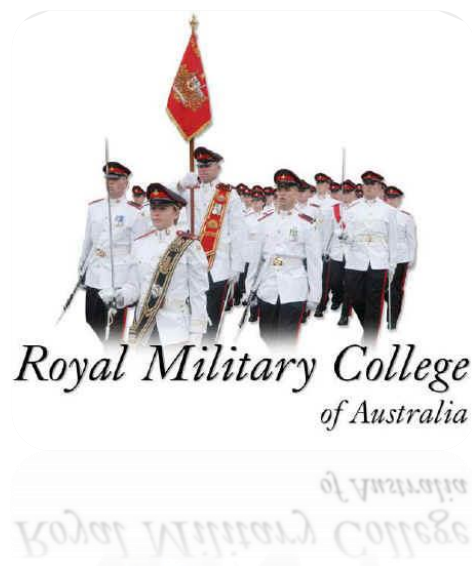




~ RMC/OCS Integration 1986 ~

SYNOPSIS

Once the decision was made to establish the Australian Defence Force Academy [ADFA], the entire spectrum of officer training for Navy, Army and Air Force required a detailed re-think. This included not only ADFA's curriculum, but for Army, it incorporated the complete reorganisation of its officer training institutions and subsequent course content.



ARMY OFFICER TRAINING INTEGRATION POST 1985

The following three articles are reproduced by kind permission of the current Editor of the Duntroon Society's Newsletter.



RMC GRADUATION DINNER 1985

[Reproduced below is the Toast to the Corps of Staff Cadets proposed by a 1948 graduate on the occasion of the 1985 Graduation Dinner. Ed]

It is my* privilege to propose the toast to the Corps, and the privilege is mine, I believe, because I am the oldest ex-member of the Corps of Staff Cadets here present. I see by the board that there are five days to go. Since my own Graduation Dinner, which was held-here in the Mess, there are 13,505 days that have gone. All those days make 37 years. The Corps has been in existence for twice that time, and now it is on the brink of some significant changes.

I think I am right in saying that many here are apprehensive about the future and what it will do to the Corps of Staff Cadets as we have known it. Let me tell you that the Corps has been subjected to changes of one kind or another throughout its history. There have been, for instance, great variations in size and organization: on the Graduation Parade next Tuesday the Corps will be some 400 strong, but there was a year when there were only 27 on parade, and 11 of those were in First Class. There have been years without a First Class, and it will be necessary for the Corps to reorganize to suit the remodelled RMC course.

I understand that future intakes will progress by terms, rather than by classes, and so the traditional names, First Class, Second Class, Third Class and Fourth Class - which have survived wars and university affiliation - must disappear from Duntroon at last. And the Third Classmen and Fourth Classmen here tonight will disappear with those names, to return to the Corps in later days and with different status.

Here is the important point. The Corps of Staff Cadets is going to continue, and it will advance into 1986 and beyond without losing the step. The best illustration of its continuity, I think, is that the CSC numbers will carry on from their 1911 start, and the first cadet enrolled in 1986 will be No. 4930. So many of you here will have sons and grandsons or, indeed, daughters and granddaughters in future intakes. The Corps will continue to wear the same badge as I did and you do, to use the same ranks, and to be organized in the same companies as at present (though five, sadly, and not six). And the Corps of Staff Cadets will continue to carry the Colours of the Royal Military College.

It is almost time for most of the cadets here to leave the Corps - some to graduate, some to transfer to the Academy, a few to go by choice, and a few through misfortune. Whether you are staying on, or leaving to return later, or leaving for good, you will not recall your days in the Corps without some sort of emotion. You might love the Corps, or you might hate it, but there will not be one of you who

has not known the Corps Spirit and been changed by it. And so, it has always been. Ladies and gentlemen, please rise and we shall drink the toast to the Corps.

****Toast Presented By: Roy William Osmac Pugh ~ 1948 Graduate.***



Royal Military College ~ Duntroon ACT.

CADET INTEGRATION AT OCS



[The article below has been kindly provided by the Commandant, OCS*, as a further contribution to the story of the future of the RMC of A, with reference to OCS as it is today but showing its connection with 1986 and beyond. Ed.]

The January 1985 OCS intake will be the first fully integrated Regular Army officer course of such length and intensity to be conducted in this country. It will not merely be a collocation of male and female establishments but essentially a single-tracked officer training course, combined fully in all practical aspects. The OCS role will remain unchanged. That is, to train cadets for service as officers in the Australian Regular Army. Its aim will continue to be to give them the knowledge necessary to fit them for service, and to foster the morale and mental qualities on which leadership depends. Any significant reconsiderations regarding the current 12 month all male course have been made as a consequence of:

- the exclusion of women from combat and combat related duties;
- physical differences between the sexes; and
- special female training requirements.

