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See Distribution List

8/13 VICTORIAN MOUNTED RIFLES TRAINING DIRECTIVE TY 1986/87

References:

- A. 3 Div Capability and Training Objectives Jul 86 to Jun 87 dated 24 Mar 86.
- B. MLW Part 3 Vol 1 Pam 2 Training in Units 1985.

Introduction

1. The purpose of this directive is to provide guidelines for the unit training programme for TY 1986/87 in accordance with the commander 3 Div's Capability and Training Objectives for 8/13 VMR for the period Jul 86 - Jun 87.
2. The Unit's manning is currently about 135 members whereas our permissible MALT (Manning Level for Training) is about 230, so that in order to get maximum effectiveness from our training, we must seek to increase our numbers by another hundred people as well as holding onto all that we have, by an interesting and effective training programme.
3. Apart from attaining the training objectives set for us by the Commander, we have to be constantly aware of the objectives of retention and recruiting and keep these requirements in mind throughout the design and execution of our training.

Capability Objectives

4. 8/13 VMR is given the following capability objectives:
 - a. To develop and maintain the skills of individuals and sub-units in medium range reconnaissance in a conventional war, and
 - b. To be capable of providing an APC section to reinforce 4/19 PWLIH at the 3 Div AFT (1987/88).

Training Objectives 1986/87

5. Training objectives are:
 - a. Achieve individual training proficiency to level 3 (crew trg).
 - b. Develop and maintain collective training proficiency at troop level including participation in the Prince of Wales Cup.
 - c. Develop and maintain the expertise so that A Sqn 8/13 VMR can assume the responsibility to plan and conduct RAAC technical courses for individuals, and
 - d. Support priority is to 4/19 PWIH activities.

Readiness Requirement

6. A Sqn 8/13 VMR has no specified operational readiness requirement.

Restrictions on Training

7. Two restrictions which will have some effect on the way the squadron operates are the reduced man days allocation and the restrictions on some ammunition types particularly 76mm, but also 84mm, 66mm, 40mm and 7.62 link. Scarce ammunition must be allocated so that the first priority goes to support the RAAC trg courses which the unit is involved in. The remainder can then be apportioned for individual continuation training.
8. Parade nights which are marked as administration parades are for personnel involved in administration only. Others who turn up to admin parades will be doing so voluntarily. Training syllabuses of troop leaders must reflect this, so that the only troop training scheduled for an admin parade (other than voluntary training - and this should be made very clear to the troops), are administrative activities.
9. Careful consideration must also be given by the SSM to the number of personnel who can be employed on a fulltime casual basis to do the various odd jobs which arise from time to time. Only those which are essential should be done by ARES pers during the week. We can no longer afford to be simply an employment agency for those members who are unemployed, remembering that the days such members work are coming out of our training allocation. Members who are employed during the week are not to be so employed unless they sign an undertaking in writing to meet their Fri night and weekend training commitments. If they refuse to sign such an undertaking, or they have defaulted on such an undertaking, then they are not to be re-employed.

10. Other activities which restrict the amount of time that the squadron has for training are, support for Anzac Day, support for other community activities such as services associations and shows, Australia Day and instructor support requirements for OR Trg Wing. These must be recognised for what they are - activities which cut into our training time, however worthy they may be and valuable in terms of their PR spinn-off.

Recruiting

11. Of course recruiting is absolutely necessary to our survival, and as such is A HIGH PRIORITY activity, almost as important as retention. To formulate and implement an overall recruiting strategy, a recruiting cell of one Officer, two NCOs, and one or two ORs is being raised. They will have the responsibility for planning and co-ordinating the recruiting activities likely to be of the most benefit to the unit. The remainder of the unit will then have to provide whatever support is needed for such activities. Any soldier who is recruited into the unit and who has his or her HSC or equivalent or tertiary educational qualifications is to be notified to the OC as a possible OCTU candidate. It is essential that such pers be identified early and that they be encouraged to attempt Offr Trg if they appear suitable.

Training Cell

12. The training cell consists of the ARA and ARES training officers, the WO Instructor, and the Training Sgt. This team is responsible for:

- a. The planning and organization of pre-recruit course weekends.
- b. Identification of IET requirements and arrangements for the attendance by individuals at such courses.
- c. In conjunction with the OC, 2IC, SSM and CC, the identification of individuals to attend specialist trg courses and promotion courses and the arrangements for the attendance at such courses by those so identified.
- d. The training Sgt will maintain a training board, listing the courses completed and qualifications of each of the squadron members which will be used in career planning for the squadron. Troop Leaders should have a similar board, kept up to date for easy reference by members of the troop, so that they can check their own qualifications, and
- e. Nominations for courses are to be submitted through the troop leaders via the Training Sgt for the 2IC/OC. Training cell should comment on the suitability of the course for the member or any other relevant remarks before passing the nomination to the 2IC/OC.

