

EUFOR forum



EUFOR strengthens cooperation with AF BiH



Fire Fighter Training Manchester UK



Change of Command of the Austrian National Contingent Commander

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**Change of Command of the Austrian
National Contingent Commander**

EUFOR FORUM
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Dear friends and colleagues,

It is this time of the year when we all tend to reflect on the last 12 months and start looking ahead to what the future may bring to us. For EUFOR 2013 in many ways was quite a remarkable year, both in terms of achievements and activities. We have successfully managed two large exercises, a large number of joint capacity building and training activities with the Armed Forces of Bosnia and Her-



Lt Col Lindner, Chief PAO

zegovina and we have seen a lot of high-ranking visitors passing through, who all expressed their sincere appreciation for EUFOR's high level of performance and the valuable contribution by helping local infrastructure to develop into a securely provided.

The sacrifice each member of this mission is making every day by being away from friends and family back home, especially during the holiday season, is not forgotten and certainly not in vain. Even though we often are confronted with the uncomfortable reality that BiH continues to lurch from stagnation to crisis and back again and progress on the EU reform agenda has been limited and disappointing throughout the year, EUFOR continues to be a respected and appreciated stabilizing factor. This was clearly reflected by the decision of the International Community to extend our executive mandate by another year until November 2014. The institutional paralysis has particularly raised much concern among international officials about BiH's ability to manage a withdrawal of this international peacekeeping force.

In this last edition of 2013, which is also my last edition before handing over my position and returning home to Austria, I want to thank you for all the wonderful contributions you have provided us with and I want to encourage you to continue sharing your stories. This is your magazine and it is here to give you a forum where you can share your ideas and experiences in many ways. On behalf of all my colleagues from the Public Affairs Office, I hope you have a good and hopefully interesting reading and wish you a very happy and rewarding 2014.

COM address to EUFOR Branch Heads

On 13 December 2013 COM EUFOR, Major General Dieter Heidecker, invited the Chief of Staff EUFOR, all Division Chiefs and Branch Heads for an informal dinner to mark the end of the year. There he gave the following speech that we'd like to herewith share with you all.

Chief of Staff, Ladies and Gentlemen,

First of all I would like to welcome you all to this celebration of our successful year of service with EUFOR to which each and every one of you in the Divisions, Branches and Sections have contributed.

As you all are aware, my main effort for 2013 was the successful staging of the OpRehs, Level 2 and progressing the surplus BiH weapons and ammunition issue.

When I look back over the year I can report: mission accomplished, so far!

I had a video conference on Wednesday with the OPCdr; General Sir Richard Shirreff and he stressed several times how satisfied he was with the work of EUFOR and in particular the EUFOR HQ Staff. I want to pass his message on to you and thank you for your support and the work you have done.

I would like to thank the COS for his support to me and his sound leading of the staff throughout the year. József, thank you for your support.

I know that many have contributed to the planning, organization and the execution of two (2) Op Rehearsals. However, I would like to particularly thank the OPS Division, Policy & Plans, OpsBranch and the JOC for all the work to make the OpRehs such a success. The success of these events was indeed recognized by all of the International Commu-



nity, BiH MoD, the AF BiH and OPCdr and will be further developed during 2014.

The establishing of a Strategic Board and Coordination Committee to increase the progress of the disposal of BiH surplus ammunition, weapons and explosives and the beginning of a full 100% inventory by the AF BiH was also one of the great successes this year. I would like to thank all who contributed to this development particularly our newly appointed SAWAD and the experts from JMA. This project is of vital interest to the peoples of BiH and maintaining the Safe and Secure environment in this country.

Besides our routine work, we carried out two (2) staff exercises. I was impressed by the quality of the preparation and the execution in each case but I have to say with regards to the recent Staff Ex dealing with the Military Decision Making Process, the scenario

was excellently chosen and developed by IAB and executed by OPS in cooperation with Policy & Plans. Thank you very much for your fine efforts.

Related to the OPRehs our Public Affairs Office carried out two (2) excellent Information Campaigns. These info campaigns became models for other missions and were used in NATO Courses as examples of how it should be done. This shows the commitment and professionalism of our personnel.

This year was also a year of consolidating our Capacity-Building & Training (CB&T) activities with the establishing of the Embedded Advisory Team (EAT) system. After reviewing our experiences the recent CB&T Assessment Conference was the first step to further develop EUFORs role as well as coordinating with NATO HQ and bilateral partners. All of this is in line with the OP Cdrs guidance. I am sure these activities will lead to further improvements and I am looking forward to seeing more success in 2014.