Preparation for integrated training at OCS has been considerable. Various working groups have been progressively developing policy and implementation requirements on areas such as:

- course program and training;
- dress and equipment;
- staff/personnel administration; and
- accommodation/ works.

As part of this preparation staff and cadets have been aware of developments within the integration programme. This coordinated education programme has covered, in several presentations:

- the background to integration;
- local and overseas experience;
- the OCS plan for integration; and
- policy implementation requirements for 1985.

OCS has a capacity of 174 cadets. The 1/ 85 intake will be around 82 cadets with Australian women taking up 20 of these positions. This will be further boosted by a projected 15 for the second intake of the year in July. Females in the 1/85 OCS intake will live within the lines of the Company of Cadets (COC) on an integrated basis. This will be done in the ratio of at least one female per section (I8 sect) for the first intake. Cadets have individual rooms and the accommodation plan will see at least two female cadets per floor in each building. This will again increase with the July intake. Ablution facilities will be separate, which has necessitated some works alterations. These are the most significant physical changes envisaged for OCS.

The training program will see male and female cadets completing the same course with the only significant differences being reflected in the physical aspects of physical training and field exercises. For example, in physical training the minimum pass requirements on some tests (e.g., upper body strength) have been re-structured to allow for recognised physical strength capacity differences. The intention is to still have both males and females push themselves realistically and also to maintain training as an integrated activity. Further refinement will no doubt ensue.

The only other area of the OCS syllabus that is being revised to any degree is the Leadership package. In the study of theoretical aspects of this subject, OCS has expanded the background to female behavioural development and female military involvement. Female cadets will bear arms (appropriate to cadet rank) on ceremonial parades and complete all other drill as do the male cadets. They will take part in weapon firing and, in line with Army policy, will be required to qualify on their personal weapon (this will be the MI6 for female cadets).

Monitoring the progress of integrated training will be done on a considerable scale. The Army will need to know how women have fared, how males and females have adjusted and what the likely effects will be post-OCS. Based on our preliminary information and our own inclinations the prognosis is optimistic.

****Commandant, OCS Colonel P. Davies, AM***



Officer Cadet School Portsea ~ Circa 1964.

RMC POST – 1985

[Members will appreciate that development of the future of the Royal Military College of Australia is a continuing process. The article below is the latest in the series on the subject which have appeared in previous Newsletters. Ed.]

The establishment of the Australian Defence Force Academy (ADFA) to provide academic training for the three Services has given the Army the opportunity to rationalize military training for all General Service Regular Army Officer Cadets. This paper outlines future officer training at the Royal Military College. RMC will provide a course of full-time military instruction for all Regular Army General Service Officer (GSO) cadets. In the case of normal entrants (civilian and Service) the course will be of 18 months duration and of 12 months duration for ex-ADFA cadets.

The aim of the RMC course is to produce Junior Regimental Officers who, after their Corps Regular Officer Basic Course, will be capable of commanding a platoon or the equivalent within their allocated Arm of Service. When fully operational, RMC will have under training some 430 cadets with a profile as follows:

- male and female cadets aged between 18 and 27 years, both married and single;
- ex-ADFA cadets (approximately one third of the total); and
- normal entry cadets.

The course will use command of an infantry platoon as the training vehicle. Tactics will be taught at company level within a battalion setting, and operations up to battle group level. Administration will be taught to divisional level. The defence of Australia will form the setting for studies in both tactics and administration with emphasis placed on mobile operations. Studies and exercises will, when appropriate, include the contributions of all Arms and Services. There will be an introduction to warfare under special conditions such as urban terrain, tropical areas, desert and mountainous regions.

The course will also introduce those key professional subjects which will be studied throughout an officer's career. There will be some new subject areas introduced to the training, such as military science and technology and strategic studies, as well as new emphasis on the traditional subjects of administration, tactics and communication skills.

There will be three 22-week terms with classes known as Junior, Intermediate and Senior. There will be an intake into the College every six months, in January and July, with a graduation every June and December. The Intermediate Class each January will be a combined group of ex-ADFA and normal entrant cadets. The course objectives for each of the three terms are:

- The conclusion of the Junior term will see the cadet reach the trained soldier level with a grounding in officer subjects such as communication skills, military history, leadership and staff duties.
- The end of the Intermediate term requires the cadet to have grasped the basics of command and leadership at section and platoon level with a further advance in the officer training subjects of basic tactics, military history, science and technology plus continuation of communication skills.
- Senior term will further practise the cadet in command at platoon level and will develop tactics at company and unit level together with administration in the division. Special operations will be introduced, and officer training will be rounded off with an introduction to strategic studies and the completion of military history and leadership.

