will not be a yardstick for success and commitment". Currently the Armed Forces total 25,839, of whom 5.5%, or 979, are women. The Danish Navy numbers 5,108. In theory women can serve in all careers, however, there are currently no women serving as fighter pilots, within the Hunterforce, or in the Royal Danish Navy Frogman Corps. There is a small number of women serving on submarines.

France

The Women's Corps of the Free French Forces was created during 1940 and in 1951 the French Parliament adopted a specific status for female personnel. A decree of February 1998 removed quotas on women entries, but a year later a new law set out provisions for male-only positions. These provisions dictate that, "posts involving the possibility of direct and prolonged contact with hostile forces can be held only by male personnel". The French Navy has been open to women since the Second World War but until 1992 most served ashore in administrative or technical specialities. The first sea-going billets for women were established in the mid-1980s. The Naval Academy and Ecole du Commissariat de la Marine opened to women entries in 1993. Restrictions on women holding sea-going posts were rescinded in November 1999. There has been a significant increase in numbers, to 7.2% of naval personnel, (12% of Army, 13.24% of Air Force and 4.9% of Gendarmerie). By 2000 eight combat ships had mixed crews and during the northern summer the Aircraft carrier CHARLES DE GAULLE proceeded to sea with 10% of its crew women. Women command at sea, the most significant being the 1,100 tonne survey ship, La Perouse, and the training ship Jaguar. The French plan to open the submarine branch to all personnel. Much of the motivation behind this progression is the decision to end male national service by 2002.

Germany

Until January 2000, women were not permitted to serve in the Bundeswehr, the German military, in any capacity except as musicians and medical staff. It took the decision of the European Court of Justice before the German constitution was altered. At present there are 4,493 women serving. A review of the Bundeswehr will implement wide-reaching personnel policy alterations over the next two years. The review's clause, "there might be certain military tasks, which should be open for men only to preserve the effectiveness and efficiency of military missions," suggests that it will be longer than two years before women volunteers are exposed to the opportunities and equity enjoyed by women volunteers in many other NATO countries.

Greece

The military service of women in Greece is voluntary, while for men military service is compulsory. The Hellenic Forces were first opened to nurses in 1946 and other women volunteers in 1979. As of this year women comprise 10.75%. More specifically women in the Army represent 10.2%, 9.6% in the Air Force and the Navy 14%. In 1990 women officer candidates were first admitted to the military academies, although their career streams are still restricted to front-line support positions. Given that the number of women applying for recruitment is high, this may soon change. Already women participate in the Hellenic Peace keeping operations in Kosovo and Albania. Recently six Naval women undertook a six month sea deployment. The success of the deployment means that sea billets will open to women next year.

Hungary

Currently 15% of the Hungarian Military are women. The Hungarian Report to NATO in May 2000 was brief. The country had found there was an increased willingness amongst women to volunteer for military service, their services were needed, women had been found to have a propensity for language training which was deemed important within the military, and, "Military women are definitely characterised by persistence, diligence and exemplary behaviour".

Italy

The most recent convert to the positive recruitment of women as defence professionals is Italy. In 1999 the Italian Parliament voted to end 186 years of tradition and allow "Italian female citizens" to volunteer for military service. On 9 February 2000 the Minister for Defence decreed that up to 20% of future admissions to the Military Academies should be women entries. Although common standards are to be used, "a gradual approach will be adopted, that is in the beginning, women will be enrolled only as officers and NCOs in order to have female instructors and advisors capable of combining teaching skills and a command action which is more appropriate to female psychophysical characteristics". The employment of women on ships and submarines is currently viewed as being unlikely given perceived difficulties of "very small spaces ... hard living conditions with no privacy", and the naval service of women remains under review. Italian authorities were both surprised and tested by the applications received from women. For the 155 places at the Naval Academy for the 2000 intake, 7,513 applications were received, of which 4,284 were from women. The Army received 22,093 applications for 294 positions, 17,703 from women. The Air Force Academy received 11,911 applications for 136 billets with 6,053 being for the 27 places assigned women.



Luxembourg

Luxembourg ceased male conscription and progressed to an all-volunteer force in 1968. It was a further nineteen years before the first women volunteers were accepted into the military, an acceptance forced by anti-discrimination legislation. Around 40 women serve in the 800 strong Luxembourg Army, several of these within the Luxembourg/NATO contingent committed to Bosnia-Herzegovina.

Netherlands

The percentage of women in the Dutch military stands at 7.7%. The Defence organisation has recently implemented a Government Policy Accord which it anticipates will raise that ratio. One of the strategies included is the "Women and ergonomics project". Procedures and equipment are being further examined to ascertain if modifications will enable women to assume more duties whilst not endangering military standards. Netherlands defence authorities concerned by a decrease in the youth population are endeavouring to recruit more women. The current target is for at least 20% of each recruit intake. The Submarine service and Marines remain closed, but it is interesting to note that all Dutch units serving on missions abroad include women.

Norway

The Norwegian Ministry of Defence is also working on a study to restructure the Norwegian Armed Forces. This will be prescribed in a White Paper expected to pass through Parliament by June 2001. An anticipated result will be the downsizing of the Armed Forces and changed priorities and focus. The Norwegian Ministry implemented a strategic plan for gender equality in 1997 and an action plan for recruitment and retention of women has gradually been implemented to achieve 7% by 2005. Currently it stands at 3.2%. There has already been a substantial increase in the number of women who have completed national military service as conscripts and the number of women officers, particularly in the army. Women have been integrated into mixed gender units and are only banned from para-rangers and special boat service. Women serve onboard all navy ships, including submarines. They are serving in the infantry and as fighter pilots with no limitation on combat operations. Norway currently has women deployed as UN-observers and peace-keepers. It is interesting to note that the proportion of Norwegian servicewomen serving in international missions, including 1,277 in Kosovo and 133 in Bosnia, is larger than the number serving within Norway.

Poland

Another nation subjected to pressure from UN legislation was Poland. The Polish Ministry of National Defence amended provisions in 1999 and approved the decision to admit women to military

academies. Thirty-two were admitted. A further 71 women were admitted to the Armed Forces, an increase of 45% on the previous year. As of 1 January 2000 however only 239 (0.3%) of the 80,634 strong Polish Military were women. Some 90% of these were employed in medical occupations, the remainder in logistics, administration and the legal profession. Of the 6,505 serving in the Polish Navy only fourteen, are women, thirteen commissioned officers and one Warrant Officer. This year came the admission from authorities that they have not been able to commit more than twenty women to peacekeeping missions because of "the lack of well trained female staff". Whilst it has been acknowledged that much is needed to define provisions related to the service of women there is a cautionary tone. The Polish Armed Forces are currently being restructured and it is likely that as a consequence, the necessary improvements will be implemented slowly pace.

Portugal

Portugal too is implementing changes to its military organisation and the greater participation of women personnel is just one aspect of the 2003 modernisation plan. Since 1992 women had served in mixed corps and in all specialities, with some restrictions on naval service. As of April 2000 there were 47,126 Portuguese active duty personnel, 2,925 of whom were women. They make up 13% of the Air Force, 6% of the Army but only 3% of the Navy. Given that within the Navy there are no women holding the rank of LCDR or above, the changing face of its personnel is reflected in that 14% of 2nd Lieutenants are women. Pressure is being slowly brought to bear on the Navy to open combat categories to women.

Spain

It was in 1988 that Spanish women were first permitted to enter the Armed Forces, as a consequence of non-discrimination legislation introduced into the Spanish Constitution. Spain is another European nation which anticipates that by 2002, "the professionalisation of the Armed Forces will be accomplished", as compulsory military service disappears. It is also another nation which has observed a decrease in the number of men recruits and an increase in the level of interest from women. No quotas on women volunteers exist but Spanish authorities admit there is much to be done before the military profession is fully integrated. There is as yet no sexual harassment policy in force, regulations on pregnancy are incomplete and different policies relating to the service of women exist in different military corps. Inconsistencies prevail and one example is that while very few women serve on surface ships, currently two women serve on submarines. Women comprise only 6.9% of those enrolled in Naval Academies and 5.1% or 1,074 of the 21,141 strong Spanish Navy. The first women Spanish Defence Force personnel deployed in a peacekeeping operation occurred in April 1993 in the former



Republic of Yugoslavia. Since then they have participated in Bosnia-Herzegovina in various specialities.

Turkey

The admission of women into Turkish Military Academies commenced in 1955 and the first women pilots graduated in 1957. Politics determined that this would end in 1960 and women Cadets were not again accepted until 1992. Direct entry women officers were enlisted from 1982. Integration over the last decade provided the means "to attain a force of smaller size but of higher mobility and firepower so as to catch up with the technological developments". There are 864 women serving, all officers. Of these 181 are in the Navy. Women may not serve in the armoured corps, infantry or on submarines. Turkish military women have deployed with several NATO contingents.

United Kingdom

Female defence force recruitment is also buoyant within the United Kingdom (UK). The integration process has been marred by strong resistance from some quarters and most recently policy changes have been enacted as a result of painful and very public court actions. Most notable have been: the judgment by the European Court of Human Rights, in 1999, in favour of the case brought by four ex-Service personnel discharged on grounds of their homosexuality; and the European Court of Justice ruling on the woman Army Chef who challenged the Royal Marine Commandos. The former case resulted in a lifting in the ban on homosexuals. The latter case continues as the Marines endeavour to maintain their exclusion of women personnel. Women comprise 7.1% (7,869) of the British Army and 9.4% of the 50,953 serving in the RAF. Women represent 7.9% of the total strength of the Royal Navy. Of the 3,392 women serving in the Royal Navy, 973 (89 officers, 37 senior ratings and 847 ratings), are serving at sea

in 40 ships. On average women make up 10-15% of a Ship's Company. Women remain excluded from submarine service, there is one lone female Principal Warfare Officer (PWO), and one female pilot and four observers. A further five pilots and five observers are under training.

At a conference held at NATO Headquarters at the end of May 2000, the United States delegation reported it was faced with the smallest 18-25 year cohort group in the 25 years of its All Volunteer Force, at a time when "America's Armed Forces are operating under influences never encountered before. Increasingly complex missions and the growing demand for technological skills means the competition for high quality men and women will continue to be an important readiness issue". This is a problem shared by many of the world's militaries.

The diversity of cultures within NATO has meant a lack of uniformity in the recruitment, training, and opportunities accorded military personnel. Although all NATO countries have integrated, each has progressed differently due to culture and legal status. With regards to the utilisation of women personnel, policies vary. The Dutch were the first to admit women to combat occupations; Belgium, Canada, Denmark, Luxembourg, Norway, and Spain have followed. Nonetheless, NATO nations have universally recognised, in today's unpredictable security environment, the need for military personnel who are appropriate for and capable of accomplishing the challenges they are likely to meet. NATO has realised that the increased utilisation of women volunteers is a prerequisite for military effectiveness.

NOTES

1. Material for this article derived from *NATO Review*, Spring-Summer 2000, NATO HQ, Belgium, 2000; *Women In The NATO Forces: Year-In-Review*, 1998, Advisory Office on Women in the NATO Forces, NATO HQ, Belgium, 1998; *Teamwork 2000: Conference of the Committee on Women in the NATO Forces*, Advisory Office on Women in the NATO Forces, NATO HQ, Belgium, 2000; Notes taken and interviews conducted at NATO HQ, Belgium, between 21-26 May 2000.

Biography

Dr. Kathryn Spurling served in the Women's Royal Australian Naval Service (WRANS) in the late 1960s. In 1984 she completed a BA (History-hons) at the Australian National University, in 1988 a Masters degree (History-hons) at University College, University of New South Wales. A DFA, with a thesis titled "The Women's Royal Australian Naval Service, 1939-1960: a study in discrimination." Her PhD dissertation titled "Life in the Lower Deck of the Royal Australian Navy, 1911-1952", was also completed through University College, University of New South Wales, ADFA.

Dr. Spurling has worked as an historian, researcher, and consultant on several projects, most recently on the official centenary history of the Royal Australian Navy. She has been attached to the School of History, University College (UNSW), Australian Defence Force Academy (ADFA), since 1996. Dr. Spurling has lectured and published extensively on Australian Defence personnel. In May 1999 Dr. Spurling convened the *Women in Uniform: Perceptions and Pathways* Conference, held at ADFA, and co-edited the book of the same name. She is the author of the chapter titled, "1991-2001 - The Era of Defence Reform" of the official history of the Royal Australian Navy, which will be published in 2001.

Most recently Dr. Spurling was a guest speaker at NATO Headquarters, Brussels, in May 2000 and the first Australian selected for the United States Military Academy, West Point, Military History Seminar Series, held at USMA, during June 2000. Current projects include researching "Gender and Sexual Orientation Diversity in the Australian Defence Force"; comparative research on women graduates of the Australian Defence Force Academy, and women graduates of United States Military Academies; and writing a book on "Women in the Australian Defence Force".



Women in the Navy

By Acting Lieutenant Commander Lissa Jackson, RNZN

The title "Women in the Navy" usually leads people to think about women that wear uniforms in the Navy. Many articles have been published discussing the trials and tribulations of being a female in the Navy – you only need to go to the library to find them. In fact in 1999, the Australian Defence Force Academy hosted a conference on Women in Uniform – as a result a book was published in 2000 titled *Women in Uniform – Perceptions and Pathways* which is available from the History Department at ADFA and is well worth a read.

In 1977, the Royal New Zealand Navy (RNZN) conformed with Defence Policy in the wake of the Human Rights Commission Act by disbanding the Women's Royal New Zealand Naval Service and commencing the integration of females into the RNZN.

The Ministry of Defence set up a working party to examine the implications to the existing policies on the employment of women in the NZ Armed Forces. The

Working Party summed up its findings with the following statement:

It is evident that the Human Rights Commission Act 1977 will require radical changes in Defence Policies on the employment of women. It may appear that in some areas these changes will hinder the Armed Forces ability to achieve their aim. The implementation of required changes will therefore need to be carefully monitored, but changes to the Act cannot be expected, at least in the immediate future.

The Ministry instructed single services to take the necessary steps to implement the new policy, which, it had been decided, should exclude women from combat roles. In December 1986 women were sent to sea as part of a trial. In April 1989, the Chief of Naval Staff approved a policy for the employment of women at sea in the RNZN.

The Defence Act 1990 included legislative requirement for Equal Employment Opportunity (EEO) for civilian

Chronology of Integration of Women at Sea

1986	Women joined HMNZS MONOWAI as part of the Women at Sea Pilot Study (WASPS). The study was to span three years.
1989	CNS approves the policy for the employment of women at sea in the following RNZN Branches and trades: Supply and Secretariat, Medical, Communications, Regulating and Physical Training Instructors. Officer specialisations included Supply and Secretariat, doctors and chaplains.
1989	Women in the RNZN given the opportunity to elect either sea service or to remain non-seagoing. All women entering the service from the January 1989 intake, except those in a limited number of shore only trades would be required to serve at sea.
1989	Approval given for women in the RNZNVR to undertake sea experience at the discretion of the RNZNVR Divisional Commanding Officer.
1989	Navy Order 35/89 – Women at Sea released.
1990	Review of the employment of women in Leander Class Frigates undertaken.
1991	Entry of women to the Engineering Branches of the RNZN approved.
1991	The Radio Fitter Branch was opened to female ratings.
1992	CNS approved the introduction of women into the Seaman and Technical branches of the RNZNVR.
1992	"Guidelines on the Employment and Treatment of Women in the RNZN" issued.
1993	All RNZN branches with the exception of the Diving Sub Branch are opened to women.
1993	HMNZS SOUTHLAND and HMNZS WELLINGTON are declared available for mixed gender staffing. HMNZS CANTERBURY and HMNZS WAIKATO are made available for the posting of women for training purposes.
1996	HMNZS WAIKATO and HMNZS CANTERBURY declared available for full mixed gender staffing.
2000	Diving Sub Branch open to women.



staff. In July 1996 the Chief of Defence Force promulgated policies relating to EEO and Harassment and Discrimination Prevention applicable to both civilian and military personnel. In 1997 the Government announced a range of EEO policies for all of the public service to which the Chief of Defence Force volunteered to comply with, in respect of both military and civilian personnel. Dr Clare Burton was contracted, in 1998, to undertake a Gender Integration Audit of the New Zealand Defence Force.

In January 2000, twenty-three years after the disbandment of the Women's Royal New Zealand Navy, the New Zealand Chief of Defence Force removed the final restrictions on women serving in combat roles. He announced that restrictions on women serving in combat, peacekeeping, peace enforcement, humanitarian and many other similar roles were abolished. Regular and Non-Regular Service Women will serve on the same basis as Service men with respect to combat roles. This decision now allows women to enter the one remaining branch restricted to men only – the Diving Branch.

Few women currently serving in the RNZN have careers dating back to the disbandment of the WRNZN and less than 50 were serving in 1989 when the policy for employment of women at sea was promulgated. About 85% of women currently serving have no experience of the previous restrictive policies and probably wonder what all the fuss is about.

However, service in the Navy is a very non-traditional career for women and we are now seeing women moving into a much wider range of trades. There will be some firsts in this area and these are still cause for celebration.