In a military organization, often not fully recognized but crucial to success, are the support branches. I can happily state that our support branches have been doing a tremendous job. Besides the support to all our ongoing operations I want to highlight a few events, for example the selling of containers, the contribution to RSOMI during OpRehs and the transport of ATCO Buildings, where the HQ Commandant Group and Logs Branch enabled successful execution of events.

All activities need to be funded and administrated and require the support provided by the enablers, that is the medical detachments, the MPs and EOD. Thanks to all who have contributed.

The Situation Matrix directed through the Information & Analysis Branch (IAB) from the daily work of the Liaison & Observations Teams (LOTs) and the LOT Coordination Centre (LCC) along with our AGSR asset remains vital to providing 'real time' information that I require for informed decision making. This is only possible due to the dedicated work of all concerned.

Our in-theatre manoeuvre capability is provided by the MNBn which must be able to expand to take under command a minimum of three manoeuvre companies and operate alongside the IR Coys, provide Force Protection security at Camp BUTMIR and now is more and more involved in joint training with Armed Forces BiH.

Being in a mountainous country, where driving on roads is measured in hours rather than kilometres, the contribution of the

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Heli detachment to mission success is obvious and sometimes the only possibility to carry out our tasks. That you may have continued safe flying and my complements to all involved.

A large part of my time schedule includes office calls from different VIPs. Not really visible, but none-the-less very important for the whole mission, are our JVB who have been making arrangements at the airport, escorting VIPs in and out of Camp and preparing the 'Read-A-Heads'. I know I can rely on them all the time.

Last but not least, I would like to thank my personnel staff, POLADs, LEGADs and COM Group for their support in a sometimes not so easy environment.

Overall I am very satisfied with the achievements of the last year and I am proud to be Commander of such a capable staff.

After all this work, it's now time to relax, sit together and let the year pass by exchanging our experiences. I wish everybody a happy Christmas and a peaceful and prosperous New Year.

Thank you.

Change of Command of the Austrian National Contingent Commander



On 10 December 2013 it was time for Colonel (GS) Klaus Jäger to hand over his responsibilities to his successor Colonel (GS) Dieter MUHR. Colonel Jäger, in the course of the last six months, not only was in charge of the Joint Military Affairs (JMA) branch but he was also the Austrian Senior National Representative (SNR) and National Contingent Commander (NCC), and therefore responsible for the entire Austrian National Element (AUTNE) and the current 200 Austrian military personnel serving with EUFOR Althea in Bosnia and Herzegovina (BiH).

Colonel Jäger took over the position as NCC and the function of Chief JMA at Headquarters EUFOR on 10 June 2013 during a formal ceremony and has since carried out all JMA activities and in parallel has taken care of all Austrian national matters. JMA activities are related to the General Framework Agreement for Peace (GFAP) and are carried out by

assisting, monitoring and rendering expert advice to local authorities, the Ministry of Defence (MoD) and the Armed Forces of BiH (AF BiH). The main areas of responsibility of EUFOR Capacity Building and Training Division are Weapons Storage Site (WSS) and Ammunition Storage Site (ASS) management, Defence Industry Factories (DIFs), Movement Control (MOVCON) and Demining and Countermines Operations. JMA, as an integrated part, is involved in the study, development and implementation of policy-related matters in the area of MoD / AF BiH arms control training in cooperation with international agencies.

On 06 December 2013, in appreciation of an outstanding performance during his very successful tour of duty with Mission Althea as the Chief Joint Military Affairs (JMA) branch, Colonel (GS) Klaus Jäger was awarded a Chief of Staff EUFOR commendation by Brigadier General József Szpisják.



Like most dedicated officers within Headquarters EUFOR, Colonel Jäger has now returned home to Austria with mixed feelings. On the one hand, he is happy to be re-united with his family again; on the other he will miss the challenges and the great comradeship he has experienced in

this mission. Colonel Jäger was replaced by his compatriot Colonel (GS) Dieter MUHR, a Military Strategist and Political Scientist as well as an IT Project Manager and Cyber Security Expert from the Austrian Federal Ministry of Defence and Sports. The change of command ceremony took place

on 10 December 2013 inside Archer Base / Camp BUTMIR in the attendance of high ranking VIPs from the International Community, COM EUFOR, COS EUFOR, officers from Headquarters EUFOR as well as troops from the Multinational Battalion and members of the Austrian contingent.



Veterans Day commemorated in Camp BUTMIR

On 11 November 2013, the Commander of NATO Headquarters Sarajevo (NHQ Sa), Brigadier General Merle Hart, and members of NHQ Sa and EUFOR took part in a Veterans Day ceremony at Monument Park inside Camp BUTMIR. During his address, General Hart emphasized that we should never forget our veterans who have sacrificed their lives in order to protect the freedoms we are enjoying today. General Hart stressed that we must always be reminiscent that despite the ever increasing sophistication of weaponry, aircraft, ships and cyber technologies; the greatest asset for all our militaries are the men and women that serve within them.