The daily timetable for the course provides 63 x 40-minute instruction periods per week, comprising nine day and three-night periods Monday to Friday and three-day periods on Saturday.

To achieve the new concept of officer training at RMC, a new organization tailored to meet course objectives will be formed. The major organizational changes centre on the Military Training Wing which will comprise 51 officers, 59 warrant officers and senior NCOs and 29 other ranks. Instructors from the subject areas field training, military studies and tactics will be combined and assigned to 'Term Teams', (i.e., Junior, Intermediate or Senior). Each team will be responsible for the complete military training of that class for that term. The overall coordination and control of training will be vested in the Chief Instructor, Military Training Wing.

The Corps of Staff Cadets will be organized into four companies with only the Senior Class holding cadet rank. For instructional purposes, the cadet body will be broken into half class size groups. Therefore, at any one time there will be six classes undergoing training in different activities. Dress, badges and embellishments currently worn by RMC cadets will be retained and complementary female modes of dress have been developed.

Traditions and ceremonial occasions associated with the Royal Military College will be maintained. These include:

- The Lanyard Parade,
- The Beating of Retreat and 1812 Overture, and
- The Queen's Birthday Parade.

Major transitional features that have already taken place or will take place are as follows:

- January 1985 Female officer cadets begin training at OCS Portsea, and
- July 1985 The normal entry GSO course extends to 18 months (at Portsea).
- December 1985 OCS Portsea closes:
- January 1986 OCS July 85 entry cadets move to RMC to complete their course (i.e. a further 12 months) with the current RMC second class.
- The combined class will be the RMC Intermediate class (there will be no senior class during the period January-June 1986).
- The first RMC Normal Entry junior class begins training (July 1986).
- Current RMC Junior classes move to the ADFA.
- 1987 Specialist Service Officers course begins.

Once the transition is complete, the Royal Military College will be the only initial officer training institution for the Australian Regular Army.

END OF ARTICLES FROM DUNTRON SOCIETY



Anzac Chapel ~ RMC of A ~ Duntroon.

ADDITIONAL COMMENTS BY LT COL JOHN SALTER, MC [Retd]:

PLANNING FOR THE FUTURE.



Lt Col John Salter,MC [Retd].

John Salter graduated from OCS in December 1966 into the Royal Australian Infantry (RAInf).

As a young Officer he commanded an infantry platoon in the First Battalion, The Royal Australian Regiment in South Vietnam in 1968/69 during the Battalion's second tour. He was awarded the Military Cross for his actions at the battle of CORAL in May 1968 and also later in the tour for a platoon attack on an enemy occupied bunker system. He showed outstanding leadership and sound tactical knowledge during both these actions.

In 1984 , as a Lieutenant Colonel , he was posted to RMC, Duntroon, as CO writing team and CO/CI Designate.

John Writes:

"I was initially posted to RMC in Jul 84 as CO Writing Team and CO/CI Designate.

My job was to oversee the development of this new 18-month course, to produce the syllabus as required, and to then, as CO/CI, graduate the first combined class in Dec 1986. In late 84, it was decided to split the roles of CO/CI and I was appointed CI Designate only, allowing me to concentrate solely on the Military training aspects of the course.

The initial writing team was only five and our first task was to ensure that by the end of 1985 the current second class RMC and junior class OCS were both trained to the same level and to a similar standard that would allow them to join at RMC in Jan 1986 and then go on to become the first combined graduating class in Dec of that year.

Once we were confident this could be achieved, we then concentrated on the development of this new 18-month course.

We used the tried and tested 12-month OCS course as our template, but breaking the time into 3, 6-month blocks and cadets into Junior, Intermediate and Senior classes.

With a bit of slowing down of OCS tempo, inclusion of RMC specific events, additional sport and more leave, we came up with a course program of some 16 months, or two months short of the expected 18-month duration.

Additional subjects could then be inserted to both fill the void, and also to ensure we graduated an officer prepared for future conflicts. These subjects included, Science and Technology, Strategic Studies and Special Operations.

During 1985, the writing team grew in size as the workload increased until by December that year we had reached our establishment ceiling of some 50 Officers, 60 WO/SNCO and 30 OR and had produced all documentation for this course.

