

Royal United Services Institute of Western Australia

Newsletter

July 2013 Edition

Promoting National Security and Defence

Patron: His Excellency Mr Malcolm McCusker AC, CVO, QC

Governor of Western Australia

President: Colonel Mike Brennan

Secretary: Commander Otto Pelczar, RFD, RD, RANR (ret)

RUSI of WA, Leeuwin Barracks, Riverside Road, East Fremantle Postal Address: C/- Department of Defence, Locked Bag 5001,

Fremantle, WA, 6160

In this Newsletter

LECTURE REPORT

Captain Angela Bond, RAN – Commanding Officer HMAS Stirling "Refining an Officer for Command"

PROGRESS REPORT - WOMEN IN COMBAT ROLES

A FEW BAD APPLES DON'T CREATE A CULTURE

HMAS STIRLING VISIT - 26 JULY

NOTICE OF ANNUAL GENERAL MEETING - 22 AUGUST

YOUR PATRONS, OFFICE BEARERS AND COMMITTEE

2013 PROGRAM

JULY	
Friday 26 July	Friday 26 th July 2013 (12.30 p.m. – 3 p.m.) Visit to the Submarine Force Element Group HMAS Stirling and a tour of a Collins Class Submarine
AUGUST	
22 August	7:00 - Annual General meeting 8:00 - Professor Sarah Percy UWA - "Mercenaries, Private Military Companies, and Private Security Companies" Awaiting confirmation of topic
FOR YOUR DIARIES	
28 November	The Defence Indigenous Development Program (includes indigenous service in WW I and WW II) Colonel Michael Page, Senior Military Liaison Officer, Directorate of Indigenous Affairs
January 2014	In lieu of a Christmas Sundowner, the RUSI will launch 2014 with a special function and lecture in late January. Details will be forthcoming.
The next Newsletter will be published on 1 August 2013 Copy Deadline 15 July 2013	

LECTURE REPORT Captain Angela Bond – "Refining and Officer for Command"

Members received a privileged insight into contemporary military leadership during the June Lecture by Captain Angela Bond, Commanding Officer, HMAS *Stirling*. The topic broadened the scope of our current lecture program which has largely focused on force capabilities and equipment and technology programs to deliver these capabilities. The focus of the lecture was on leadership and command. Using her story and career as waypoints, Captain Bond presented her thesis that training for command doesn't begin with your last posting. Instead, she argued it is an ongoing process linking personal values, life experience, personal and military challenges and learning opportunities.

As a middle child in a large family of eight children where the workload was shared, Angela felt that she was well oriented towards a military career through a disciplined and cooperative approach to tasks, learning from siblings and community and parental guidance. These early established values remain as a personal foundation and can sustain during life's challenges. She also confided that advice from an older brother who had joined the army was important. "Don't join the Army and join as an officer."

Heeding this advice, Angela joined the Navy as a WRANS officer and trained at HMAS *Cresswell*. Looking back from her current command position, Captain Bond felt that every step from her first day in the Navy had been instrumental in preparing her for effective execution of her command responsibilities. Steps along the way included learning from superiors, accepting and completing difficult tasks, showing initiative and building relationships within the command structure. As Captain Bond related, it was not a direct upward path and there were times when personal or career challenges caused her to reconsider her chosen career.

One of the factors identified by Captain Bond as a key factor in fitness for command was the need to be educated. Although she had consolidated her knowledge and experience in administration and HR university studies, she maintained a goal of working within the command structure and being part of the "real" Navy. This lead to a decision to attend Joint Command and Staff College. [Staff College attendance to this day is not a prerequisite for promotion in the Navy]. This eventually opened the way for appointments as XO of HMAS *Stirling* and deployment as Joint Task Force 633 J1 for Operation SLIPPER. Further career development took her into the areas of contract management and pay and allowance administration and policy.

For RUSI members, an interesting part of the talk was Captain Bond's explanation of how the Navy Officer Development Program worked. Describing it in general terms as a "life coach", the program offered Naval Officers from senior Lieutenants onward on a voluntary basis, career coaching and mentoring support. As she related, being coached and receiving feedback is not always pleasant but it does provide perspective and promotes confidence. The program includes components that explore personal values and goals and then relates them to both military career and life balance issues. With the support of a coach and mentor, one could keep grounded and receive support.

In concluding her engaging presentation, Captain Bond restated her perspective that successful command was based on strong personal values, taking the opportunity to learn from others and experience and to never taking for granted the support of family, friends and colleagues. Vice President Lance Scott thanked Captain Bond on behalf of members and presented her with the first RUSI scarf in lieu of the traditional tie.