Dr Burton's report highlighted a number of human resource issues including policies that impact on both men and women's working lives. The report contained a number of recommendations relating to flexible work practices and family friendly policies. Whilst Dr Burton's report was focused on gender, many of the recommendations are also applicable to men's working lives. Across all of the NZDF, 26% of personnel with dependent children were either a single parent or married to another person within the NZDF and many non-Service partners of military personnel are also in full time employment. In recognition of this the RNZN has reviewed the range of services provided to naval personnel and their families and concluded that although they were providing a number of initiatives, they were ad hoc and uncoordinated. To overcome this problem, in July 2000 the RNZN established the Naval Community Organisation in recognition of a requirement to meet the growing needs of Naval Personnel and their families in these ever changing times.

The Mission Statement of the NCO is:

The Naval Community Organisation is committed to provide services, support and advice to the Naval Community (Service persons, families and civilian staff) and so contribute to the Navy's effectiveness in reaching its goals.

The establishment of the NCO is an example of the path the RNZN has taken in not only continuing the integration of uniformed women into the once predominantly male organisation; but also in realising the roles civilian staff, partners and families play in achieving the Navy's objectives.

Biography

Acting Lieutenant Commander Lissa Jackson, RNZN is currently on Parental Leave. On writing this article, she was the Equal Employment Opportunity Co-ordinator for the Royal New Zealand Navy. She served 10 years in the Royal Australian Navy as an Administration Officer until she moved to New Zealand in 1996 when she joined the Royal New Zealand Navy as a Branch List Administration Officer.



Junior Naval Officers and Maritime and Strategic Studies

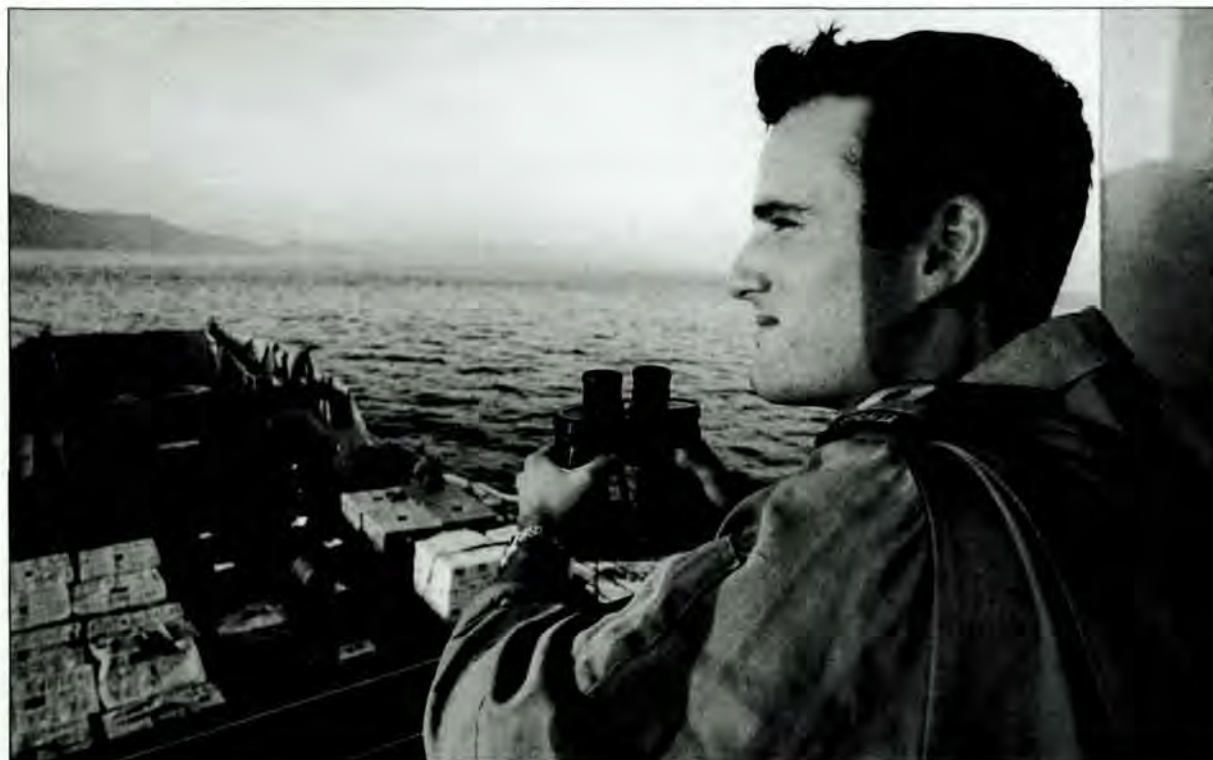
By Commander T.C. Baldwin, Director, Maritime Studies, Navy Sea Power Centre

Naval Officers, in conjunction with their Army and Air Force colleagues, have understandably, largely spent the early part of their professional careers focussing on the professional training necessary to prepare them for a specialisation. This focus on training has sometimes been to the detriment of education in spheres of knowledge that have wider and more long term significance to future professional development and employment. The UN Law of the Sea Convention 1982 and its aftermath in terms of marine environmental legislation and conventions, combined with a dynamic strategic environment, have significantly altered the oceans governance landscape and the environment in which naval officers must do their business. The recognition of the need to better prepare junior naval officers in aspects of strategic studies and maritime affairs has resulted in the development and implementation of a far reaching and comprehensive program of studies, stretching over the first 11 years of a naval officers career, and delivered at HMAS CRESWELL, an institution that has a long and distinguished association with naval officers' professional development. The program promises to prepare a new generation of naval officers for their

professional careers in a maritime and strategic environment far more volatile and complex than any before.

Background

The need for development and implementation of a new and more comprehensive continuum of professional studies for ADF officers was recognised and addressed by the preparation of the ADF Policy on Officer Education and Training (DI(G) PERS 05-22), completed in 1997. The RAN addressed its identified deficiencies in junior officer management and strategic studies by preparing and submitting a paper for CNSAC endorsement on a new Leadership, Management and Personal Development Continuum (LMPD), in November 1998¹. This paper was considered and approved on 12 February 1999. As part of a holistic approach, the need for both strategic and maritime studies was recognised as an integral part of naval officers' professional development as both managers and leaders in a future Navy and Australian Defence Force. A new program of maritime studies and strategic studies for junior naval officers' commenced in January 2000² under the aegis of the





Training Authority Initial Training, Leadership and Management, HMAS CRESWELL.

Why Maritime and Strategic Studies?

World events over the last 3-4 years have clearly shown that the Taoist philosophy of all things fluid and changing is perhaps the most appropriate perspective on strategic affairs. Not only does this philosophy apply to global and regional affairs but also to the machinations of bureaucratic structure and management, not least in organisations such as the Australian Defence Force. To prepare naval officers who can both function and contribute to such a dynamic and evolving organisational and strategic environment requires professional studies and intellectual development well before they reach middle or senior level rank and management positions in Defence. Until now, that development of strategic awareness in defence studies, the role of politics in the shaping of international relations, national power and defence policy, and oceans governance, has been largely absent from junior naval officers' lives, relying mainly on the initiative and educational background of individual officers.

Since 1982 and the completion of the United Nations Third Conference on the Law of the Sea, resulting in the UN Convention on the Law of the Sea (UNCLOS)¹, there has been a fundamental redefining of nation States' rights and obligations in their maritime space, and in the way in which States govern the ocean environment. The movement and operation of warships upon their lawful purpose has been significantly qualified by the introduction of maritime zones and jurisdictions, movement and

operational regimes and the emerging and increasingly important obligations on States to manage, preserve and protect their marine environment and its resources. All professional seafarers whose business lies in the maritime sphere must have an awareness and intellectual grasp of the new landscape in which they operate. Naval officers will not develop the necessary intellectual awareness if it is largely left to the occasional and "as required" short course prior to specific posting or the transfer of local wisdom from one officer to another in an operational environment. The roles and tasks of our naval vessels are increasingly being determined by government mindful of the rights and obligations accruing under international law in respect of the protection of sovereignty and sovereign rights and the management of marine resources and ocean space. Naval officers need to understand the issues shaping their professional employment at sea in the 21st century.

Maritime Studies

The continuum of maritime studies (and strategic studies) now in place for junior naval officers spans 4 distinct phases² in their development, from entry to senior lieutenant eligible for promotion to Lieutenant Commander. This program is completely new and takes the officer from an initial introductory awareness of Law of the Sea and international law, oceans policy and marine environmental provisions at Phase 1, to an analysis in Phase 4 of navigation regimes, law of armed conflict at sea, roles and linkages of agencies involved in the totality of maritime surveillance and enforcement of Australia's maritime space, and the importance of "non-warfighting"³ roles and tasks for





navies and their consequent influence on future naval capability and platforms. The emphasis in maritime studies over the four phases is twofold. First, to develop a greater awareness and understanding of the significance and impact of international and domestic law, State responsibilities and obligations for ocean space and resources, and the integration of effort by the various national agencies tasked with responsibilities in the marine environment, on the tasks and duties that naval officers are involved in as part of their operational employment, not just as junior officers but as XO's, CO's, senior warfare officers, aircraft captain or staff officer in an operational headquarters. Second, the continuum takes the officer from an initial level of purely intellectual awareness of the basic principles and facets of oceans law and policy to a level of analysis and evaluation of the relative importance of maritime affairs in all their complexity to maritime doctrine and the exercise of maritime power, and the interdependence of such affairs with other aspects of national policy, governance and the employment of maritime forces.

Strategic Studies

Previously, junior officers' strategic education was accommodated partially by the existence of a small component of strategic studies on the Junior Officers' Staff Course, another component in the Maritime Studies Program and another set of studies as part of the Naval Staff Course. These components were not necessarily coordinated and progressive in terms of their sequencing, nor were they part of the education of a significant percentage of naval officers. This relative paucity of strategic studies education has existed concurrently with an environment that has not only become more strategically complex in military terms but also expects more of naval officers in terms of their intellectual ability to analyse and shape the development of strategic policy and respond to and participate in government initiatives in defence policy.

If naval officers are to understand the way in which defence policy is formed and influenced, maritime power is exercised, and the importance of their input to these processes, they must first understand the wider context of international relations and affairs of States. The continuum of strategic studies takes naval officers from an initial introduction in Phase 1⁷ to the historical background to the employment of naval forces and maritime power, the maritime strategists and the way in which modern weapon systems are employed at sea, through Phase 2 and an introduction to SLOCs⁸ and maritime security in the Asia Pacific, to an analysis of theories of international relations, regional security architecture, strategic guidance and security policy

and defence policy formulation at Phase 3 and 4. The emphasis is on an intellectual grasp of the development of defence policy in response to the perceived determinants existing in the international, regional and domestic environments, and the distillation of maritime policy. Lectures are delivered by both academics and by defence and naval specialists in their respective areas. Junior naval officers will now complete their initial careers with a far better understanding and assessment of the strategic defence environment and their role in it. This strategic studies education has profound implications for the further strategic and defence studies content of Naval and Defence Staff Course programs that naval officers will attend later in their careers.

Conclusion

In essence, the Maritime and Strategic Studies program recognises the need to better prepare junior officers for "intellectual engagement" with the more complex and dynamic environment in which they must serve. More is expected of them in their contribution and performance in both the staff and operational spheres. Intellectual preparation cannot be purely left to chance, personal initiative or attendance at a short course on an "as required" basis. An *ad hoc* approach does not provide the scope for true understanding and comprehensive assessment of all the issues and facets of defence and the exercise of maritime power. Junior naval officers are now being prepared by naval and academic specialists for employment in a maritime and strategic environment that expects more of them and is unwilling and increasingly unlikely to accept ignorance or lack of preparation. In turn, our junior naval officers are attaining a level of professional maritime and strategic competence that will serve as a standard for our regional navies and allies.

NOTES

1. *Junior Officers' Leadership, Management and Personal Development-Career Continuum Strategy Paper*, November 1998
2. The studies consisted of leadership, management, personal development and maritime and strategic studies. To date Phase 1, 2 and 3 courses have been run. Phase 4 course is due to start on 24 July 00.
3. 1982 UN Convention on the Law of the Sea entered into force on 16 Nov 1994, and was ratified by Australia on 5 Oct 1994.
4. Nation States refers to those sovereign entities recognised within the relevant articles of the United Nations Charter, and will henceforth be abbreviated to just "States".
5. Phase 1 – NEOC/REOC/ADFA 2000
Phase 2 – JOLC at 3yrs in approx
Phase 3 – JOMC at 6yrs in approx
Phase 4 – JOSSC at 9-11 yrs in approx
6. Non-warfighting roles refer to those tasks and missions encompassed under *constabulary* or *diplomatic* headings as used in Australian Maritime Doctrine Ch7
7. *op cit*
8. SLOCs – *sea lines of communication*. The students are introduced to issues of maritime trade and shipping and the importance and vulnerability of SLOCs.

Reflections on East Timor

By Chaplain David Thiem RANR

AS we drove through the streets of Oecussi I could not believe the utter destruction of this once beautiful holiday resort city. What greeted us could only be described as brutal, total and planned devastation, which disturbed me greatly. Yet out of traditional type thatch dwellings children came running and smiling to welcome us. This was to be "home" ashore for the next five weeks and I soon learnt that such apparent contradictions were the norm in the Enclave.



Part of the destroyed hospital in Oecussi

Background

It was mid-December 1999 and I was preparing Christmas activities/services in my parish, Queanbeyan Uniting. Going to East Timor was not on my agenda. My Christmas preparations were abruptly interrupted by Senior Chaplain Eric Burton RAN ringing to ask if the parish would give me "time-off" to go to Timor in January-March 2000. The next few days were spent seeing if this was feasible, from my point of view and the parish's, before giving a tentative "Yes". Tentative because I am a reservist and

had not been to sea since fleet duties in 1991/92 (when I was PNF). Hence, on the 10th January 2000, I proudly sailed in HMAS MELBOURNE under the command of Commander Andy Gough RAN and carrying a great crew of 220 (as I was to learn!).

After a brief stopover in Darwin we anchored in Dili harbour on the 21st January, in the evening. The following day was spent in preparations and meetings to brief the crew on our area of operation, the Ambino Enclave, which lies in West Timor but by a quirk of history is part of East Timor. (It is the site of the original Portuguese settlement with Oecussi as the major centre). On the 23rd we arrived offshore from the Enclave and received a hand-over from HMAS NEWCASTLE, before she departed. We were now the "guard ship" for the Enclave.

The Enclave

A small group went ashore to meet with 3RAR who had been there since the beginning of the INTERFET activities and to see how the ship's company could support the humanitarian aid projects without detracting from our primary role of sea defence for the Enclave. I met with the 3RAR Chaplain Ben Hall who informed me that he was returning to Australia the next day. He asked me to cover 3RAR for chaplaincy duties. Consequently I had a variety of tasks which gave me freedom to visit troops along the border, take services with them and with my "air taxi service", a sea-hawk or black-hawk helicopter, had the opportunity to see some of the incredibly rugged terrain along the border.



The beauty and ruggedness of the Ambino Enclave showing 3RAR shore facilities

Oecussi, which had been a city of some 40,000 people, had only two Catholic churches left intact. All else was destroyed. Roofing, doors, windows, window frames and most useable material had been removed before the buildings were systematically burnt. There was no

electricity, running water or sewerage in the city. No shops or businesses existed (although by the time we left there were a couple of "shops" selling mostly recycled army and NGO "left-overs"). The hospital was partially operating again and both HMAS SYDNEY and HMAS NEWCASTLE had done an incredible job re-roofing, re-wiring and making it habitable again. We continued the tradition with both work and medical parties daily sharing with the local people. More than 100 people a day were seen by the doctor and medics.

The local community asked if we could help with re-roofing and restoring classrooms so that school could begin again. Work parties repaired numerous classrooms at both St Paul's (primary school) and at a high school on the edge of Oecussi. Being the wet season work conditions were awful with high temperatures and humidity meaning that the work parties were exhausted after 4-5 hours on school roofs. With the help of the locals some thirteen classes began back at the schools and it was great to see the keenness of the children to want to be "in class" again. This gave a sense of achievement to those who were able to go ashore and be part of the work parties.

For me the deep faith of the East Timorese people, even after all they had been through, was quite astounding and humbling. The churches were packed to overflowing for services. Even when I took a service with the soldiers at Mahata probably 100 or more of the local people came to share in that worship. I'm not sure that they understood much, my Tetum is very limited, as was their English! However they were there enjoying themselves. I saw this over and over again. Their Christian faith has helped many of them through the incredible hardships they have endured.



A "make-shift" school on the outskirts of Oecussi

Another facet was the warmth with which the people received us. 3RAR had done a superb job of winning the confidence of the local people and were welcomed wherever we went in the Enclave. I had opportunities to share with a number of families and the genuineness of the people was wonderful. Out of their poverty they wanted to give you whatever they could.

Conclusion

When it came time, it was hard to leave because we saw so much need and could do so little. Having flown over some of the country, visited Dili and Suai, and spent time in the Enclave, the scenario appeared to be the same throughout much of country. I was proud of all that the Australian Defence Force had done in East Timor and particularly my ship's company and 3RAR. However my fear is that as Australians we will say "...we've done our job there..." and we'll forget the massive ongoing needs of our near neighbours in East Timor.



3RAR soldiers with locals at a church service

How can I help?