In late 1985, we also attached personnel to both RMC 2nd Class and OCS junior class to ensure similar standards were being achieved.

As we also were tasked with the military training of ADFA cadets to ensure that on graduation from ADFA, Army cadets were at the same level of training as a direct entry RMC junior class cadet after 6 months, we developed this program concurrently with our own.

The Writing Team ceased to exist in December 1985 when all staff transitioned to the new Military Training Wing RMC.

In January 1986, OCS and RMC classes came together to become the first combined Intermediate class and then went on to become Senior Class in July and finally graduating as Lieutenants in December of that year. There was no Senior Class in the first part of 1986.

A new intake occurred in July 86 and these Junior Class cadets were destined to join with ADFA graduates in Jan 87 for their final 12 months together.

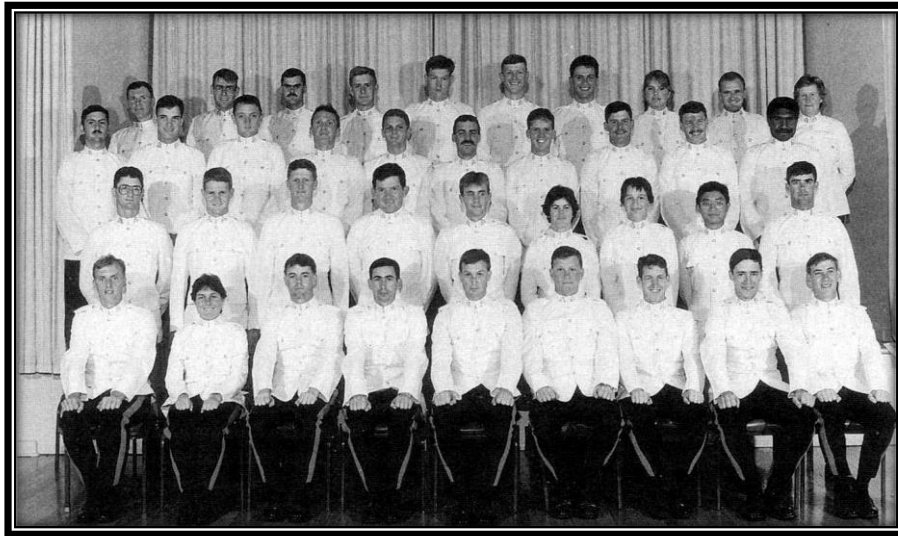
During 1986 time was also found to develop courses for Specialist Service Officers which, in accordance with Army policy of all Officer Training occurring at one place, were to be trained at RMC from 1987 onwards”.



OCS ~ RMC ~ OTU Scheyville Honour Rolls overlooking RMC Parade Ground, Duntroon.

THE OCS DEC 1985 JUNIOR CLASSES/INAUGURAL RMC JAN 1986 INTERMEDIATE CLASS

JUNIOR CLASS A



R.K. Wyatt P. Daniels M.G. May W.R. Hanlon R. Fullerton R. Northrup R.C. Parello M. Dawson D. Barlow
C.M. Goddard
T.K. Williams G.J. Ducie P.C. Gates L.J. Afruns P.D. Gales A.R. Clements G.A. Ackhurst A.B. Cook M.A. Seeley
O. Oksap
P.J. Kennedy I. Nisbet D. Nichol M. Faulkner M. Phillips L.M. Barnes J.K. Walters Ong Chong Lin S.J. Roberts
B.A. Stevenson C.M. Lumley N.A. Withycombe S. Crafter G.R. Baker A. Kenman A.J. Anetts J.T. Terrie N.G. Schwebel

JUNIOR CLASS B



D.J. Campbell R.L. Kluckhorn G. Carter G.D. Reiss T. Stevenson M. Doyle D.M. Luhrs A.R. Cassie M.A. Phillips
H.L. Worthington
G.T. Ford S. Hardy M. Schmidt P.M.A. Quaglia G.F. Stow T.L. Fairbairn J. McMillan C.A. Mitchell J.O. Rieck K. Mason
A.C. Shegog
M.A. Smith D.J. Cullen D.W. Townley G.J. Hooker K. Grimley T.J. McNamara P.M. Quilligan K.G. Webb B. Sloan S. de
Forest
P.J. Thomson E. Hesingut R.P. Burdock F.J. Watts S.C. James B.A. Jennings A. Armstrong M.J. P. Ducie A.R. Mildred
Absent: A.E. Morrison