Continuous Training

13. AFX 1986. The 1986 AFX will be held over the period 30 Aug - 12 Sep. The squadron will be operating between Cobram and Puckapunyal in the withdrawal phase of war. The exercise will culminate in a passage of lines/relief in place with one of the squadron of 1AR and conclude with helo trg, battle runs and SA practices.

14. For members who can participate in only one 14 day continuous training activity for the year. Their priority must go to attending either a IEF Course or a promotion or career.

Courses Camp 1987

15. During 1987 there will be two courses camp held. The first in the period 26 Apr - 10 May, the second in the Aug-Sep period. This will be an excellent chance for each member of the squadron to improve his or her corps skills. In some areas, e.g. B veh drivers, and A veh drivers, clerks and storemen, the squadron is at a low level. This will give pers a chance to train in these and other key skills. It will give the squadron a firm base from which to train in the following training year.

Prince of Wales Cup

16. During the training year 1986-87 the reconnaissance troops will compete for the Cunningham Shield (not restricted to reconnaissance troops). The recon troop which performs best in the Cunningham Shield Competition will be assessed for the Prince of Wales Cup at a bivouac in May 1987 in its performance of Armour ARTEP 3-32 (Conduct Route Reconnaissance from a troop hide as part of a covering force during offensive operations). No troop of the 8th, the 13th or the 20th Light Horse, the regiments in which we have our origin, has even won this prestigious, huge, silver cup. A Squadron has been left the task from our forbears of making good this deficiency. Let's make sure that we do it.

17. In their training programs, all reconnaissance troop leaders are to give special emphasis to honing the skills required by ARTEP 3-32 by troop field exercises, lectures, cloth model exercises and whatever means seem appropriate.

Training Instructions

18. An officer or SNCO will be tasked to produce training instructions for Squadron or Troop Trg activities. Wherever possible, these should be in the hands of the soldiers, at least one month prior to the activity, but never less than two weeks before the activity. Instructions should be seen by the Trg Offr and the OC prior to being run off and distributed. When the instruction is submitted for approval it must be accompanied by the transport task request as well as the stores list. Obviously these must be in in sufficient time to meet any stores forecast times.

19. Instructions should be preceded by liaison with the key people involved in the activity support (e.g. Q, Tpt, Caterers etc), to ascertain that they are able to meet the requirements laid down for them in the instruction. If they can't, there is little point in putting it in writing.

20. Timely instructions and planning will avoid:

- a. Participants who are poorly prepared
- b. Absence of essential stores and equipment.
- c. Training which is unevaluated or validated.
- d. Poorly attended activities, and
- e. Last minute changes of key pers or staff.

Officer Training

21. All RAAC Officers of the Unit are expected to attend the 3 Div RAAC TIEWT each year as well as the Colonel Armour's TIEWT which this year will be held at Puckapunyal on the last weekend in November. In addition to these, there will be two or three additional weekends scheduled for all officers aimed specifically at those students attending either ROIC or ROAC. It is hoped that by having all officers of the unit attend these pre-course weekends the standards of tactical and other essential knowledge about armour will be improved within the squadron. This year ROIC will be held 20 - 29 Jun (continuous) and the ROAC 12 - 25 Jul.

Vehicle Servicing

22. This year each of the trg depots will be given A vehs allocated to each of the troops as the "troop vehicles" so that each troop can take some pride in the vehicle and its maintenance and conversely so that the troop leader can be held responsible if the maintenance and care of the vehicle is not good. It is expected that each troop leader will allocate some time regularly in his trg programme for the servicing of the troop vehicles both at night trg parades, and at weekends. Having the vehicles available at each depot will give all drivers the chance to do some, albeit simple, restricted driving without having to go far afield.

23. Vehicles which are held at depots are also liable to be moved at fairly short notice to support our sqn activities or, on occasion, the activities of 4/19 PWLH. Therefore, all vehicles are to be left completely assembled at all times and up to date with their servicing.