- Continue to keep yourself informed about East Timor and the other troubled provinces, which are still part of Indonesia.
- Keep pressure on the Commonwealth Government to continue to financially/politically support East Timor.
- Talk with friends who may have just returned from serving in East Timor to support them and hear their perspective and stories.
- Support financially "self help" projects for the restoration of East Timor.
- See the film "The Diplomat" to gain a broader perspective on the political background of East Timor or read books about it so that you are well informed.
- Continue to pray for the peoples of East Timor.



After a service on the border with some of the East Timorese people



Report Back to the Navy

By Warrant Officer David Wilson, Warrant Officer of the Navy

Note: This is an edited text of the presentation made by WO Wilson at the Chief of Navy's Leadership Conference held in Canberra 30 August – 1 September 2000.

I would like to get a couple of things out of my presentation, and one is where I fit into CNs chain of command and why he keeps my position alive, and why he authorises me to earn my pay. And from that hopefully you will come to the realisation that I am not the divisional officer of the Navy. I am not here to break down your chain of command or undermine the authority of anybody in the Navy at all. I am part of that group of people that can help that process, sort the issues out for the sailors in our Navy. So, any time I come near your ship or establishment and you feel that I am doing anything against your chain of command, I ask you quite publicly to challenge me on that.

So, what I want to talk about today is my goals and my plan. When I was interviewed for the job and when I stood up in front of an audience similar to this at the symposium last December I said, "I have a plan, and I have got some goals in that", so I will talk about what my goals were. And this is really a time for me to stand on the stage in front of you people and tell you what I have achieved, how I have earned my pay, and what I do for a living so you get a better understanding of that. And I want to talk about the future, this is about the future, this is about moving on. One of the things I have set out to do with my job is to increase the profile of this position for the future of the Navy, not so much for me, but the future WO-Ns and sailors of the future.

So, in December and mid last year I said, "These are my goals, this is what I am going to do something about; sailors' issues, delegation of authority, promote the achievements of sailors, increase the profile of the WO-N". A definition I would like to make reasonably clear at the moment, as far as I am concerned if you are in the Navy you are a sailor. I do not give a damn if you drink in a wardroom or eat in the main cafe, we are all sailors.

The other thing I said I would do is maintain a direct link between sailors and the Chief of Navy. I want to involve my wife as part of the team. I want to inspire sailors to be WO-N, leave the job better than I found it, and I said I was going to have some fun in the process. So, pay back time. Have I achieved it?

Sailor's issues. It is sometimes said to me that the issues I confront are varied. That has got to be one of

the greatest understatements of about nine navies. I get involved in – I could almost say everything that has happened in the Navy in a broad context in the last 12 months or so. I have had something to do with, whether that is the effect of Fringe Benefit Tax on your group certificates; standard of housing; the \$2 bus fare; issues that have been raised this morning and on and on and on. I do not just get spoken to from sailors; mums and dads ring me up, members of the retired community. I have even had conversations with people from other navies as well, Singaporeans, Americans and New Zealanders.

So, it is greatly varied. And the people that I speak to in that process are also varied. It is the kellick of the mess deck, it is the PO chef, it is your divisional senior sailor, it is your DO, your HOD. All across the spectrum. Last night at that table over there, I had an opportunity to sit next to Minister Moore. That gave me a window of time to go and talk to that man, a pretty senior member in our Government, give him some ideas that affect sailors in our Navy. I did not poke him in the chest but I had a nice conversation with him. So with all that you might turn around and say, "Well, because it's so varied and because you speak to such a great group of people, nothing's tangible in your work, Wilson. You just talk to people".

Well, what you need to come to realise is that the issue to the individual is extremely important, and if the mere fact a sailor has been able to stand in front of me, someone from headquarters with direct access to the Chief of Navy and say to him, "Warrant Officer of the Navy, I have got an issue. I have a concern. You need to know about this. You need to talk to other people about that because this affects me". Merely letting that person have their words and have their say, is an achievement, and a lot of people have said that to me. But let us go down to some of the tangible ones that I have talked about, and this is my chance to say, "Well, what have I done?"

Some examples. In January this year I visited the Hydrographic people, those great people in Wollongong who actually make money for the Navy. They paint their ships white. And they said to me a lot of things. One is they are having problems with medical services. They did not have access to a large



range of medical facilities and they were going through a process to try to sort that out. They were doing something about it. They asked for my help. So what I did, I spoke to someone up in KUTTABUL, spoke to someone else in the medical world, and within about five days people in the Wollongong area had a greater access to medical facilities and a greater variety of practitioners they can go to.

Uniform issues. This is what we call in the personnel world the death of a thousand cuts. Maybe we will never get it right. John Gill is probably getting pretty sick of me talking to him and letting him know that the safety boots you wear in the Navy are slightly uncomfortable and we would appreciate the new ones out there.

The other one that we are looking at quite closely is the amount of kit we give recruits when they march off the parade ground. About six weeks ago at a CNSAC meeting during lunch I sat down with the Support Commander Navy and I said, "Sir, we still haven't got 100 per cent kit up for recruits in the Navy". Admiral Scarce then said, "Goodness me, or some other adjectives about that. He made a phone call and I am aware the results of that phone call generated a lot of work for a lot of people. I am pretty sure Admiral Scarce gave those people some pretty clear instructions. Did it have to come from me speaking to Admiral Scarce at CNSAC? Maybe in this case it did. One of the other results of that conversation I had, that last Friday at about 11.30, 45 sailors marched off the parade ground at recruit school, every single one of those sailors has a sea bag fully kitted up, everything inside it.

Last year about November and again earlier this year, January or February, a lot of people raised the point about the new Long Service Medal, and quite often I get what is called "me-centric", what is happening to me? These people are not really concerned about the design of the medal or how the process has happened. They are all saying to me, "Why does it take 15 years for me to serve in the Puss to get one medal on my chest? Where's my long gong?" Out of those conversations I went and spoke to a gentlemen called Director Honours and Awards who is a great officer and working pretty hard. And I said, "Sir, you need some feedback from the Navy", and I told him exactly that.

Those two signals you saw released, one in November, one in January, giving sitreps about the new Long Service Medal, are a direct result of sailors talking to me, me going down to Commander Bloomfield and his people and having a talk about it. Remember to the individual the issue is very important. About three weeks ago I got a phone call from a Petty Officer in the Patrol Boat Force who raised this issue with me quite a lot and he said to me, "Sir, thank you very much. I got my gong today". So I feel happy with that.

Another one is called the Sea Service Badge, later on this afternoon the Chief of Navy is going to talk about, when he comes out and tells you what the final answers are. Whether you agree or disagree, the debate on the Sea Service Badge went for quite a long time and involved quite a lot of people and got some emotional issues into it. Information went backwards and forwards and eventually led it inside into Naval Headquarters. Three people in the Sydney room made a decision on that badge: the Chief of Navy, the Deputy Chief of Navy, and the Warrant Officer of the Navy. So later on today we will come out and tell you what the answer to that was.

There are lots of other issues that I have worked on, some maybe not so tangible, and I have got three or four there of what I would consider tangible issues, and the mere fact that people come towards me and have a talk to me, I consider that tangible.

The next one is delegation of authority. If any of you have heard me speak before, hopefully you will come to the realisation that this is something that I promote as much as I can whenever I can, and we have had success in this. You heard the FEG Commander, Commodore Pataky, say today that he has got two Petty Officers now doing a greater level of financial management. That is good. In the minor war vessels there are three Warrant Officers now serving as XOs of LCHs. So we have had an achievement there. We have had some success in that.

However, I am not going to lie to you. I am going to tell you the truth. We still have a way to go there, not just because of putting our Warrant Officers in the LCHs, but we have a huge pool, a very talented, competent, intelligent, worldly people out there that we are probably not using to the best of their capability and to the best benefit of the Navy. That is because sometimes we work on a theory that I call apples versus bananas. In other words, you wear apples on your shoulder boards, I wear bananas. I can do a bit more. You get promoted tomorrow and all of a sudden you can do this. I do not support the idea that we are going to have commune of democracy but what I do say, like I said to the Minister last night, really smart intelligent people, so we should use them a bit better. So, some achievements, but I think there is a big way to go, though.

Greater recognition of sailors' achievements. Another one that I am very much involved in as much as I possibly can be and some of this is tangible for me and some is not. When I travel around the Navy I see some good examples of this and a couple come to my mind at the moment. Reading in the *Illawarra Mercury*, which is the local newspaper for the Shoalhaven region down in Nowra, I see photographs of sailors from 817 Squadron receiving their promotion certificates and course completion certificates. That is local home town stuff and that is



really important. Go into the seniors' mess in Watson, down on the ground level before you walk into the dining hall, on the right hand side there is a bulk head. It is completely filled up with framed photographs of Watson people receiving recognition of achievement.

Most promotion ceremonies nowadays you will see the Commanding Officer go through the formality and in the background there is a group of chairs, somewhere over there, there are some refreshments put aside. That is because we are bringing our families in to our promotion ceremonies a lot more and I think that is a great idea. Years ago in *Navy News* you used to read a little column now and again called "Congratulations on your promotions." Look back in *Navy News* now and you see that back in. The reason is, "I'll stand up. I did that".

I got feedback from a sailor saying they wanted to do that, went across and spoke to Commander Milligan and Captain Fraser and the people down in promotions cell and DSU, made a phone call up to the editor of *Navy News* and it happens. Reasonably simple. The other one that I am going to take credit for is the Chief of Navy's combination of the Peter Mitchell prize money. This is for the most outstanding officer, senior sailor and junior sailor of the year. The words are *the most outstanding*. Now, one of last year's recipients raised that to me and that sailor believed that the certificate they received was welcome, she certainly appreciated the \$1500, but she believed some more kudos should have gone with that.

So I researched that issue, spoke to the trusts, spoke to some people in the Navy and pushed that through the Chief of Navy for a final decision and now that sailor receives – those people receive – the Chief of Navy's commendation for it. Is it worth it? Was it worth the time and the energy? If you had stood on the parade ground at Recruit School last Friday and seen the look in Leading Seaman O'Flynn's face when the Chief of Navy passed a commendation to her and read it aloud in front of her shipmates, her boss, her partner, mum, dad, uncle Frank I think was there, uncle Mark was in it. The pride that that sailor felt and speaking to her family later on, yes, it was worth it.

Later on this afternoon, the other two recipients, Chief Ellicott and Lieutenant Day will receive their commendations as well. It is not about standing around in circles, holding hands and singing Kum-bayah. It is about saying to people, "Appreciate what you do", "You're bloody good at your job", "Thank you for your efforts, I like what you did, thank you for that". A very simple process.

I said I would increase the profile of the WO-N. Why? It has got nothing to do with me getting a free lunch, sitting at the head table here or sitting next to the Minister and going in front of the duff line. (He now knows what duff means as well, actually.) It is about

people fully understanding what I do for a living and where I fit into the Navy and how I can help you and our sailors do things. How have I done that? Through the print media. Trying to get an article into the *Navy News* at least once a month. I write in sea-talk, get in front of Scuttlebutt's camera as much as I can and try not to slur my words. I go out in front of sailors and talk to them. The other thing I do is I spend time in Canberra. And I do that because I believe if I just spent three years travelling around the Navy, getting free lunches, drinking cups of tea, that is a waste of the Government's time and money, my time and money, and our resources. I am not going to do that.

So I take the issues and the information and I go and speak to people like the Maritime Commander, people in the Directorate of Sailors' Career Management, I sit on the Naval Capability Management Board or NCMB, I am now an invited member to Chief of Navy Senior Advisory Committee or CNSAC for people who know the acronym. I now have people of all ranks in the Navy come and ask me questions and more and more senior officers are coming to talk to me. This morning, I heard the Secretary tell me where I am going to be tomorrow afternoon at 1430.

Myself, RSM Army, WO-Air Force and other people are going to have a meeting with him and the CDF. That says to me I am probably doing something good about the job and I have increased the profile on it. And the reason why I say that is, when they asked David Wilson the question, "What's your opinion on this?" "What do you think of this issue?" "How is this going to work out?" They are not just asking David Wilson, they are asking all of the rest of the people in the Navy, they are asking the Navy what they think of this. That is an awesome responsibility and I am aware of that. But that says to me the profile has been raised and people are understanding more and more, part of my job.

I said I would continue to maintain the direct link between sailors and the Chief of Navy. I am pretty sure I have done that. How I have done that is I have spent time with him, I am willing to believe that officer trusts me now. When I travel with the Chief, which recently has been quite a lot, I travel with him in the same mode of travel, I sit in the back of the car and I get up to 45 minutes sitting right next to him, telling him exactly the words that you tell me. The theory is that I have the right and the privilege to tell the emperor he is walking naked. In other words, I tell him straight, "Sir, this is the information". So I have done that and been successful at that.

I said I would involve my wife as part of the team. Some people have not liked this actually. One or two people said, "We don't give stuff about your wife, Mr Wilson, your kids. We want to know what you're doing for a living". Okay, fine. I live in a very public life and I accept that my life professionally and



sometimes personally is under the spotlight. That is fine, I can handle that. Why I want to get Colleen involved in the job is because I am very clear in my mind that our families are part of our life. Gone are the days where if you wanted a wife, the Navy would issue it to you. So Colleen comes with me at times to commissioning ceremonies, decommissioning ceremonies, and the like. This is not just her getting a free cucumber sandwich or a cup of tea, it is about her listening to sailors and their families and getting some idea from them and speaking to me about it.

About two months ago myself, RSM Army, WO-Air Force, went across to a briefing room in Canberra and the people that were organising the Defence Call Centre in Cooma wanted to have a talk to us so they could give us an idea so we could speak to people in the three services about it. They invited our wives as well. The other two could not make it but Colleen went there. My role was to get the sailor's perspective across about what they are going to do. I was told, "They are going to set up a call centre in Cooma, 24 hours a day, seven days a week, it is going to work perfect first time every time". Okay?

And I said to him, "I'm an honest man, sir, so I was a bit sceptical of this one based on the track record. Okay?" And he turned around and said, "No, we understand. We've looked at all these things. We're going to – this is Gucci suiting. Got all the computers and technology". I said, "Do you understand that people in the Navy have unique jargon? We speak differently to other people". His answer, "Yes, no problems at all". So I said, "Okay, I am going to report a case to you, sir". Nine o'clock Sunday morning, you're the pay clerk. I make a phone call to you, 1800, "Pay not a problem?" "Absolutely. We're going to sort this out". I said, "Well, okay mate, it's 9 o'clock Sunday morning, I want to ask you a query about my pay". "No worries". And I said to him, "I'm a kellick dibbie going up top in a FAG boat, when I do starfish I'll be gettin' HDA, how do I get the money in me squarey's account?" (By Ed: This example was met by much applause. To which WO-N replied...) That's not the response I got actually.

RSM Army looked at me and said, "You speaking Arabic, Wilson?" The RAAFie shook his head. Colleen said, "I know what he's talking about. This is simple". And Colleen's role there as well to say to these people setting this up, "You're going to affect my life, you're going to affect my pay, you're going to affect our removals and uplift. I'm a Navy wife and I can tell you, no matter how much Navy tries to sort it all out, invariably when we do a removal we unpack the van, unpack the boxes and he goes off to work and sometimes work is a four month deployment. Or he's up top for another five months, he's somewhere in the South China Sea and I'm trying to sort out some pay problems".

Every Navy family has that same little arm inside the fridge and the washing machine and the lawnmower that is activated as soon as the ship clears the heads and "Specials" have fallen out. Every time as soon as that happened, a kid gets crook, the car battery breaks, the fridge falls over and the dog gets sick, so Colleen said, "You need to know about these sort of things. It is your decisions that are affecting me". So, that's why I involve her in the role and it has been successful. She enjoys it actually.

I said I would inspire sailors to want to be the Warrant Officer of the Navy. Why? Like I said, sit with the Admiral? Get to jack the duff line with the Minister? No. It is nothing to do with that. It is about understanding where I fit in the role, it is about understanding it is a good job. It is about understanding you can influence the future of the Navy. You can talk to people that make decisions. So, it is a good job. And as I ask people and move around the Navy, I say, "Do you want my job, sailor? Do you want my job, mate?" More and more hands are saying, "Yes, I want it, it's a good job". Okay, not as many as I would like.

It is an evolving process, I am only the third Warrant Officer of the Navy. I have been in the job 14 months, so, it is an evolving process. More people are starting to understand it is a good job, probably because of those points that I have spoken about beforehand. I said I would leave the job better than I found it. That is an evolving process, that will happen and I will have no doubt in my mind that the sailor that succeeds me and the one after that will keep going through and evolve the process through. If we ever get it perfect, I will buy him the case of beer. In all of that, I said, have some fun.

Often what I am presented by people is what you might call, negative. "What are you doing about this?" "This sucks". I do not have problems with that, I think that is fun. It gives them a chance to say something, they feel good about it. How do I handle it? I go for a run for about 5km every night, actually, run around Jerrabomberra and take that stupid dog of mine for a walk, but if you cannot have fun with twelve and a half thousand sailors, you need to give the game away. There are some great people in the Navy and they have got some smiles on their face and they are having some good times.