PROGRESS REPORT - WOMEN IN COMBAT ROLES

Anna Henderson, ABC. 25 April 2013

Only a handful of women have applied to take on direct combat roles in the military since the ban on frontline female soldiers was lifted in January. The Australian Defence Force opened up its most demanding and dangerous frontline jobs, including special forces work, to female soldiers after a string of reviews and a Federal Government decision. But so far fewer than 20 of the 8,000 women in the ADF have applied.

Major General Gerard Fogarty, who is managing the five-year plan to bring women into direct combat roles, says it was always going to be a staged process. He says the low number of applicants was expected. "We've only started since the first of January this year, but we were expecting the type of response that we have received," he said. At the moment the transition is only open to the 8,000 women already serving in the ADF, and it is not easy to qualify. "Women who are currently serving in a particular employment category who would now wish to transfer and apply would have to pass the new physical employment standard, and that would be demanding, and it'd be demanding for a man too who wished to transfer," he said.

Sex Discrimination Commissioner Elizabeth Broderick authored a review into the treatment of women in the military which recommended removing combat restrictions. She says she did not expect to see a big change overnight and experience in other countries suggest only a small percentage of women will make the transition. "It is about ensuring that the environment, which has always been very male dominated, is conducive to the inclusion of women, so I think the way they're progressing is the way to go about it," she said.

But there has also been backlash to her report and its recommendations. "There will be those who've been in the military and will take a strong view that the military is no place for women," Ms Broderick said. "There will also be quite a number of serving members in those very male-dominated areas, many of which will be direct combat, who have a view that women have no place in Australia's military."

Major General Fogarty says in his experience people are getting used to the changes. "We have been making information available about the way we were progressing our plan, the fact it was based on establishing physical employment standards, irrespective of gender, and the fact that we were doing this to try and enhance capability in the long term," he said. "We've had very little criticism from any segment of the community."

A FEW BAD APPLES DON'T RCREATE A CULTURE

By: Jim Molan From: The Australian 20 June 2013

Further questions need to be asked about what has come to be known as defence culture, something apparently related to bad sexual attitudes. Before those questions are put, it is necessary, in this accusatory climate, to state that I do not condone the actions that are the subject of the DLA Piper investigation, the Skype scandal or the emails denigrating women; and I commend the decisive action taken by the Chief of Army. He is a great communicator.

I do note that such language has been used by previous military leaders on less public occasions. Human behaviour can be modified by such decisive action but it is not going to happen fast, and because of commendable expectations and technology it is harder now than in the past. It was very disappointing that those with upwards of 10 years' service were involved, but silly people get through to mid-level positions in any organisation. Perfection of the human spirit is some time away everywhere in society. A real zero tolerance (unlike the drug zero tolerance) must apply. But I have some questions.

Does the military deserve the overall condemnation that it has received? Is the military as bad as it is being portrayed? When a journo tweets, "Have the ADF learnt nothing since I broke the Skype Scandal story on @channeltennews in 2011", it is fair to suspect a range of motives of these saviours of society, including self-aggrandisement. You would expect condemnation from anti-military feminists but why from the media? The headline: "Men destroyed the joint now only a united force can rebuild the army" in The Canberra Times seems to reflect an ideological view of the military or a desire to sensationalise.

There are two threats here. If the Chief of Army is not strong in his language then behaviour will not be modified. But if you take the view that all in the Australian Defence Force are as guilty as those in this latest episode when servicemen and women know they are not, leadership credibility is undermined. Is it not just as effective to have a policy of zero tolerance without condemning the innocent?

The Defence Minister has never made this concession to the truth, which is the real source of widespread dislike of him within the military, not the fact he moved against the so-called military sexual culture. This raises the question: has the balanced and effective way the Chief of Army (and other ADF leaders) reacted to this challenge been complementary to the minister's previous actions in the Skype case or does it stand in marked distinction? I admit a bias against this minister for a dozen reasons, but I got the impression he was furiously trying to interpret the chief's actions as justification of his previous bull-like actions in Skype. And his supporters are also furious in their efforts to rewrite history.

It is self-evident that there is a problem in Defence, just as in many parts of our society, particularly the media, universities, sport, fly-in fly-out, churches and young clubbing society. But these alleged actions by a small number of very silly people do not reflect an ADF culture. But there are 45,400 soldiers in the army, 10 per cent women, many

changing every five years or so, producing an even larger population across time. This should put even 100 miscreants into perspective. And the argument still stands if another 100 are found the day after.

It is likely the DLA Piper group was looking at a population in the armed forces of about 1.5 million people across the period of the complaints, and the defence force's failure rate appears to be not more than 2000. Each legitimate one is our failure and a personal tragedy, but let's be fair to the institution and individuals, and ask: what HR department in the nation could do better?