General Hart, together with his Command Sergeant Major, CSM Brian Sann, then placed a wreath at the US memorial stone in recognition of the sacrifices that all Servicemen have made all over the world. Veterans Day is observed on November 11 and the Veterans Day Ceremony is always held on Veterans Day itself. The first Veterans Day parade was organized on 11th November 1947 to honor all of America's veterans, both living and dead, who served for the United States.



On Armistice Day, November 11, ninety-five years ago today, World War One came to an end after claiming the lives of millions of Europeans and North Americans. Different nations mark this day in different ways, but everywhere with reverence and thoughtful reflection on the human toll of war.



Armed Forces Day 2013

On Behalf of COM EUFOR, Major General Dieter Heidecker, this year Chief of Staff, Brigadier General József Szpisják took part in the 8th birthday celebration of the Armed Forces of Bosnia and Herzegovina (AF BiH) at Rajlovac barracks. The event started with the formation of troops which took place in the presence of the current BiH Presidency chair, President Komšić, the Minister of Defence, Zekerijah Osmić, his deputy for politics and plans, Mrs. Marina Pendeš, the Chief of the Joint Staff, Major General Anto Jeleč, together with his deputies, Brigadier Generals Mirko Tepšić and Senad Mašović.

Armed Forces Day is usually marked in BiH every 1st of December and this year it was already the eighth anniversary of the AF BiH. Historically, a new Law on Defence was adopted in BiH on December 2003 which reinforced the state defence structure, and enabled the formation of a single state-level defence establishment. The Ministry of Defence in BiH was founded in 2004 as a central state body that is in charge of the Armed Forces of Bosnia and Herzegovina.

General Jeleč, Minister Osmić and President Komšić each addressed those present on this occasion and highlighted the fact that the advancement of reforms in the field of defence is a good



Today BiH armed forces make contributions towards security and peace-building worldwide. Reforms have enabled the AF BiH to participate in multi-national peace missions abroad.

example of a successful reform for the entire country. They also expressed the hope that BiH Armed Forces would soon become full members of NATO. It was also

pledged that the AF BiH will continue to give their contribution through engagement in activities of peace support and stability in regions of crises around the world.

Today BiH armed forces are making contributions towards security and peace-building worldwide as reforms have enabled the AF BiH to participate in multi-national peace missions abroad. The country is also considered well on its way to meeting the defence-reform benchmarks identified by NATO as pre-requisites for entry into the Alliance's Membership Action Plan (MAP) programme. Peace Enforcement and Peacekeeping as well as Conflict Prevention, Peacemaking, Peace Building and Humanitarian Relief with the aim to re-establish peace is the aim of multinational operations. BiH is now participating in these missions and is contributing to global stability and peace.

Fire Fighter Training in Manchester, UK

In November, Camp Butmir's Fire Service undertook essential 4 yearly re-certification training in Manchester UK. Twenty eight fire-fighters made the trip to Manchester to undertake the training and all successfully achieved the Aviation Crash Rescue standards set by ICAO (ANNEX 14).

The training of though intense and at times physically extremely hard was enjoyed by all. Manchester Airport's fire service aircraft fire simulator is state of the art and the crews were able to undertake realistic aircraft fire fighting scenarios; carrying out



fire-fighting in heat and smoke, whilst concurrently executing rescue operations. This not only a testing the skills of the fire fighters but allowing the watch commander and crew chiefs to exercise their command and control skills in a realistic situation.

It was not all hard work though and in their free time, in the evenings, the guys took the opportunity to visit Manchester's fantastic city centre and enjoyed quick visits to both of the city's famous football stadiums. Old Trafford obviously being the highlight, however due to the fact that one of Sarajevo's favourite sons plays for the other team in Manchester, a few of the guys insisted that the trip to the Etihad Stadium was their social highlight.

In summary, free time and football aside, the superb crash fire training that the fire-fighters received was second to none. Man-

dated and essential fire fighting refresher trade training was completed and enjoyed by all, along with the team building and life experience that undertaking training away from your home base affords.

by Paul Hulme, Fire Chief



Spiderman Training at EUFOR

Between 21 and 24 November 2013, EUFOR delivered an 'Emergency Rescue from a Minefield' Course Camp BUTMIR, Sarajevo.

The statistics showing mine accidents in BiH over the past year demonstrate that a real risk from mines still exists. During this course EUFOR trained ten soldiers from the Demining Battalion of the Armed Forces of BiH (AF BiH) to conduct salvage and first aid to mine victims.

The Austrian armed forces provided the equipment and Training team for the course which was supported by the EUFOR Hungarian Explosive Ordinance Disposal (EOD) Team.