All right, so, it is good fun. It is all a bit of fun this morning actually. There is a couple of Captains and a Commodore standing up on stage doing a dog and pony show. I had a laugh, I thought it was fun. So, it is part of it. The other thing I did was, around July I went on holidays for two weeks. I am not trying to brag to you that I had a break and you did not. I sat around the swimming pool and relaxed. I am just trying to let you know, we are all important, we are all busy, every single one of us. The issues we are



working on are complicated, it is an involved process. We have a short timetable. However, I gave the mobile phone to Warrant Officer Greg Stroud, gave him access to the computer, took Colleen and the kids, went for a break, came back two weeks later. Navy was still there. So, it did not fall apart because we went away. So, we have got to have some fun somewhere.

Well, that is the past, that is what I have done for the last 14 months or so. What am I going to do for the future? It does not stop, it will keep going as well. I keep working on resolving the issues that effect people in the Navy. Pretty well, the way I am doing business and whether that is talking to a sailor's father, making him feel comfortable because the boy drives in a fast car from Sydney to Melbourne every weekend, maybe speaking to that guy's dad makes him feel happier. Speaking to the people like the Minister last night of such things as FBT, group certificates, talking to people in the commercial support program and let them know we need to get our act into gear with writing contracts which we are and we are certainly improving. So, I am going to keep working towards that.

This is a good outfit, it is a great outfit. It is a great outfit because of the people we have inside it because of the attitude we have, because of the skills we have. The analogy I use, if you looked at a steel structure, it is full of high voltage electricity, high explosives, oils, lubricants, probably toxic gases. If that was a building, you would have a nine foot fence around it with a 300 yard "no go zone" in it. What we do is put up to 300 people inside it, take it out in the ocean with four or five other of these steel buildings and turn the

lights off. We are damn good at our job. We have got some good things out there. So, I want to keep working against this notion that it is all bad. We are going through some big changes, but you can see by today there are some good people trying to sort things out.

The other project we are going to pull on is a Petty Officer's Aid to Memoir (which is a Gucci title and I had trouble spelling it actually).

It is a booklet issued to newly promoted Petty Officers and it has almost died a natural death, actually, and the theory is that when a sailor walks away from the table as a brand new PO, I would like to see the family there for a start as well, and one of the first persons he or she meets is the Mess President or their representative and he gives them a booklet; Here's some guidelines, "How to be a Senior Sailor in the Navy". I'm working on that already. I want to get it out on the streets hopefully by the end of this year.

I have spoken about my goals, how I set about achieving those and what I am going to do for the future to keep earning my pay. The final one is I want to answer a question and it is one of the most frequently asked questions that I get and that is, is it a good job? Do you enjoy yourself? Well, hopefully by now you have a better understanding of what I do for a living, understand where I fit into the picture. If you are a sailor, a non-commissioned sailor and you want to get into a job where you can speak to people, do something with those issues, have a bit of a laugh, this is the job. I like what I am doing, I enjoy it, I like meeting sailors and I look forward to coming around and meeting you again in the near future. Thank you very much for your time.



Warrant Officer of the Navy



Wave Piercing Catamarans – The Naval Future

By Guy Doyle, Technical Marketing, and Richard Lowrie, Sales & Marketing Manager for Incat

The name Incat is synonymous with commercially designed, high speed, passenger and vehicle ferries, the Company having pioneered the fast car ferry in 1990 with the 74 metre Wave Piercing Catamaran "Hoverspeed Great Britain". Today, Incat's World Record holding vessels operate on and in various routes and sea conditions around the globe.

Incat is the world's leading producer of large capacity fast craft having produced more than 32 vehicle ferries of over 70 metres in length since 1990. Incat's vessel expansion has witnessed incremental increases in speed, deadweight, axle load limits, performance and efficiency from our initial 74 metre generation through to today's technology benchmark.

Our current production is the 98 metre Wave Piercing Catamaran which offers increased capacity for 950 persons, 280 cars only or 20 semi-trailers plus 85 cars, with loaded service speeds of 40 knots (75km/h) and lightship speeds of up to 47 knots (87 km/h)

It is with the successful charter and operation of HMAS JERVIS BAY by the Royal Australian Navy however, that Incat is set to revolutionise the way navies think about and use innovative fast craft. As with Incat's venture into fast freight transport some ten years ago, it is only early days within military circles. However, when you look at the typical time frames involved in the design, procurement and deployment of naval vessels, Incat is positioning itself as a global leader in the industry.

With the advent of the Timor crisis the Royal Australian Navy saw the need to transport large numbers of troops, equipment and subsequently refugees quickly to and from the surrounding region. With its base in Darwin Australia, HMAS JERVIS BAY, an Incat 86m Wave Piercing Catamaran, was able to complete the 900 nautical mile return journey to East Timor in 24 hours, averaging speeds of 40 knots.



HMAS JERVIS BAY demonstrated the capability of the Wave Piercing Catamaran Design to deliver an effective and efficient high speed naval sealift and coastal patrol platform, ideally suited for the protection of the coastal regions of Australia.

HMAS JERVIS BAY is a commercially built vessel designed for 800 holiday makers plus their cars with loaded service speeds up to 43 knots. It is one of four of the 86 metre generation which were the first to provide increased deadweight capacity and axle load limits to cater for heavy vehicles. HMAS JERVIS BAY underwent minor modifications to the vehicle deck and fuel tanks, increasing the heavy vehicle capacity over a greater deck area and increasing fuel tank capacity for greater range.

The use of civilian type craft for naval purposes is not new. In the major World Wars both the US and UK used passenger liners, converted to troop transports, to move immense numbers of soldiers and equipment between continents. Like HMAS JERVIS BAY many of these liners were leaders in their fields, some were even holders of the famous Transatlantic Blue Riband. A feat similarly held by three Incat Wave Piercing Catamarans over the last ten years.

Many early high-speed ferry designs fell short of the needed requirements of a typical naval vessel. With small payloads, no cargo capacity, low sea state capabilities and the inability to perform intercontinental travel, many earlier high-speed ferry designs never made it to the wardrooms of the worlds' navies.

With existing Wave Piercing Catamaran designs capable of meeting many naval and coast guard needs, along with future designs exceeding much of the future concepts of naval planners, Incat has the opportunity to work with naval personnel to rethink how coastal and intercontinental high speed naval logistical transport is regarded.

Incat is highly experienced with this approach to future concepts, having spent the last ten years in the development of fast vehicle freight transport and through enjoying the opportunity to work alongside and even as part of the owners' crews who are now utilising Incat Wave Piercing Catamarans.

Importantly, like the commercial sectors of sea transport, naval and coast guard operations must become more efficient and effective. This will ultimately be achieved through the multi role, rapid response capabilities of such vessels as the Incat Wave Piercer, whether in pollution control, illegal immigration duties, drug interception, illegal fishing, terrorism or search and rescue.



Coastal and deep water surveillance operations typically require a continuous presence away from home ports, sometimes for several months at a time (due to the lower sprint and operational speeds of existing vessels) and with the ability to operate in severe conditions from antarctic to tropical climates.

To satisfy these needs the typical vessel becomes larger than its true need and less flexible in multi role applications, thereby increasing cost significantly and reducing the overall effectiveness of the vessel. Furthermore increased unit costs restricts the ability for countries to maintain sufficient fleet numbers required to cover, protect and defend their coastal areas.

By approaching the task similar to that of fast freight transporters, the higher speeds and low procurement costs of "Commercial Off The Shelf" vessels will enable countries to operate a larger number of smaller vessels from an increased number of home ports. Detection and interception can then be handled without the long hours at sea.

For example, instead of two large steel naval vessels covering an entire coast line, up to six smaller fast craft, such as the Wave Piercing Patrol Catamaran, can be equally distributed around the sea board performing the same duties better, with the added benefit of increased crew morale from less time at sea and more time with families.

Already naval administrators have highlighted the need to reduce life-cycle costs of coastal and deep water surveillance operations and the exodus of military personnel. Areas targeted are lower acquisition costs, reduced manning levels, commonality of components across platforms and systems, reduced training costs and greater automation.

Operation and mission flexibility is a key factor to all of the above. The Incat Wave Piercer platform, already demonstrated through the use of HMAS JERVIS BAY, can become a true multi role vessel utilising plug in systems whereby, based on the immediate tactical role required, equipment can be rolled on or off to suit the mission profile.



The Incat Coastal Patrol & Rescue Vessel utilises the catamarans large deck area and high payload to carry containerised modules designed and fitted out for a variety of uses. One vessel has the flexibility to perform a myriad of roles loading the required equipment for the specific task, whether medical

facilities, temporary accommodation, detention cells, messing facilities, relief equipment, stores, vehicles, rescue boats, helicopter equipment or high speed interception craft.

The vessel would have a helicopter landing area and hoistable boat ramp for the deployment and retrieval of smaller 60 knot rapid response craft which could be deployed at high speeds providing extra vessel resources to overpower the immediate threat.

Whether despatched on search and rescue, interception of illegal immigrants or drug traffickers, protection of EEZ fishing zones, or the rescue at sea of thousands of lives from a cruise ship disaster, a high speed ship could reach international waters from an Australian port in less than 6 hours, resulting in more effective use of resources.

Australia, like many other countries which enjoy large expanses of coastal and sea area, is combating problems similar to those described above with the same demand for speed to provide the effective capability to detect, sort and identify targets of interest and intercept those of threat.

Future Incat designs such as the Revolution120 and 120m Fast Freighter, further extend Wave Piercer capabilities by offering larger deadweight, greater range, larger deck area and increased carrying potential.



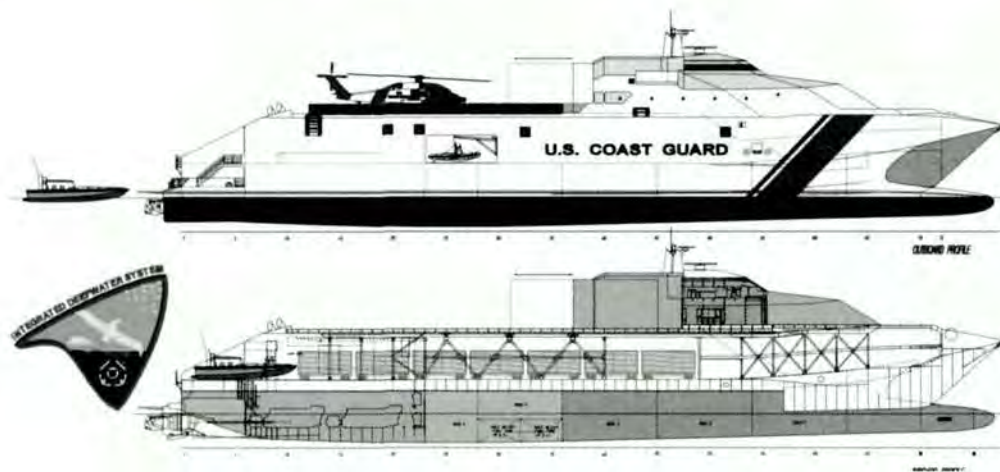
The 120m TSV project goes further in enhancing "Logistics over the Shore", developing beach landing and the loading/unloading of cargoes at sea, on to causeway platforms and to unprepared or diminished port facilities. With a capacity to carry large military vehicles such as tanks, all terrain troop carriers and Unimog trucks at speeds of 40 knots and above, the 120m TSV typifies the versatility of Incat Wave Piercing Catamarans.



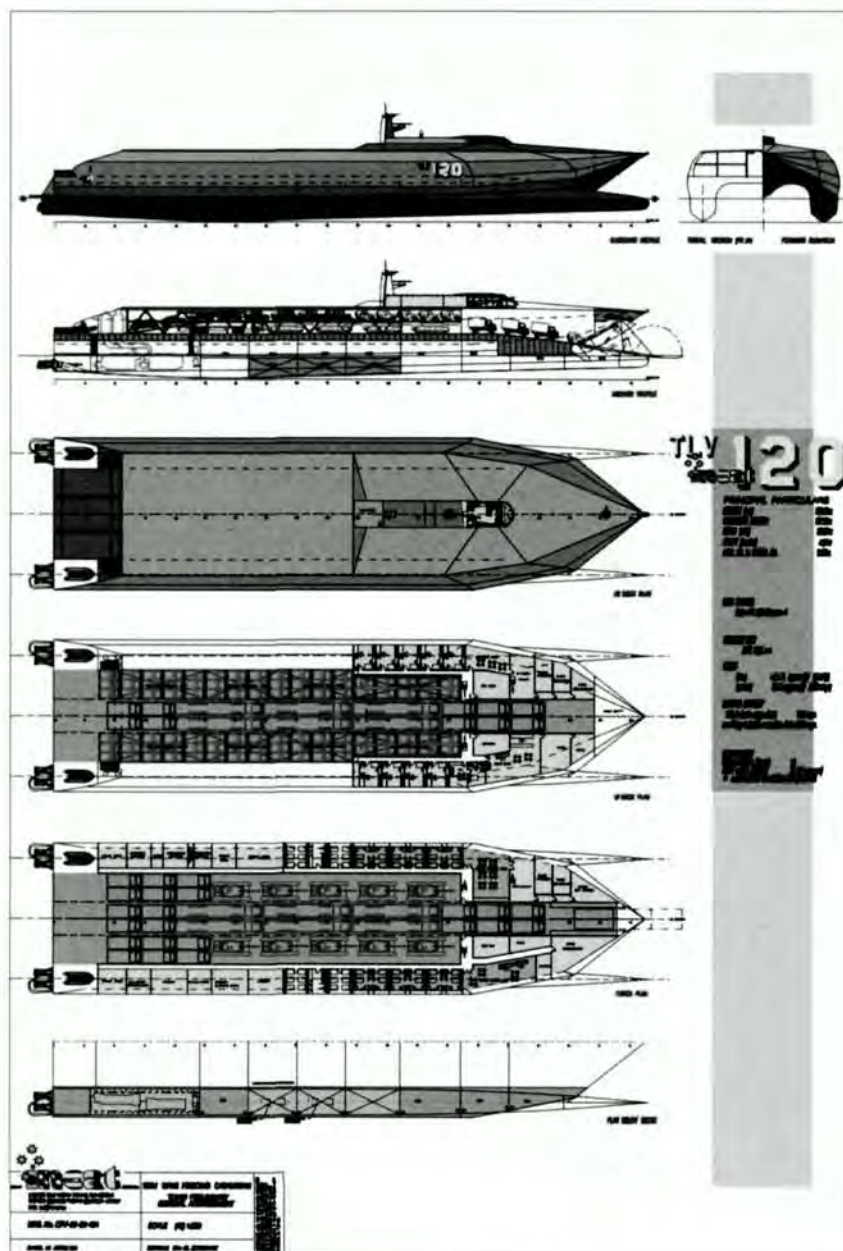
While it is seen as an innovative craft today, the Incat Wave Piercing Catamaran will provide navies and coast guards with a true multi-role platform capable of performing duties far beyond those presently being discussed or envisaged.



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US Coast Guard configuration diagram.



Incat Wave Piercing Catamaran.



Standing Offer Naval Port Agency Services (SONPAS)

An Initiative to Improve Fleet Operational Logistics Support

By Lieutenant Commander Paul Gall (SOFRC – N301) and Commander Mike Fordham (RANR)

Maritime Headquarters recently signed off on a Standing Offer arrangement for Naval Port Agency Services (SONPAS) with Holyman Shipping Services. The Standing Offer, which has been signed for an initial period of three years (with two further options to extend of one year each), is expected to greatly enhance the level of support for RAN vessels in a range of Australian, Asian and South – West Pacific ports. Specifically excluded at this stage are the Naval Ports of Sydney, Cairns, Darwin and Fremantle (including FBW).

SONPAS covers almost everything a ship needs for a successful port visit, such as port entries, wharfage, hire vehicles, provisions and a host of other goods and services. The Standing Offer is designed to achieve the following:

- Streamline and reduce the administrative burden on shipboard, MHQ and Local Defence Authority (LDA) staff.
- Significantly improve the level of financial and logistics planning data available for exercises, deployments and other operations through improved visibility of costs.
- Enhance the level and range of services for ships to access.
- Reduce outstanding financial liabilities and the need for unnecessary "contingency funding" and ultimately reduce costs through common usage and possible staff savings.

Despite the above aims, the question has been asked by a number of areas involved with ship visits, why has there been a need to implement a new arrangement when the existing "system" seemed to be working OK? Furthermore, some ships' Supply Officers have queried the use of the Standing Offer in ports that appear well supported by local Naval Headquarters and how the ports, specifically mentioned in the Standing Offer were derived. To answer these important questions, we need to look at the background to the implementation of SONPAS.

What was up with the Status Quo

Prior to the implementation of SONPAS the available resource information on port visits was, for the most

part, remarkably disparate, particularly for overseas ports. In formulating bids for Operational Funding to MHQ, a mix of Australian Fleet Port Guide (which is generally lacking in useful financial detail), old visit files, often incomplete financial records and "asking around" was used which meant that the overall estimate of costs for a given visit/deployment tended to be "sketchy". Considering the RAN has been in the port visit game for a long time this is somewhat surprising.

Apart from Singapore, which is very well supported by the RANLO organisation and consistently provides port visit cost information, available details for other ports tends to be very limited. Factors which contribute to this situation include as follows:

- For the most part, overseas port costs are settled by the overseas post which use a "convoluted" Payment Limit Authority system, requiring an initial propositioning of funds and centralised payment through a Department of Foreign Affairs & Trade (DFAT) code system.
- Communication of costs details is usually poor despite often repeated requests from ships for the overseas post to advise details of costs paid on the ship's behalf. This in turn is probably due to the lag between port departure and receipt of bills (which in some ports can be over six months) and the overseas posts come under DFAT rather than Defence. On many occasions, the ship does not formally receive cost details until the account appears on a DEFMIS report, and even then they maybe consolidated, making itemised accounting difficult.
- The situation has been exacerbated recently by the implementation of ROMAN Phase I, with overseas transactions being entered on ROMAN which is not visible to Fleet Units and therefore requires this detail to be advised by MHQ as a separate report.