If the military were letting down society in its sexual mores, then such an attack might be justified. But it is not especially bad. It should be held to a higher standard, but I think it is markedly better. For those who claim the problem is systemic, the definition is: "of the bodily system as a whole, not confined to a particular part". Interesting. I do not condemn all journalists because of the actions of Howard Sattler. I do not condemn all unionists because of the actions of their few. But I do condemn all those who assume that the culture the Chief of Army moved against is typical of ADF as a whole.

Jim Molan is a retired senior officer in the Australian Army.

Return to Page One

READING SUGGESTIONS – THE PRIVATISATION OF WAR "Mercenaries, Private Military Companies, and Private Security Companies"

http://www.globalresearch.ca/the-privatization-of-war-mercenaries-private-military-and-security-companies-pmsc/21826

http://www.army.gov.au/Our-future/DARA/Our-publications/~/media/Files/Our%20future/DARA%20Publications/WP/wp138.ashx

http://www.cgsc.edu/carl/download/csipubs/kidwell.pdf

http://www.privatemilitary.org/private_military_companies.html

Return to Page One

BLAMEY ORATION TRANSCRIPT AND PHOTOS

A Transcript of the 2013 Blamey Oration by Lieutenant General David Morrison AO, Chief of Army is available on the national RUSI website at the link below:

https://www.rusi.org.au/documents/original/1369867272_WA_2013_05_09_Morrison.pdf Return to Page One

VISIT TO HMAS STIRLING

Friday 26th July 2013 (12.30 p.m. – 3 p.m.)





The visit will be limited to 30 places with priority going to current financial members (Life, Ordinary, Country, Associate and Student) and guests. RUSI WA Members are requested to car share to reduce the vehicle traffic onto Garden Island.

RSVP by 18 July 2013 by email to: rusiwamembers@gmail.com
with your full name, the names of guests and your vehicle registration details
(and your ability to take passengers).

NOTICE OF ANNUAL GENERAL MEETING

The **Annual General Meeting** of the Royal United Services Institute of Western Australia will be held at 7:00 pm on Thursday 22 August in the Institute's Lecture Room, Leeuwin Barracks. If you have yet taken the opportunity to finalise your membership subscriptions for 2012 – 2013 your prompt attention would be appreciated so that Annual Accounts may be finalised.

Any Notices of Motion must arrive at the RUSI offices in either hard or electronic copy not later than close of business on Thursday 8 August.

Nominations are sought for the positions of President, Vice President (3) and Councillor (8). Members who wish to actively participate in the programs of the RUSI are encouraged to nominate. Nomination forms may be obtained from: rusimembers@gmail.com

Subscriptions are due on 1 July annually

Town - \$40, Country - \$20, Associate - \$10, Student \$10

Your subscription, and other charges can be electronically transferred to the RUSI. BSB **803-205**, Account No **20531718**, and include your surname

YOUR PATRONS, OFFICE BEARERS AND COMMITTEE

Secretary: Office and Library Hours:

Commander Otto Pelczar 9.30 am to 4.00 pm
Phone: (08) 9311 2429 Tuesday and Thursday
Fax: (08) 9311 2460 Mobile/sms: 0408 940 928

e-mail: otto.pelczar@defence.gov.au

Patron: His Excellency Mr Malcolm McCusker AC, CVO, QC

Governor of Western Australia

Vice Patrons: Commissioner Karl O'Callaghan, APM

Brigadier Stephen Coggin, CSC Wing Commander David Turner Captain Angela Bond, RAN

President: Colonel Mike Brennan **Immediate Past President:** Mr Don Kitchin

Vice Presidents: Mr Lance Scott; Captain Kevin Trent, OAM, RFD; Colonel Robert Mitchell CD **Councilors:** Ms Louise Austen; Flight Lieutenant Gavin Briggs; Mr Justin Court; Ms Judith Dowson; Squadron Leader Lou Halvorson; Flight Lieutenant Bill Lamble; Mr Ernest McEntee; Mr Serge de

Silva-Ranasinghe

Honorary Treasurer: Commander Otto Pelczar, RFD, RD, MBA, CD

Assistant Treasurer: Squadron Leader Lou Halvorson

Honorary Librarian: Flight Lieutenant Bill Lamble, RFD, BA, MCLIT, AALIA

Assistant Librarian: Mr Ernest McEntee
Assistant Secretary: Ms Louise Austen
Newsletter Editor: Colonel Robert Mitchell

Life Members: Air Commodore Desmond Browne, CBE, AFC*

Air Commodore Norman Ashworth

Colonel Phillip Skelton, AM

Stay informed. Visit the RUSI web site: https://www.rusi.org.au/index.php

Return to Page One