Small Arms Training

24. The Trg Offr ARES is the Sqn Small Arms Officer and has outlined his shooting policy in a separate document. He is responsible for seeing that all members of the Sqn are trained and proficient in their allocated small arm. Wherever possible the responsibility for running shoots should lie with the troop leaders using local ranges (Benalla, Bonegilla, Kapooka). This will enable to allow the required coaching to occur without the pressures of time which are so frequently irksome during a Sqn Shoot.

25. The Trg Offr ARES is appointed the team captain of the unit shooting team to participate in the 3 Div Small Arms competition on Sat 15 Nov at Merrett Range Williamstown. As we are the defending champions in three categories we will be looking to identify our best shots as early as possible. The troop leader TST, CAPT J. McLean is the team shooting coach, he will be on the lookout for our top shooters at any SA activities.

Leadership Training Wing

26. Each Troop Leader will receive a copy of the Leadership Training Wing syllabus from the Trg Offr (ARA). These activities are conducted at Puckapunyal and are aimed primarily at Offr and SNCO. However, the wing SI has indicated that he will accept troops particularly those who have leadership potential. The activities are usually infantry minor tactics based and frequently involve live ammunition e.g. ambush with live ammo, fire and movt ex with live ammo.

27. Junior leaders should be encouraged to attend these weekends as adjuncts to unit trg. They must not be used instead of unit trg activities, but where a member has the desire to do an extra weekend and needs some leadership trg, then LTW activities may be the answer. Nominations should be through the troop leader to trg cell who will co-ord the movt etc.

Light Horse Troop and Ferret Club

28. These will continue to operate as optional activities for those members who are prepared to put in extra time to their training. Any member of the Sqn is free to join either group. Again, those who join and participate in the activities of these groups should realize that they do so in addition to their normal reconnaissance trg (with a few exceptions) not instead of it.

Recruit and IET TRG

29. After a member is enlisted he or she is to be allocated a troop which will be responsible to look after him and make him feel at home. The member is to participate in Pre-Recruit weekends as required and will be allocated to the troop assault section for trg until he completes his recruit course. After recruit course he will remain with the assault section and will normally then do an assault troopers course, at the same time doing any non-continuous gunnery or radio course which he can attend. He will then need to attend a 14 day continuous A Veh D&S Course to complete his RAAC IET. Following the completion of his IET a member may choose to remain in the Assault Tpr stream or transfer

to the AFV stream or indeed change to a support stream (e.g. Q Tpt or TST).

Man Management

30. It is essential that the soldiers and NCOs know what trg is planned for them so that they can meet their family and work obligations as well as their military ones. Everyone must have plenty of warning for all unit activities if they are to be fully attended and successfully carried out. Tpldrs should go through the parade card with their troops explaining exactly what commitments are required. At the same time the troop training programme needs to be previewed and explained so that members know what they will be doing on the next parade night or weekend and whether they need bring or wear anything special.

31. Troop Leaders and Tp Sgts should also counsel and guide their men in their career choices indicating the needs of the troop as well as considering the wishes of the member.

32. Troop Leaders should not accept automatically every leave pass which comes their way and should follow up those members who are poor attenders with a phone call to find out why the member isn't attending and whether or not there is a good reason for the non-attendance. Members of the troop must not feel that they are not missed or that their absences don't matter to the troop. They must be made to feel that they are part of a team and that they are letting the team down if they don't attend key troop activities.

PTTs

33. Members of the squadron will be required to attempt PTTs at least once per year and the results will be notified in ROs. Members should have it pointed out to them that this item appears on their annual reports and be encouraged to take their own physical fitness seriously as befits warriors whose survival may one day depend on it.

Conclusion

34. SOME GREAT SOLDIERS THOUGHTS ABOUT TRAINING:

In stating his policy to his O Gp on 24 Mar 86, the Commd 3 Div said "My policy is simple. We must train less often, but when we train, train well. Our activities must be better prepared, more interesting and targetted to motivate the junior ranks".

/if

"If you are not interested in training, you should not be in the Army". (General Sir Michael Gow)

"Soldiers will not win battles if their training has not been hard". (Field Marshall Montgomery)

"Knowledge means that you have no business to be an officer unless you know how to do the job in hand better than those you lead... You will never finish learning. An Officer is always learning". (Field Marshall Slim)

"The best form of "welfare" for troops is first class training". (Field Marshall Erwin Rommel)

(The last four quotes taken from "Army Training News" No 15, Sep 85.

The first quote taken from 4/19 PVLH R810-1-4 dated 10 Apr 86).

35. Let's give our soldiers the "welfare" they deserve.

J. Gay

J. GAY
Major
Officer Commanding

Distribution List:

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List A

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