Budgeting and management of ships' operational funding resources has therefore invariably been limited in scope because of lack of information and dependence on outside authorities. This was borne out by the Tender Evaluation Process which was conducted last year, with difficulties experienced in obtaining financial information in order to compare



the "preferred tenderer" with the then current arrangements. In the end costs were compared on the basis of estimates and extrapolations, as full cost comparison was not possible.

In addition to the lack of costing detail, there have been losses of public monies at overseas posts; questions have been raised over costs incurred by Australian Defence Staff (ADS) overseas, where port visits were away from the location of the overseas post, and the value of having "total support" from a shipping agent (INCHCAPE) for a number of Gulf DAMASK deployments was recognised. For the former, losses were attributed to persons at overseas posts not necessarily having the experience level to handle large amounts of currency, while the latter two added to the impetus to consider using a shipping agent to support the logistics needs of Fleet Units during port visits.

From the above, there appeared to be many advantages for having a virtually all inclusive costing methodology, with a single point of contact for all of a ships' needs and account settlement being with one organisation and paid in Australian dollars, regardless of the port involved.

Formulation of the Standing Offer

In recognition of the shortcomings of the system used to support port visits, the concept of SONPAS evolved and was instigated by Captain Mike Horne RAN (then Chief Staff Officer – Support, Maritime Command). Initially it was investigated in terms of overseas posts only, but this was later expanded to include Australian ports. After further examination it was determined that, because of existing contracts and infrastructure support available in Naval ports that these would not be included under SONPAS. The coverage of SONPAS was therefore concluded as being for non-Naval Australian ports and ports in the SW Pacific and Asia.

With respect to selection of ports specifically mentioned in the standing offer, this was determined from examining the Fleet Activity Schedule (FAS) over a two year period and selecting the most commonly visited ports. The bottom line however, is that SONPAS can be used for any port that a ship will visit by "negotiation" with Holyman.

SONPAS was developed by LCDR Mike Fordham (a Cairns based Reservist) and LCDR Paul Gall (Staff Officer Fleet Resource Coordination – N301, MHQ), representing the end users. Specific contractual advice and assistance was provided by Mr Anthony Wright from Advanced Contracts (MACS), including compilation of the Request for Tender and the Standing Offer itself.

After an extensive Tender evaluation process, Holyman Shipping Services was selected as the

preferred tenderer in November 1999. They are a long-established company with strong background in ships' providedoring and agency services. The main contacts at Holyman are Mr Alan Cameron and Mr Chris Mangan, who have been heavily involved in tender preparation and subsequent negotiation of the Standing Offer. The main POC for day to day operations has been Chris, who has to date, managed to meet as many of their "Pusser" customers as possible.

Implementation of SONPAS

The standing offer took effect on 01 Jan 2000 and its performance is subject to ongoing review through ship's providing assessments of Holyman's performance and quarterly review meetings between MHQ and Holyman. The Contract Authority is currently Chief Staff Officer Operations (CSOO), Maritime Command while the Administrator is SOFRC (LCDR Paul Gall). It should be noted that in addition to the performance proforma, in order to increase the level of knowledge on use of SONPAS across the Fleet, the requirement for feedback (included any suggested improvements) to MHQ is ongoing and is encouraged.

Training to support usage of the Standing Offer has so far consisted of a series of presentations at Fleet Base East and West, but will later include incorporation of modules within appropriate courses at the Supply-Health Facility, HMAS CERBERUS. A separate focus group or feedback session was also recently held in the west to introduce Holyman's key personnel to FBW Fleet Units' staff and to discuss a wide range of issues. In addition, SOFRC has promulgated a series of updates on issues and "lessons learnt" from usage of the Standing Offer to date and provides frequent feedback and responses to the large number of questions that are asked on the use of SONPAS.

In addition to the training effort, documentation promulgated to date to support usage of the Standing Offer is as follows:

- Standing Offer (available on request from SOFRC)
- AF Memo 02/00 (to be incorporated into MARORDS in due course)
- MFU User Guide (initially in draft form but recently released formally and will be subject to review and will incorporate updates as appropriate)

The promulgation of the AF Memo has provided some valuable lessons on the difficulties of distributing information to overseas posts. Even when information is promulgated through Defence Attaché Policy Manager (DAPM) at Australian Defence Headquarters (ADHQ), coverage is limited to only



those overseas posts with a Defence Attaché. There has only been a growing awareness of the problems that this creates at MHQ since SONPAS was implemented with a number of "surprise" phone calls querying the extent of usage of the Standing Offer and where the overseas post now stands? In these circumstances, it is necessary to resort to "one on one" dealings for some ports.

With respect to the User Guide, as an enthusiastic supporter of SONPAS, the staff of HMAS ARUNTA has provided substantial feedback and have developed a plain-English user guide for their staff. Together with the draft user guide, this was used to a considerable extent to develop the current MFU user guide which was formally promulgated in May 2000.

SONPAS Usage

At this stage SONPAS is being utilised for port visits by Major Fleet Units (MFUs) only, but is planned to be rolled out to include Minor War Vessels (MWVs) from 01 July 2000, following a major review. This was decided in order to resolve initial problems with use of the Standing Offer. The inclusion of MWVs at a later stage will create a number of different issues including e-mail limitations and bill settlement. In the meantime it is important that the MFUs lay the foundations for SONPAS usage by the RAN.

To date, SONPAS has been successfully used in a number of Australian and overseas ports, although there have been a number of "teething problems", some of which were more or less anticipated while others were not foreseen.

Of the general issues, the most important which are currently subject to ongoing action are as follows:

- The need to become familiar with layout and usage of the Standing Offer. This not only applies to the RAN but also to Holyman's staff as there are ongoing queries on the formulation and content of invoices from Holyman. To this end Holyman is developing an electronic ordering form which once completed and promulgated will make life a lot easier as Supply Officers will be able to "tick and flick" their visit requirements and this will provide a very good estimate of the cost of a given port visit as the order is formulated.
- Role of Naval Agents. Originally it was envisaged that their use would be gradually discontinued however, it has become evident that they provide valuable service as being a "person on the ground" to represent Navy issues. Particularly when SONPAS is used by MWVs, there will be occasions when the use of SONPAS is not desirable as it falls outside the normal port visit situation and it is more appropriate to have the visit supported by the local Naval Agent. It is therefore now considered that their role will be

continued, albeit they will most likely be used less often.

- Foreign Currency (FC) where the group onboard money change method is used. Issues include level of fees charged (commercial rates apply), method of obtaining and handing back of FC and exchange rate differences. Some of these have arisen because the RAN now has visibility of what was previously conducted by DFAT. The cost effectiveness of the SONPAS solution for FC is currently being examined and a decision made soon as to whether it should continue to be used.
- RANLO Singapore demarcation with Holyman. The current RANLO, CMDR Chris Percival RAN has developed a set of instructions on the responsibilities of RANLO and Holyman however, this relationship will be 'tested' and confirmed as the two organisations work together to support port visits to Singapore and other ports within RANLO's area of interest.

None of the above are insurmountable and are part of the learning curve in using what is a "radical" and unique solution to the provision of port visit logistic support needs.

The effectiveness of SONPAS is expected to be strongly demonstrated during RIMPAC 2000. For this, a great deal of interest has been expressed by the USN given the different contract philosophy that SONPAS is based on, compared to the standard USN contracts for overseas deployments. A large amount of the ground work for use of SONPAS was laid with early liaison between MHQ and N4ANL CINCPACFLT, LCDR Mark Sackley (RANLO Hawaii) and Holyman, including a preparation visit conducted by Holyman's staff to Pearl Harbor in March 2000. As the RAN will be the only visiting navy to employ a ships' agent system, the use of SONPAS appears to be very timely, given indications that there will be a considerable reduction in port services available to visiting Fleet Units compared to what has been available for previous RIMPACs.

SONPAS will also be used to provide a complete Forward Support Base (FSB) facility in Pearl Harbor in support of the Assisted Maintenance Periods (AMPs) of HMA Ships WALLER & COLLINS. Holyman will provide everything from office accommodation and equipment, vehicles, courier and freight services. In short, everything of a support nature, necessary to ensure the success of these critical activities.

The Future Under SONPAS

There is no doubt that SONPAS has considerable potential and is largely achieving what it was set out to do when it was implemented. Generally, it has been well received by Fleet Unit Staff and as the Fleet is the

main area where the benefits are seen to lie, this is a hoped for result. Holyman have also been very receptive to the RAN's needs and requirements. With respect to the LDAs, there has been some confusion over the demarcation between their and Holyman's responsibilities but this is largely a result of the difficulties with communication of the SONPAS documentation, rather than the Standing Offer itself. It appears that once the LDAs have seen SONPAS in action, they are generally in approval.

What needs to be further developed is the appropriate level of support mechanisms at MHQ affording timely responses to Fleet Unit, LDA and Holyman queries as there is currently a great deal of reliance on the Contract Administrator. This is particularly important once SONPAS is rolled out to the MWVs. Furthermore, appropriate communications linkages with overseas posts without a Defence Attaché need to be developed and again this will become very important with the inclusion of MWVs under SONPAS, as they tend to visit more remote or smaller ports. Options for these two important issues are currently being examined at MHQ.

Finally, if considered successful on both a usage and economic front, there is the possibility that it could be expanded to include Naval ports at a later date.

Summary

SONPAS has been implemented to overcome a number of limitations with the total reliance on LDAs to support the visit requirements of Fleet units.

Naturally there have been a number of teething problems but as experience is gained from usage of the Standing Offer by the MFUs, it is envisaged these will become less frequent. The ongoing performance appraisal system and the active encouragement for feedback is a valuable part of the problem resolution process. On the other hand, RIMPAC 2000 will be a challenging "test" on the value of SONPAS to the RAN and will be a pointer to the way ahead for other major exercises, including Tandem Thrust 2001.

The roll out of SONPAS to the MWVs, planned for mid 2000, will incur many unique issues of their own to require solutions to. This further strengthens the need to develop proper contract support mechanisms at MHQ which will need to be in place to coincide with the review that will be held prior to the inclusion of "minors" under SONPAS.

Overall however, the preliminary indications are that SONPAS is proving to be a success. All encompassing invoices and reasonably quick turnaround of accounts are delivering the funding resource benefits while reduction in costs through continued usage and possible staff savings will hopefully be realised in the near future. It is also expected to continue to consolidate itself through demonstrated resource delivery improvements to the support of RAN elements thus allowing the Fleet to be better placed to "fight and win at sea".

Note: This article originally appeared in the Navy Supply Newsletter and is reproduced with the kind permission of the Editor.



SONPAS - Supporting the Fleet.



Showmen, Silver Dollars and Patriots

The story of the EMDEN Relics

By Val Wake

ON the November 14, 1914, just five days after the historic engagement when HMAS SYDNEY out-gunned the German raider EMDEN off Cocos Island in the Indian Ocean the Navy Office in Melbourne sent the following signal to SYDNEY'S intelligence officer in Colombo:

"For historical purposes Commonwealth Government wish to secure some mementoes from EMDEN such as guns or anchors, to be brought to Melbourne. Please report what you recommend best to be done."

The idea of recovering parts of the wreck stuck on a reef in the middle of the Indian Ocean and bringing those parts back to Australia was officially credited to the then Minister of Defence, Senator George Pearce, of Western Australia.

But he was not alone with his idea. As subsequent events will show, the Minister's interest in claiming the EMDEN'S mementoes was soon seen as a national quest that brought honour to the young Commonwealth and its fledgling Navy. In every hamlet, village and town interest was shown in the salvage operation. There were even expressions of interest from overseas including India, Japan, the East African coast and, of course, Britain.

There is no record in the Naval Board's archives of the intelligence officer's reply to the first signal but on November 17, 1914, Captain John Glossop, the Royal Navy commander of SYDNEY signalled the Naval Secretary:

"Submitted for information of the Naval Board, in reply to your telegram of the 13th instant, in regard to the memento from EMDEN, as I am unable to do anything in the matter owing to ship's movements, I forward your telegram to the Commander-in-Chief, China, who replies as follows-

Will endeavour to carry out wishes of Commonwealth Naval Board of Administration with regard trophy from EMDEN. I am communicating direct with Commonwealth Naval Board of Administration."

Captain Glossop added a postscript to his signal. He queried the suggestion that the mementoes should be sent to Melbourne. He suggested Sydney might be a better place until "the new permanent Navy Offices were built."

This was the start of a paper war that followed in the wake of the salvage operations as interested groups made their claims on the EMDEN's relics.

The first group to make a recorded bid for a "small souvenir" were the radio officers of the Eastern Extension Telegraph Company on Cocos Island. On November 17, 1914, one of their number, a Mr Triggs, sent a telegram to the Prime Minister, Andrew Fisher, asking for his consideration and support.

The Eastern Extension Telegraph Company on Cocos Island had played a key role in alerting the Australian and Japanese warships on troopship escort duty that there was a suspected enemy raider operating in their waters.

The Navy had no hesitation in recognising the importance of the radio officer's contribution to the SYDNEY's success. In a letter to the Defence Minister the Navy Secretary said:

"Naval Board consider that the part taken by the Staff at Cocos Island merits a substantial souvenir, and suggest that a plate should be fixed to such trophy as may be given bearing an inscription recording the Government's acknowledgments and appreciation, and that this suggestion be submitted to the Imperial Government."

But the Naval Board, as yet, had not so much as a rusty rivet from the EMDEN nor did it anticipate the problems it was going to have when dealing with Clunies Ross of Cocos Island while recovering the EMDEN's guns.

On December 27, 1914 the Navy Office sent Christmas greetings to the Manager of the Eastern Extension Telegraph Company in Adelaide congratulating his staff for the "fine part played by them which so largely contributed to the capture of the EMDEN."

Bids for EMDEN relics were soon coming in from interested parties closer to home. The Mayor of Albany, Western Australia, where the troopships waited for their escorts before pushing out into the Indian Ocean for the historic encounter with the EMDEN, wrote to the Minister of Defence in November 1914. The people of Albany were proud to be part of the great adventure and wanted a memento to remind them of the troopships' visit. It was not until April 1919 that the Mayor's request was finally dealt with. The bid was regretfully refused because "there are comparatively only a few Naval relics available".

The newly formed Royal Australian Naval College was more successful. The first bid came from the College's temporary quarters at North Geelong. In



1916 it was decided to send the EMDEN's binnacle and compass, steering wheel, flags, plans and charts to the College's new site at Jervis Bay to stimulate "interest in, and enthusiasm for, the Naval Service and the high ideals for which it stands".

In late 1914 the Royal Navy Commander-in-Chief (C-in-C) China Station, Vice Admiral Sir Thomas Jerram, was still trying to find ways to recover the EMDEN's relics. In a signal sent on November 30, 1914, the C-in-C China Station, reported that owing to bad weather in the area the salvage operation being carried out by HMS CADMUS had become "extremely difficult and dangerous." There was a real risk of the wreck sliding into deeper water preventing further salvage.

On December 9, 1914 the C-in-C China Station, signalled the Navy Office in Melbourne, that three cases containing EMDEN mementoes had been collected and sent to Colombo from where it was being dispatched on the P&O steamer for delivery to Australia. The cost of freighting the cases was to be paid for on arrival.

The three cases contained the following items:

Box 1: flags, conning tower and telegraphs, two electric gongs, torpedo director, two spare part boxes, control instrument, boat's compass.

Box 2: two steaming lights, a rocket apparatus (used by EMDEN landing men after running ashore), a diver's helmet, lump of melted dollars from paymaster's safe, some plans of the ship.

Box 3: binnacle and compass from conning tower.

No budget had been set aside for the recovery of the EMDEN's relics. The Paymaster's office was hard pressed to find the necessary funding.

Excitement about Australia's first naval victory was beginning to grow. The Navy Office in Melbourne was now dealing with a flood tide of enquiries. From Suffolk England, the Reverend Owen Manby of the Red House, Yoxford, sent a handwritten note asking for a "little souvenir". The Yoxford reverend had no direct connection with the sea battle but his relative, a Captain George Manby, had invented the life rocket device that had been used by the EMDEN. The Naval Secretary wrote back: "it is not considered that any relics of the EMDEN will be available for private distribution."

This was the first indication that the Navy was developing a policy for the distribution of the relics.

On January 21, 1915 P&O sent an invoice and bill for the delivery of three cases of "naval stores" to the Naval Board in Melbourne. The cost of the freight from Singapore was three pounds 18 shillings and six pence. The cases were shipped on the SS MOOLTAN. The Paymaster's Office paid the bill with some difficulty.

Mr Triggs who made the first official bid for EMDEN relics on behalf of the Eastern Extension Telegraph Company during a visit to his home town of Christchurch, New Zealand gave his local newspaper a stirring account of the SYDNEY/EMDEN engagement. Australia's Prime Minister, Andrew Fisher, was visiting New Zealand at the time and read Mr Trigg's story. When he got back to Melbourne Prime Minister Fisher told Defence Minister Pearce that the Cocos Island radio officers must be given a small souvenir.

The recovery operations continued off Cocos Island. In February 1915 the Admiralty advised the Naval Office in Melbourne that one gun and mountings, one torpedo and one searchlight were being sent to England and "all other relics will be sent to Australia."

The second shipment of EMDEN relics to Australia was much more substantial than the first. The inventory took up three foolscap pages. The list included an assortment of armament, a rifle, sub-calibre gun and parts and one of the EMDEN's deck guns.

In April 1915 the Navy Board was told that one of Australia's leading showmen, Fred McNeil of Sydney, was interested in using some of the relics in a staged re-enactment of the naval battle. Fred McNeil was best known for his show *The Term of His Natural Life* that made use of convict relics taken from Port Arthur. In a handwritten submission to the Navy Office Fred McNeil said:

"I submit that my knowledge of the exhibition of relics would enable me to place the EMDEN relics before the public in such a way that all Australia would see them. I would visit all the important inland towns, after each metropolis."

The Naval Secretary wrote back that the Navy had no intention to hire or loan any of the EMDEN's relics and concluded:

"I am directed to inform you that it is not proposed to exhibit in this way any gear which may be salvaged from the Ship, and your application therefore cannot be approved."

Towards the end of April 1915, the Captain-in-Charge of the Naval Establishment on Garden Island, Sydney, reported that two sealed boxes from the EMDEN had arrived. He believed that the boxes contained Mexican silver dollars. He asked Melbourne for instructions for the disposal of the boxes. The Burns Philp bill of lading for the goods said that the boxes were originally consigned to the Naval Intelligence officer in Singapore. The boxes were shipped on the SS MONTORO along with some German Navy PoWs who were taken to Trial Bay gaol on the New South Wales north coast.



The Navy Board was beginning to realise that the EMDEN relics were no ordinary war prize. They represented the country's highest hopes and achievements in prosecuting the Great War. When a Sydney businessman, Mr J. Blumenthal, returned from Singapore with some EMDEN relics including a bayonet, an officer's pistol and four hat ribbons, the Navy Board decided to take steps to protect its interests. Mr Blumenthal proposed to put his relics on show at the Millions Club. On June 25, 1915 the Navy Board sent the following signal to the Captain-in-Charge Sydney:

"EMDEN is property of Admiralty and no relics must be exhibited without authority of Naval Board."

In July 1915 the mother of one of the SYDNEY's crew killed in action wrote to the Minister of Defence. Mrs M Bell of Waverley Street, Richmond, asked for a "little relic" to remind her of her son's sacrifice. The Navy Board was sympathetic but once regretted that for the moment no relics were available. The Navy Board concluded, "it is hoped that it will be possible at a later day to accede to your request".

The Navy Board was already planning to strike a service medal made from metal recovered from the EMDEN. This medal would also be presented to next of kin.

The number of local authorities and other institutions interested in receiving an EMDEN relic had now reached unmanageable proportions. There was the City of Caulfield, the Borough of Portland, the City of Ballarat, the Australian Natives Association, the Seafarers' Home Institute, The All British League, the Soldiers Welfare League to name some. If all the requests were going to be met the Navy would have to build a second EMDEN.

In late October 1915 the City of Madras, India, made its first formal application to the Navy Board. The Office of the Director of Industries, Madras, wrote to the Navy Secretary in Melbourne. He said in part:

"As you are no doubt aware, the City of Madras was one of the victims of her (EMDEN) enterprise and there is a widespread desire for some sort of memento of the occasion." The Madras letter said a gift of an EMDEN relic from the Commonwealth Government "would be regarded as a very graceful act".

The Navy Board wrote back "I am directed to inform you that up to the present the salvage operations on the EMDEN have not been successful.

For more than two years the City of Madras continued to press its claim using the good offices of the British Prime Minister, the British Colonial Secretary, the Australian Prime Minister and the Australian Governor-General. In August 1917 the Navy Board agreed to send one of EMDEN's guns to Madras.

It was not until December 1915 that the Navy Board instructed the Captain-in-Charge of HMA Naval

Establishments, Sydney to open the EMDEN's sealed boxes. Inside in "case A" was found two \$20 US gold pieces and 3039 Mexican dollars. In "case B" was 3390 Mexican dollars. There were no instructions recorded about what should be done with the money.

In the Indian Ocean parts of the EMDEN were being recovered in far-flung places. In March 1916 HMAS PIONEER reported that a life buoy bearing EMDEN markings was found by natives on Mafia Island off the east coast of Africa. There were other sightings reported along the coast.

In Melbourne the Navy Board was concentrating most of its effort on recovering the EMDEN's big guns. Newspaper reports in October 1916 claimed that Clunies Ross was trying to salvage the big guns. The Department of Navy clearly stated its position in a ministerial minute.

"These (the guns) should be brought to Australia. It is desirable that our legal position in this matter should be defined and acted upon to acquire the guns either by payment of cost of salvage or otherwise. Early action is necessary or they may be otherwise disposed of."

On November 2, 1917 a priority signal was sent to Clunies Ross on Cocos Island:

"Commonwealth Government desirous securing early possession guns and material salvaged EMDEN letter follows."

On February 2, 1918 J.S. Clunies Ross, the uncrowned "King of the Cocos", sent a letter to the Navy Office in Melbourne. In it he listed the items recovered. They included two complete guns, two gun barrels and other items. Clunies Ross was prepared to deal with the Commonwealth but he first wanted to see some sign of good faith. Specifically he requested the remittance of sum of 660 pounds to cover his costs to be transmitted to the Singapore branch of the Hong Kong and Shanghai Bank.

The Navy Board was embarrassed. There were no funds. Finally in May 1918 it was decided that the money could be found in the War Purposes Loan Act. At the end of May a signal was sent to Cocos Island accepting Clunies Ross' conditions.

The guns were delivered to Garden Island in November 1918 with another Burns Philp bill of lading for the sum of 90 pounds. One gun was estimated to weigh four and a half tons.

In London's Oxford Street, an EMDEN relic was put on display in a Selfridge's shop window. It was a torpedo director. The Commonwealth Government office in London took steps to recover the item. A letter was sent to Mr Selfridge who immediately surrendered the item. Melbourne was advised of the recovery and arrangements were made to send the torpedo director to Australia.



In July 1917 the Naval Secretary was circulating an idea to turn the Mexican dollars into service medals to be distributed among the SYDNEY crew. It was proposed that a special gold medal would be struck for Captain Glossop. There was also a suggestion that some of the Mexican dollars could be sold to the general public to help defray the costs of the EMDEN relics recovery operation.

All of the Navy Board members held strong views about the disposal of the relics. Most believed that they should remain the property of the Commonwealth or state governments. It was agreed that one of the four-inch guns should be presented to the City of Sydney. The Premier and Lord Mayor expressed their deep gratitude and arranged to display the gun in Hyde Park.

Other EMDEN relics were disposed of in the following manner: stern scroll and name plate to the clerk of parliaments, Parliament House, Melbourne; ship's bell, compass and pedestal to Garden Island, Sydney; sub-calibre gun and clock to the Naval Depot Williamstown; shield in three wood part to HMAS TINGIRA; binnacle and compass on pedestal, steering wheel, flags, plans and charts to the RAN College; torpedo, searchlight, gun and mounting with Admiralty for expert examination; engine room telegraphs from conning tower to the Port Melbourne drill hall; rifle to the Birkenhead drill hall; two steaming lights to the Brisbane drill hall; boat's compass and diver's helmet to the Sydney drill hall; two electric gongs to the Fremantle drill hall and rocket apparatus to the Hobart drill hall.

Four 4.1 inch guns were not included in the main disposal list. It was proposed that the guns would be sent to the HMAS CERBERUS gunnery school, the RAN Naval College, Garden Island and HMAS TINGIRA.

Before proceeding with the striking of the Mexican dollar service medal the Navy Board sought the opinion of Captain Glossop, the SYDNEY's master, and the blessing of the Lords of the Admiralty in London. Captain Glossop "heartily concurred" and suggested that the rest of the 6000 Mexican dollars should be distributed as treasure trove among the ship's company.

On February 20, 1918 the Naval Representative at the recently opened Australia House offices in London wrote to the Naval Secretary in Melbourne saying that he had been unofficially told that the Admiralty approved of the medal and it would be "much appreciated if the Naval Board were to make a present of, say three specimens of the medal, when completed, to the Admiralty for record purposes."

The Navy Board proceeded with the order and sent six specimen commemorative medals to London.

The Navy Board's order for the commemorative medallions gave details for the distribution that

complied with the rules as laid down by the Prize Court sitting in Melbourne with Captain Glossop in attendance. In all 428 officers and men or their next of kin were to receive one or more of the medallions. Included in the Navy Board's order was the presentation of medallions to the Cocos Island radio officers, the Australian War Museum and other approved museums. There was also provision for the balance of the medallions to be sold to the general public for a sum of one pound each. The money raised from the sale to the general public was to go to the RAN Relief Fund.

On July 6, 1918 the Melbourne Age reported that a number of "silver Mexican dollars" taken from the German raider EMDEN were being distributed among the SYDNEY crew. It was also reported that the Navy Board had authorised Captain Glossop to place advertisements in Australia and New Zealand newspapers offering the surplus Mexican silver dollars for sale to the general public.

The Public Library, Museum and Art Gallery of South Australia was one of the first non-listed institutions to ask for an EMDEN medallion. The Library possessed one of the finest collections of coins, medals and badges in the Commonwealth. The EMDEN medallion was seen as an important addition to the collection. The Navy Board agreed.

At the request of the Paymaster's Office in Melbourne Captain Glossop was asked to open a special "Emden Dollar Account". Captain Glossop also arranged to send a complimentary copy of the medallion to Rear Admiral Yamagi of HIJMS CHIKUMA who shared escort duty with the SYDNEY during the historic engagement.

It was not until late August 1918 that the first medallions were struck by the Sydney Mint and Captain Glossop was able to send a copy by registered post to the Navy Secretary, Melbourne. The Navy Board did not like the use of a ring on the medallion. It made it look too much like an official medal that was not appropriate for public distribution. The Board wanted the dollars to keep their original shape with a portion of the obverse side smoothed and engraved "SYDNEY-EMDEN 1914". The Board got what it wanted.

The allocation of the EMDEN dollars to the ship's company proved a problem. By the time the dollars were ready many of the crew had left the service. The hunt for missing crew members was exhaustive. Typical was the search for Able Seaman Duncan McKay:

"With reference to the Naval Board's communication No 17/6743 of the 5th instant relative to obtaining a receipt from Able Seaman Duncan McKay, o.n. 4064, for Mexican dollars, submitted that in accordance with the Naval Board's instructions a communication was



addressed to this man through the registered post on the 7th instant directing him to comply with the instructions previously issued and to forward the receipt. In consequence no reply having been received from this a special messenger was despatched yesterday to make enquiries with the result that it has been ascertained that McKay has been residing at several addressees at Footscray since his demobilisation and that it is understood that his present address is Logan Downs, via Claremont, Queensland. The communication forwarded on the 7th instant was despatched through the registered post, as well as the dollars on the first occasion; neither of these communications has yet been returned through the Dead Letter Office. Enquiries at Footscray elicited the information that McKay has duly received the package containing the dollars."

Captain Glossop's sales to the general public were not a success. In November 1919 in a letter to the Navy Office in Melbourne Captain Glossop was forced to admit that the sale of the EMDEN dollars was disappointing. Of the 6,429 dollars in his possession only 1,996 had been sold. The mood of the public had

changed. The strong patriotic feelings that had marked the war years were no longer evident. The problems of settling the peace were much more pressing.

Captain Glossop suggested that the remaining EMDEN dollars should be melted down to recover the silver and sold to the mint. The Navy Board agreed.

More than 4,000 EMDEN dollars were sent to the Sydney Mint. The coins were then sent to the Electrolytic Refining and Smelting (ERS) Company. On February 16, 1920 the Navy Board was told that the EMDEN dollars had produced one thousand and 64 pounds worth of silver. ERS sent a cheque to the Navy and one thousand pounds was sent to the RAN relief fund.

The story of the EMDEN relics did not end there. In 1933 my father was working for Naval Intelligence doing undercover work in the New Guard when he was given the task of recovering the EMDEN bell after it was stolen by a German national. In the same year our Minister in London, Lord Bruce, presented a plaque of an EMDEN relic to the German president von Hindenberg in Berlin. Hitler was waiting in the wings. But that's another story.

The Secretary
Australian Naval Institute
PO Box 80
CAMPBELL ACT 2612

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Denmark Triumphant

The Battle of Helgoland 1864

By Graham Wilson

In the harbour at the Danish port of Ebeltoft in Jutland, the three masted 19th century steam frigate JYLLAND (JUTLAND) rides at anchor enjoying a well earned retirement. Once the pride of the Royal Danish Navy, JYLLAND is today one of Denmark's premier tourist attractions. She is also the only survivor of the little known naval battle fought off the North Sea island of Helgoland over 130 years ago at the height of the Schleswig-Holstein War of 1864.

In May, 1864, Denmark was fighting for her life. Victorious over Prussia and the rebellious ducal army of Holstein 16 years before in the War of 1848 (the First Schleswig-Holstein War), in 1864 Denmark faced an all powerful coalition of Prussian and Austrian forces, along with rebel Holstein troops, at war with the Danes over, once again, the vexed question of the status of the duchies of Schleswig and Holstein. The so-called "Schleswig-Holstein Question" was one of the most complicated, confused and contentious European problems of the 19th century. The problem was so arcane and confused that the great English statesman Lord Palmerston is credited with the statement: "There are three people in the world who know the answer to the Schleswig-Holstein Question; one is dead, one is mad and the third is me and I've forgotten what the question was!" Possibly apocryphal, the statement neatly encapsulates the confusion surrounding the question.

Basically, Schleswig-Holstein is one of those unfortunate regions which border two cultures, in this case Nordic and Germanic, and which geographically lend themselves as natural cockpits for war. Traditionally Danish, the duchies, especially the southern duchy of Holstein, had a bare majority of German inhabitants who, supported from the 1830's onwards by Prussia, agitated for increased independence from the Danish crown, if not total incorporation into the German Confederation as a German state. In 1848, the German population rebelled and, supported by Prussia, went to war against Denmark. To the great surprise of everybody, the Danish army trounced not only the rebels but the vaunted Prussian army as well. When the smoke had cleared, Schleswig-Holstein remained Danish. Despite this, the political issue had not been resolved. The Danish crown wanted to end the loose, semi-independent status of the duchies and annex them formally to the kingdom while for internal political and external strategic reasons, Prussia wanted the

duchies to become part of Germany. In 1863, the new Danish King, Christian IX, was prevailed upon by interested parties in the Danish parliament to ratify a new constitution which separated Schleswig from Holstein and incorporated Schleswig into Denmark. This action, apparently carried out under the impression that Prussian pre-occupation with events elsewhere in Europe would allow it to be accepted as a *fait-accomplis*, repudiated agreements signed between Denmark, Prussia and Schleswig-Holstein in 1851 and 1852 and was all the excuse the Prussian Chancellor Bismark had been waiting for. Prussian troops entered Holstein in December 1863 and Prussia demanded that Danish troops be withdrawn from Schleswig. Denmark rejected the ultimatum and on 1 February 1864, war broke out.

This time, the war on land did not go well for Denmark. While both Prussia and Austria had modernised, reorganised and re-equipped their armies over the preceding decade and a half, the Danish army remained organised and armed as it had been in the conflict of 1848. When war came the Danes also found themselves grievously outnumbered – after final mobilisation the Danes were able to field 38,000 men against a 61,000 strong Austro-Prussian army which later in the war increased to 81,000.

The war resolved into what became basically one long, bloody fighting retreat for the Danes. Faced with overwhelming numbers, Danish forces fell back from their frontier positions on 5 February, first to Sankelmark and then to the fortified heights of Dybbøl. Prussian assaults on Dybbøl commenced on 4 April and the last Danish redoubt fell on 18 April. The surviving troops withdrew to Als to await the end.

While Denmark had been suffering a string of costly and humiliating defeats on land, however, it had been something of a different story at sea. Denmark has a long maritime and naval tradition and its navy in 1864 was bigger, better organised, better trained and far more experienced than Prussia's infant navy which consisted of little more than a flotilla of gunboats suitable for operations in the Baltic.

At the outbreak of the war, Denmark had declared a blockade against the harbours of Schleswig-Holstein and in March extended this to Prussia's Baltic ports. The blockade was immediately successful, forcing the Allied army to rely on overstretched land lines of communications for resupply of the field army, rather than being able to use the ports on both coasts as had



been planned. On top of the effect on military operations, the Baltic blockade, combined with an active Danish naval campaign against Prussian merchant shipping on the high seas, had an economic bite which was immediately felt. Faced with Danish naval dominance, Prussia called on Austria to come to its assistance. In response, in the second week of March, an Austrian squadron consisting of the frigates SCHWARTZENBERG and RADETZKY and the gunboat SEEHUND under the command of Commander von Tegetthoff of the Imperial and Royal Navy departed Split, bound for the North Sea.

While they were waiting for the Austrian reinforcements, the Prussian's made a doomed attempt to break the Baltic blockade by themselves. On 17 March a Prussian squadron sailed out to engage the Danes off Rügen but the superior handling and fire-power of the Danish ships caused the Prussians to quickly withdraw.

On 30 March, the Austrian squadron, whose progress had been followed and reported on assiduously by Danish and neutral observers, passed from the Mediterranean into the Atlantic and headed north. On the very same day, the Danish navy established the North Sea Squadron under the command of Commander Eduard Suenson of the Royal Navy, flying his flag aboard the frigate NIELS JUEL. The other two ships of the squadron were the corvettes HEIMDAL and DAGMAR. The tasks of the squadron were to protect Danish commerce, seize Prussian ships and prevent any enemy warships from entering the North Sea.

Meanwhile, the Austrian squadron, which doesn't appear to have been very efficient nor in too much of a hurry, made its slow way north. It reached the English Channel at the end of April and immediately lost a third of its strength when SEEHUND was disabled in a collision and forced to be towed to port. The remaining two ships made their way to Holland, arriving at Texel on 1 May.

At Texel, the Austrians linked up with a Prussian squadron consisting of the gunboats BASILISK, BLITZ and PRUSSISHER ADLER. The joint squadron sailed from Texel on 3 May, bound for the North Sea and, hopefully, then the Baltic. On the same day, DAGMAR had left the Danish North Sea Squadron, detached to escort several prizes into port. Her place was taken by the frigate JYLLAND which was detached from blockade duties to reinforce the squadron. JYLLAND joined the squadron on 5 May and her captain passed a despatch from the Ministry of Naval Affairs to Commander Suenson, advising him of the departure of the enemy squadron from Texel and ordering him to steam south to engage them.

Shortly after 10 a.m. on 9 May, a Danish lookout reported smoke to the southwest. Within an hour it

had been identified as the enemy squadron. In response to a signal from NIELS JUEL, JYLLAND and HEIMDAL closed in and hove to off the flagship. Climbing into the rigging, Suenson pointed to the masts of the enemy squadron and called out, "Men, there are the Austrians. Now we will meet them. I trust that we will fight like our brave comrades at Dybøll." The Danish commander obviously had a low opinion of the Prussian Navy as he didn't bother to mention them!

At about the same time, the Austrian commander von Tegetthoff addressed the crew of his flagship SCHWARTZENBERG. "Our armies are victorious, we will be the same" he told them. Both squadrons then shook out into line and prepared to do battle. The squadrons steamed towards each other in a line ahead formation. To the west, the hills of the British held island of Helgoland were crowded with spectators watching the two squadrons closing on each other. Also watching was the crew of HMS AURORA which had been sent to Helgoland to enforce British neutrality and which now lay at anchor under the southern lee of the island.

First shots were fired by the Austrians as SCHWARTZENBERG, somewhat optimistically, opened fire at a range of 3,800 metres. These opening rounds fell short of the intended target, NIELS JUEL. At about 2 p.m. NIELS JUEL opened fire in reply, quickly followed by HEIMDAL and JYLLAND. NIELS JUEL scored hits on SCHWARTZENBERG with her second and third salvos, one shell exploding on the gun deck and killing or wounding 14 Austrians. The two lines passed each other at a range of 2,000 metres, the Danish ships concentrating their fire on the damaged SCHWARTZENBERG. Once past the two lead enemy ships, the Danes turned to starboard with the intention of cutting off the Prussian gunboats which lagged some way behind the Austrian ships. Immediately realising the danger to his squadron, von Tegetthoff ordered his ships to reverse course. The Austrian and Prussian ships turned 180 degrees under punishing Danish fire and now both squadrons were steaming south on a parallel course separated by a range of about 900 metres. This quickly reduced to 400 metres as the Danish commander altered his squadron's course slightly to starboard.

Von Tegetthoff's move had placed his squadron at a severe disadvantage. While the vulnerable gunboats were now fairly safe from the Danes, the manoeuvre had placed SCHWARTZENBERG and RADETZKY largely at the mercy of the Danish ships. JYLLAND and HEIMDAL concentrated their fire on RADETZKY while NIELS JUEL exchanged broadsides with SCHWARTZENBERG. Two fires were started aboard the Austrian flagship, the second one in the sail storage area above the powder magazine. Luckily, the crew managed to extinguish the fires before they could reach the magazine.



The Danes didn't have it all their own way. A shell from RADETZKY penetrated JYLLAND'S hull and wiped out the crew of No. 9 gun. A momentary panic on the gun deck was instantly quelled by the assistant gunnery officer and No. 9 gun was quickly put back in action with a makeshift crew.

By 3.45 p.m. it was obvious that the Danes had the upper hand. Apart from the one brief incident aboard JYLLAND, no Danish guns had been put out of action while several guns aboard both SCHWARTZENBERG and RADETZKY had been silenced. Both Austrian ships had suffered extensive casualties and Austrian fire had markedly slackened. The squadrons, wreathed in smoke, were now south of Helgoland, steaming southwest. Suddenly, the watchers on the island and aboard AURORA sighted a ship lurching out of the smoke, her masts and rigging ablaze. It was SCHWARTZENBERG, her foretop having been set alight by a Danish shell. The blaze had quickly spread to the other masts and rigging and was now threatening to engulf the ship. Desperate efforts to quell the blaze were ineffectual due to continuing Danish fire. Von Tegetthoff realised that the only way to save his ship was to disengage. He signalled his squadron to break off the engagement and make for the neutral waters of Helgoland to the north.

RADETZKY at first ignored the order, remaining on course in an attempt to cover SCHWARTZENBERG's withdrawal. A second signal from the burning flagship finally convinced RADETZKY to break off and join the rest of the squadron in its retreat to safety. The Danes gave chase but damage to JYLLAND'S steering gear held them back and allowed the Austro-Prussian squadron to pull ahead. A final Danish salvo was fired at 4.30 p.m. and then Suenson ordered his squadron to break off the pursuit in order not to violate British waters. At 4.45 p.m. the battered Austro-Prussian squadron dropped anchor off Helgoland and a frantic effort to save the burning SCHWARTZENBERG began.

Suenson kept his squadron in the area, assuming that the enemy would make a run for it. Off Helgoland in the meantime, the fire aboard SCHWARTZENBERG was finally put out at 1 a.m. on 10 May, over nine hours after it started. Von Tegetthoff immediately got his squadron, totally blacked out, underway in an effort to evade the prowling Danes and make for a friendly port. In what was possibly the most competent part of the Austro-Prussian effort, the darkened squadron managed to slip past the exhausted Danes and make it into the safety of the port of Cuxhaven in Hanover a little after dawn on 10 May. The battle had cost the Austrians 37 dead and 92 wounded, most of them aboard SCHWARTZENBERG. The Danes had suffered 14 dead and 54 wounded and there were no casualties aboard the Prussian gunboats.

The Danish naval victory, although fairly convincing, was in the end a hollow one. On the very day of the battle, a truce had been negotiated between the warring parties and a peace conference convened in London. Talks broke down when the parties were unable to agree on borders and hostilities resumed with a Prussian assault on the Danish positions at Als on 26 May. The Danish army lost 3,000 men before retreating to Northern Jutland. The loss of Als finally forced Denmark to sue for peace and under the terms of the Treaty of Vienna, King Christian IX was forced to cede Schleswig-Holstein (and Lauenborg, not part of either duchy) to Prussia and Austria, a loss of 40% of Denmark's land area and 20% of her population.

But while the war on land had been humiliating for the Danes, at least the naval victory at Helgoland went some way to restoring national pride. When the North Sea Squadron steamed into Copenhagen on 15 May, in compliance with the terms of the soon to be broken truce, it received a rapturous welcome from the king and his people, a fitting tribute to centuries of Danish naval prowess. Command Suenson was promoted to Admiral by a grateful king and the people of the capital treated the squadron's officers and men like royalty. When hostilities recommenced after the breakdown of peace talks and the Prussian's mounted their assault on Als, Admiral Suenson was keen to put to sea again as he assumed, quite correctly as it transpired, that von Tegetthoff's squadron would sally from Cuxhaven. By the time a decision had been made on the deployment of the squadron, however, Als and the smaller following battle of Lunby had been lost, the Danish government had sued for peace and the war was over.

In Cuxhaven, meanwhile, von Tegetthoff's squadron had been licking its wounds, feverishly carrying out repairs and biding its time. When the peace talks broke down at the end of May, the Austro-Prussian squadron sortied from Cuxhaven and, predictably and unsurprisingly, finding the North Sea empty of Danish warships, grandly claimed a strategic victory by having "freed" the North Sea from Danish dominance. Needless to say, when the Austrian squadron returned home to Split, von Tegetthoff was greeted as a hero and immediately promoted to Admiral and feted by the Emperor!

The relatively obscure Battle of Helgoland is now all but forgotten. If for no other reason, the memory of the battle should be preserved out of sheer historical interest as it was the last major, multi-ship action fought between wooden ships ever (the very last action between wooden ships was in fact fought in June 1864, a month after Helgoland, a single ship engagement between the Union sloop USS KEARSAGE and the Confederate raider CSS ALABAMA off Cherbourg). Helgoland is also inextricably linked with the name of Wilhelm von Tegetthoff, the man who would go on to be the victor



of the Battle of Lissa in 1866 during the Austro-Prussian War, the very *first* battle between armoured ships.

Today, the only survivor of the Battle of Helgoland is the JYLLAND. The frigate served in the Royal Danish Navy until the turn of the century when she was paid off. She remained in reserve, neglected and deteriorating for many years and was due to be broken up on a number of occasions but was always reprieved. Finally, she was rescued from oblivion and restored to her former glory. Today, beautifully restored and lovingly maintained, she rests in the

harbour at Ebeltoft, a proud reminder of a glorious moment in the history of the Royal Danish Navy.

End Note: Prussia and Austria ruled Schleswig-Holstein jointly until 1866 when the former allies went to war over the question of leadership of the German Confederation in the Austro-Prussian War (or Seven Week War). Prussia actually used disputes over the joint administration of the former Danish duchy to engineer the war from which Prussia was to emerge victorious, with Austria excluded from the confederation. In 1920, a League of Nations plebiscite returned the northern part of Schleswig to Denmark.



Book Review

IN THE HIGHEST TRADITIONS – RAN HEROISM DARWIN 19 FEBRUARY 1942

By John Bradford

Reviewed by Lieutenant Commander Greg Swinden, RAN

"In the view of this Government, it's never too late to acknowledge that sort of heroism".

The bombing of Darwin on 19 February 1942 has often been described as a national day of shame. The heavy losses incurred, the minor losses suffered by the Japanese, the poor performance of their duty by many of the military personnel in Darwin, and the mass exodus south of most of the civilian population, has always been portrayed as the true story of the first Darwin raid.

While the actions of some ashore in the wake of the bombing have rightly been called into question this has unfortunately overshadowed the bravery and outstanding devotion to duty shown by the Naval personnel (RAN, USN and Merchant Navy) both afloat and ashore in Darwin. Several other military personnel, civilian medical staff and public servants also carried out their duties in an exemplary manner. It is a pity that the actions of some military personnel in Darwin resulted in tarnishing the record of a good many "who got on with the job" and did it well.

John Bradford has produced a very good account of the raid, but more importantly has examined in detail the valour of the RAN personnel involved on that

fateful day. Several received awards for bravery while others became victims of ineptitude and apathy at higher levels of the "paper trail". The silence of the Silent Service failed its personnel in this case.

He is quite scathing of the requirement for RAN nominations for honours and awards, during World War II, requiring endorsement by the Admiralty and within a given time frame. This he states has led to some acts of bravery going virtually unrecognised in the Darwin raid and the later sinkings of HMAS YARRA and HMAS ARMIDALE. Bradford also raises the now frequently asked question of retrospective awards for these men up to, and including, the award of the Victoria Cross for some.

John also looks at the effect of the raid on higher Naval thinking at the time and the role it played in later operations in northern Australian waters. A new slant on the reasons for the loss of the corvette ARMIDALE, in December 1942, is put forward and makes interesting reading.

For those interested in the bare facts *In the Highest Traditions* is an A5 paperback of 224 pages, reasonably well illustrated, and with a foreword by Sir Zelman Cowen (who was serving as a Naval officer in Darwin during 1942). The book will cost about \$35.00 (GST dependent) and is published by Seaview Press of Adelaide, South Australia (PO Box 234 Henley Beach SA 5022).

Another very welcome addition to the history of the RAN and one that the higher levels of the Navy could learn from as how to recognise and, more importantly, reward skill and valour when it occurs.



The more things change – the more they stay the same!

China 1900 – East Timor, Bougainville and Solomon Islands 2000

100th Anniversary of the Naval Involvement in the
Boxer Rebellion – China 1900

By Lieutenant Commander Greg Swinden, RAN

The turn of the century in 1900 saw Australian soldiers overseas keeping the peace in China following the Boxer rebellion. The year 2000 also saw Australian sailors overseas keeping the peace in East Timor, Bougainville and the Solomon Islands. While these later operations are well known the service by Australians in the Boxer Rebellion has been consigned to the footnotes of our nation's history. This is their story.

The Boxer Rebellion broke out in China in 1898 and by March 1900 had spread throughout Northern China. The Boxers were Chinese peasants who rose up with one aim – killing all foreigners, especially Christian missionaries, and giving China back to the Chinese. By June of that year the foreign embassies and legations in Peking were in a state of virtual siege and a relief force sent to strengthen their garrisons had been turned back by a combined force of Boxers and troops from the Chinese Army.

In late June 1900, when news of the trouble in China reached Australia the premiers of New South Wales, Victoria, South Australia and Queensland all offered Naval Forces to assist the British to put down the rebellion. The British Government quickly accepted the offer of the South Australian Cruiser HMCS PROTECTOR and Naval Contingents from New South Wales and Victoria each of about 220 men. While each unit had a small cadre of regular personnel the bulk were Naval Reservists who volunteered for full time service. Some of the men had prior service with the NSW infantry unit that had served in the Sudan in 1885.

PROTECTOR departed Australia on 14 August under the command of Captain (later Vice Admiral) W.R. Creswell. The New South Wales and Victoria Naval Contingents departed Sydney in the troopship SALAMIS on 8 August. Unfortunately, the Queensland offer of the Gunboats HMCS GAYUNDAH and HMCS PALUMA was rejected, as the vessels were considered "too old and slow".

PROTECTOR arrived in Chinese waters in Mid September and was temporarily commissioned into

the Royal Navy. She remained on station in northern China carrying out patrol duties, and ferrying stores and dispatches. Some of her crew worked ashore removing Chinese floating mines, assisting with pier construction and overseeing work parties of Chinese coolies. PROTECTOR departed China on 7 November and arrived back in Australia in Mid December 1900.

The two Naval Contingents arrived in China on 9 September, however by this time the foreign legations in Peking had been relieved and the Boxer army was in retreat. The Victorians were stationed in the city of Tientsin while the New South Welshmen were to take part in "policing duties" in Peking and the surrounding districts.

Despite their best efforts, and regular forays into the Chinese countryside, neither contingent was involved in any fighting with the Boxers. There were some tense moments with some of the other "Allied" troops that resulted in a Victorian sailor being wounded by German troops. They did, however, suffer six deaths from disease or misadventure during their seven months in China. The Australians were complimented on the "efficient police work carried out" and some even worked as ticket collectors at the local railway stations!

By early 1901 the situation in China had stabilised sufficiently and the British Government decided the services of the Australian sailors could be dispensed with. On 29 March 1901 the last Australian sailors boarded the troopship CHINGTU for return to Australia. A few men were left behind in hospital and another 17 remained behind to work for a Chinese railway company.

CHINGTU arrived back in Sydney on 25 April 1901, however there had been an outbreak of smallpox onboard and the ship was sent to the quarantine anchorage at North Head where she languished for two weeks until the all clear was given. Unfortunately, one man, Private C.W. Smart of the NSW Marine Light Infantry (a small Army detachment of the NSW contingent) died from smallpox and was buried at the North Head Cemetery. Of note is that while the

Australians had been away the country had been federated and was now the Commonwealth of Australia instead of a loose conglomeration of states.

Eventually the Australians were allowed ashore on 3 May and the New South Wales and Victorian Contingents received welcome home parades and receptions in Sydney and Melbourne respectively. The Naval Reservists were then discharged from full time service. Some of the men who had served in China

then travelled to South Africa and served with various British and Australian units in the South African War 1899-1902 (commonly known as the Boer War). Many later went on to serve in the RAN and the 1st AIF during World War I.

Thus ended the short campaign in China for the Australians and while there "was little glory" it again proved the flexibility and adaptability of the Australian sailor.



Navy chaplains: Still supporting Australia's Navy.



Shots from the Past

This article originally appeared in the Journal of the Australian Naval Institute, 1978, Vol. 4, No. 3

ADFA – Recipe for Disaster?

By "Master Ned"

"To keep abreast of change is perhaps the greatest challenge the Service Officer faces."

"The primary function of the Academy is to provide, in a military environment, a balanced and liberal university education ..."

Rear Admiral W. J. Dovers CBE., DSC

"The standing of a university does not come from its name but from the sum of the qualities of its staff and students at any one time. It's the people who teach and learn, and carry out research in a university who give it its reputation."

Professor Rupert Myers, Vice Chancellor of the University of New South Wales

"Everything I read about ADFA – and precious little has been made publicly available – has two common themes: cost and compromise. It would seem that in these days of waste and extravagance in education in Australia (and in these days of restriction and economy in defence), it ought to be impossible to justify further expenditure in this field, even having regard to the specialised nature of the curriculum of ADFA; and it would seem that the persistent need for compromise between the Commandant and the Vice-Chancellor and everything they represent, can only spawn an institution which will satisfy no-one but a bureaucratic mischief-maker".

"PLATO" (ANI Journal vol. 4, no. 2)

"The University of NSW provides welcome relief after years of social imprisonment at the RANC – we must not build another gaol."

"DOC" (a noted Naval Arts student)

"The time has come," the Walrus said, "to talk of many things, of ships and shoes and sealing-wax and universities..."

Lewis Carroll, Mark II, Mod. i.

"What is this ADFA nonsense all about, anyway?"

Captain, Royal Navy

All these quotations are about one thing, the Australian Defence Force Academy, alias "Casey University", "that monstrosity" or the universal panacea for all the ills of service career officer training. In fact, the scheme to concentrate all university training of these officers in one joint service establishment may be said to be the biggest confidence trick ever perpetrated upon the Australian public and the three services that attempt to defend them.

For the sake of those who have not much concerned themselves with such matters I will outline the position as it now stands and as the powers-that-be would have it. The Army, Navy and Air Force at present run their training for their "General List" or equivalent officers each in their own particular way. The Army offers a four or five year degree in such disciplines as Arts, Science and Engineering which are combined with professional training to give the student a qualification "Military Studies" so that, for example, an officer graduates with a B.A. (Mil. Stud). All this training is undertaken at the Royal Military College, Duntroon and the degrees are conferred by the University of New South Wales which regards the College, by agreement, as the Faculty of Military Studies and exercises academic control accordingly.

The Air Force runs a similar scheme. The RAAF College at Point Cook is organised as an annexe of the University of Melbourne, training officers in Science and the various fields of engineering. The degrees are fairly service-orientated but stand well in comparison with any such degrees from the other universities. The major part of professional training, such as flying, is conducted on completion of the degree.

The Navy runs a completely different training pattern. Not all career officers need take a degree. Those who do not wish to do so undertake the "Creswell Course", which consists of two years of tertiary studies and six months professional training before they join the fleet as Midshipmen. There are several degrees open to the remainder: Arts, Science, Mechanical Engineering, Electrical Engineering, Surveying and, in certain cases, Aeronautical Engineering. The numbers of the last two degrees are relatively few and contingent



upon the needs of the service. Seaman and Supply officers may undertake Arts or Science; Engineering degrees remain the specialty of the Engineering Branch.

Where the crucial difference between the system of the Navy and those of the other services comes in is that only the first year of these studies is spent at the Royal Australian Naval College. In the second year the officers move up to the University of New South Wales proper and are accommodated at HMAS WATSON. In the third year they move out to University Colleges and either remain there or live out for the remainder of their degree. Professional training is undertaken during the University's vacations.

And now ... ADFA. The plan is to combine all the degree training into one university run by and for the Defence Force. It will offer all the necessary degrees as well as post-graduate research facilities for service and certain non-service understanding and co-operation as the officers under training are thrown in together "all of one company". A joint-service paradise, in fact, where will be provided "... in a military environment, a balanced and liberal university education".

The student enrolment will be in the region of 1200 (incl. foreign, post-graduate, etc.) a large increase over the present numbers of officer degree students in the three services. Staff numbers, both military and academic, will be in the region of 800. The cost has been variously estimated at \$50 million, \$75 million and anything up to \$150 million. I feel that it is fairly accurate to say that the eventual price will be in the region of \$80 million.

The arguments for and against have been long and involved, resting mainly on cost and the questionable (according to some elements) necessity of degree studies in the first place. They are of little concern here.

What is of importance is the position of ADFA vis-à-vis the RAN and it is this matter that I intend to deal with. To do so entails going through some ancient history and I beg the reader's forgiveness for the necessity.

During the 1960s and the years of the Vietnam War the Services and the general populace, especially those loosely described as the "intelligentsia", became increasingly estranged. Neither side understood the other as values in the general public underwent radical revisions that were not mirrored in the Services. Discipline and the other military virtues became anathema, all the more so because the Services were doing their best to execute a policy that was increasingly seen as being morally corrupt. The tags "fascists", "war mongers" and "reactionaries" were attached and stuck. The "brass bound" Generals and

Admirals and all their supposed "mindless" cohorts were seen as a menace to the democratic and egalitarian way of life in Australia.

At the same time, the Services, especially the Navy, became a source of ridicule. This prowess was assisted by a number of unfortunate incidents, notably the VOYAGER collision and the inquiries that followed, and further accentuated by the apparent admission of defeat in Vietnam. Glib observers said that the Services were incapable of defending either the country of themselves and that the Commanders were merely a collection of posturing Colonel Blimps. The Australian Defence Force was, in short, a dangerous joke. The feeling was worse than the normal peacetime attitude among the public of "Tommy this and Tommy that ...", it was an active dislike, an alienation in a country that had once been renowned for its citizen soldiers.

In the universities, of course, the Services' names were mud and, not unnaturally, the converse was true as many an officer fulminated into his gin about "long-haired trendy leftist university students". Each group had in its joint mind's eye a character of the other and a most unpleasant one at that. Like all characters the pictures only held a part of the truth, the rest was laid aside and ignored.

Then in 1967 something happened which few had expected and fewer wished for. The RAN felt the need for at least a portion of its general list officers to have degrees but it did not want to have to go to the expense of having to set up enormous facilities with all their apparatus just for its own students. Nor did the only university willing to sponsor the project, UNSW, feel happy about the prospect of having such a huge growth which would be almost entirely under the control of the Navy – a state of affairs not to be countenanced by any self-respecting academic. It was agreed that only the first year in Science, Electrical and Mechanical Engineering would be undertaken at RANC. These degrees only have a small range of primary subjects and would require relatively few lecturers; furthermore, the Navy would have a chance to indoctrinate those officers who had only just joined as Senior Entries. Arts – in view of the catholic nature of the degree – would be undertaken completely at the University. The latter degree has recently (1978) been brought into line with the other degrees, although perhaps with less success than was hoped for. With some modifications and ever increasing numbers of students, this system has survived to the present day.

The system did, it must be admitted, take some time to settle down. The principal problem was that the sudden metamorphosis from naval officer student to common-or-garden university student was too much for many to retain their motivation. Those who did survive often went to sea having adjusted to the university all too well and found that they could not



adjust back. By a more subtle process of adjustment on the Navy's part – liberalising the routine of the Naval College a great deal and having the officers accommodated initially at WATSON – and something of a moderation on the part of the University, the success rate has now climbed and shows signs of climbing further.

But the side effect was more important – vitally so. The University lecturers and students discovered, mayhap somewhat to their surprise, that the naval officer does not as a type possess six jack-booted legs, a tin helmet and a copy of "MEIN KAMPF" and that they are, on the contrary, normal Australians with a range of views as wide and varying as any average group of people. For their part, the naval officers were exposed to all streams of political opinion and background that are to be found at the average university; they were forced to justify their own existence and choice of profession and they discovered the strengths and weaknesses of other beliefs and doctrines. A tutorial in politics or history or a university discussion of any kind is not merely valuable for the knowledge that one receives from the lecturer or tutor but because any position taken up is almost invariably challenged. The process is mind-broadening, one of give-and-take and *immensely* valuable.

The Defence Force and its officers cannot live on Cloud 9. Anyone who joins this Service, be he or she officer or rating, and who then immerses himself or herself in the work and routine – especially at sea – cannot help becoming innocent and ignorant of this country's progress and problems. If this is combined with an *original* ignorance, that is that the person concerned entered at an early age without the chance to develop any mature view of the world, then the Navy and the other Services cannot help being cut off from the nation. Even now, the political and social naivete of many of our sailors and officers can only be compared to that of a nun who has spent fifty years in an enclosed order.

Little can be done about many of those already in the Services, although perhaps new education programmes can be developed and volunteers withdrawn at regular intervals to take up tertiary studies. What we must not do is lose the trickle of *aware* personnel who are entering the Service year by year. And ADFA will do just this. What possible connection has Canberra with either the sea-going Navy or the nation as a whole? "Phallus in Wonderland" did not receive its soubriquet for only the one reason. Canberra is as cut off from reality as any place on Earth can be.

ADFA will be removed from the three Services. The "Gnomes of Defence" are hardly either a good example or an encouragement for the aspiring young officer. Whoever conceived the site certainly believes

in giving the poor entrants the worst news first. The nearest sea activity is a hundred miles away, Fairbairn is of no use as an air training base and, from human nature I expect that an intense dislike will grow up between the "military" College at Duntroon and the ADFA people; a rivalry that will not be improved when each group of ADFA Army cadets go over for their professional training.

The routine at the new University will be a bastard amalgam of the traditions that the Services have so proudly preserved up to this time. The young officers will be "neither fish nor fowl" and will need to undergo a vast re-training when they graduate into their chosen Service. Since, of course, they will be desperately keen to identify with *something* they will never really forget their prospective Service and thus completely negate one of the major aims of the whole project. What will then happen? My feeling is that the petty differences and rivalries that have always existed will fester rather than disappear, such close proximity will cause them to lose their old good humour. The numbers game will inevitably mean Army versus the rest – which cannot be good for any Service, least of all the Army. (Of the 950 Australian officer cadet students, the ratio will apparently be 14% Navy to 50% Army to 36% Air Force).

Most important of all, the hot-house atmosphere of Casey University, with its limited range of experience among the lecturers (a large number of whom will be from the old Colleges) and the youth and lack of experience of the students will combine to end any hope of Casey having a "balanced and liberal" nature. How on earth can any student expect to derive a proper understanding of the workings of politics if he has to rely upon the lectures of only one or two academics and the discussion resulting from a tutorial consisting of twelve khaki-clad youths who have almost all come straight from school?

What is most upsetting about the entire dispute is that many have been arguing in the right way for precisely the wrong reasons. Many senior officers of all three Services seem to have a peculiar view of the maturity of their young officers. They will cheerfully let their people go forth into the world and be exposed to drink, sex and drugs with the pious hope that the young men will be able to enjoy themselves without touching the last or being either incapacitated or permanently damaged by the other two. They can, when all is said and done, hardly do anything else. However, the cheerful nature of this "blind eye" approach, essential as it is when all present themselves at 0800 without actually having a warrant out for their arrest, is at odds with the suspicious way with which most senior officers view the universities and other such "hotbeds of vice". In my own and many others' experience, many a senior naval officer looks upon the universities and all their products in precisely the same fashion that an old-time follower

of the Hanoverian Kings would look upon anyone remotely suspected of Jacobite tendencies. Of course this attitude is by no means universal but there are nonetheless enough officers of this frame of mind to form a strong body of reactionary opinion in the Navy and the other Services and it is these officers who have hitherto been leading the fight against ADFA.

What is a degree for? As far as I can see, three things:

1. To provide a technical or social background to assist an officer in the better performance of his duties once he joins the fleet. Engineering problems can be better understood by possession of a degree, similarly an officer who has studied psychology may find it useful in his dealings with sailors as a divisional officer – and in dealings with the naval psychologists. An officer who has studied Asian history, politics and international relations may find them of use during his command of a patrol boat. An officer who has studied oceanography will be all the more qualified for A/S work. The direct relevance of a degree is less apparent as one ranges from Engineering through Arts to Science (I use that order deliberately) but it is there nonetheless.
2. One must call a spade a spade and admit that they are intended largely for the work in Canberra. This falls into two areas; first, the academic discipline needed to acquire a degree of any sort will make the officer concerned more capable of dealing with a wide range of complex matters. An officer with a B.E. or a B.E.E. will better (when combined with his operational experience) be able to involve himself in technical design and procurement matters. A B.A. may be better able to appreciate matters of economics, strategy or foreign policy, depending upon his major. Second, possession of a degree, with further studies, seems to be the only way that the service officer can restore the balance between the military and the public service and return much of the power of decision making to its rightful hands. We cannot mince words here, too many public servants laden to

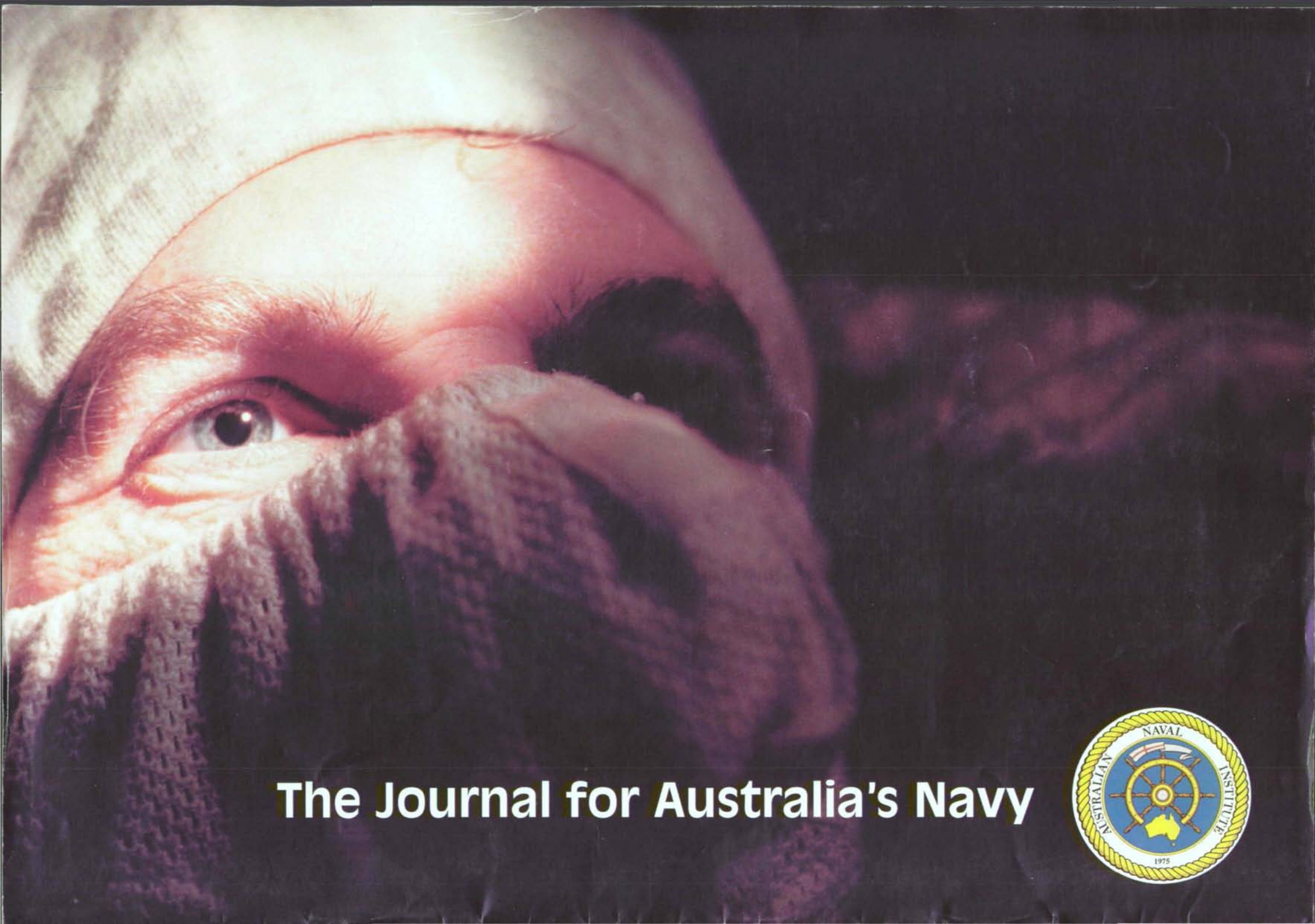
the ground with Ph.Ds regard service officers as a whole as ignorant savages because their education appears to have finished at 17. Because of the short term nature of their appointments, their dislike of the bureaucracy and a general lack of facility at handling it, officers could do little about this attitude and have in fact lost nearly every engagement in the vast paper war of the last ten years. The situation has indeed improved somewhat of late but not before the campaign was almost lost. It is now a case of "if you can't beat them, join them." For of course the great advantage that the military have over the public service – especially the younger ones now coming up – is that they are "men of action". If this can be retained and the officers can then proceed to match the public servants at their own game, a more harmonious, even and *efficient* balance will be struck. To be able to do this the officers concerned must have a wide outlook and a demonstrably high quality degree. Can ADFA perform this function? Duntroon's degrees, for all the high endeavour of the staff in both academic and military persuasions, are being whispered around the traps as hardly worth a Diploma, let alone a Bachelorhood.

3. To reduce and eventually do away with the unworldly atmosphere of the Services and introduce a greater note of awareness to proceedings, keeping them in touch with the world and aware of the social changes that are taking place while not permitting a return to the alienation of recent years.

These things, then are what I believe a degree is for in the military. I cannot in conscience say that the Australian Defence Force Academy will satisfy any of these requirements, least of all the third. I have my doubts about the methods employed by the Army and Air Force but I can say that the Navy has acquired, even if the process was largely accidental, a system that does. Can we afford to do away with it in exchange for a largely problematical organisation? Has anyone actually *thought* about what has been going on?



ADFA: Preparing Navy's Future Leaders



The Journal for Australia's Navy