The name 'Spiderman' refers to the special equipment that the rescuer has to carry. The 'Spiderman system' allows a soldier to operate in an un-cleared minefield due to the special construction of equipment. This means that the soldier, wearing 'spider boots' can be directly lifted with a helicopter into a minefield, looking like a spider hanging from a web.

The Spiderman needs special training to handle the equipment and also communicate with the winch operator and the pilot. There are numerous reasons why this method of rescue is useful: the time for a search can be reduced, the risk to the rescuer is decreased and the mine victim can be removed from an incident more quickly.

The training was divided into four blocks:

1. First aid.
2. Rescue of a person from a mine-contaminated area (this includes victims on the surface and victims in a car).
3. Rescue of injured persons from mine-contaminated area with a helicopter.
4. Rescue of injured persons from mine-contaminated area simulated by a crane.

The ten soldiers from the AF BiH now have the basic education to deal with the Spiderman equipment and can work together with support from a helicopter.







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di MARCO

Lieutenant General
Antonio Majo di MARCO

EUFOR - Seminar on Gender Equality



From 13th to 15th November 2013 a Conference on Gender in the Security Sector in Bosnia and Herzegovina, initiated by HQ EUFOR in close cooperation with the Peace Support Operations Training Centre (PSOTC), took place inside Camp BUTMIR. This was to provide a floor for the Gender Focal Points in the Security Sector of BiH to increase their awareness and gain a conceptual understanding of gender issues in the security sector. The topics included ways of implementing UN SCR 1325 on women, peace and security. The conference was attended by high-level EUFOR and AF BiH officials, representatives of non-governmental and international organizations and provided lectures on gender aspects regarding the security sector reforms and best practices. The conference also included the recently appointed Gender Focal Points from the BiH Armed Forces, Ministries of Internal Affairs, Police agencies and the BiH Ministry of Security as well as Alexandra Gatto PhD, the Political Adviser for Human

Rights and Gender of the Delegation of the European Union to Bosnia and Herzegovina & the European Union Special Representative in BiH.

Gender equality is a fundamental principle of the EU Common Foreign and Security Policy. Over the last decade, the United Nations Security Council has adopted seven resolutions on women, peace and security - highlighting some of the particular impacts of armed conflict on women and calling on states and UN institutions to ensure the full inclusion of women and their needs and perspectives in peace-building. UN Security Council Resolution (SCR) 1325

particularly recognizes the negative impacts that armed conflict has on women and underlines the importance of contributions that women can make to peace, security and reconciliation.

As a main speaker during the opening addresses, EUFOR Commander, Major General Dieter Heidecker, placed a strong emphasis on the importance of increased capacity building in this segment. He stated that “this Conference is an important step for the security sector of Bosnia and Herzegovina, along the road towards increased efficiencies that diversity will bring. Looking at our own operation, in HQ EUFOR



female representation is approximately 5% of personnel. There is room for improvement and this requires efforts from all of us.” With this in mind, the Troop Contributing Nations to EUFOR have been requested to increase the number of female officers and

soldiers especially in the Liaison & Observation Teams (LOTs) as they are the interface between EUFOR and the public in the various towns in BiH. During the two day conference, there was a fruitful exchange of experiences and ideas for improvement and the way ahead! In his closing remarks, COM EUFOR highly appreciated the participant's eagerness regarding the conference topic as an essential element towards improvement in the security sector. "You are the catalysts of change that will ensure the continued improvement in gender equality throughout BiH institutions", the Commander emphasized.

According to Ms Nikolina Marceta, the initiator of the conference and EUFOR's Gender Advisor, the event has been very useful and informative. "Bearing in mind that those individuals are located all over BiH, they highly appreciated the possibility to get together and discuss the challenges that are placed ahead of them.

All participants have rendered the conclusion that significant progress regarding the inclusion of gender in the security sector of BiH has been made, despite the fact that serious work still needs to be done. I believe all participants strongly acknowledged the importance of the inclusion of gender in the security sector of BiH".

Head of UN Women in BiH meets the Commander of EUFOR

On 18 November 2013, Anne-Marie Esper Larsen, the newly appointed representative of the United Nations Agency for gender equality and for women empowerment in Bosnia and Herzegovina (UN Women in BiH), met with the Commander of EUFOR, Major General Dieter Heidecker, at the EUFOR Headquarters in Camp Butmir.

The UN and EUFOR share the same goal when it comes to improving the position of women in the area of peace and security in accordance with UN Security Council Resolution (UNSCR) 1325. UNSCR 1325 and subsequent resolutions reaffirm the important and indispensable role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, and post-conflict reconstruction. These resolutions also underline the importance of women's equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

Ms. Anne-Marie Esper Larsen, the former Danish Ambassador to Morocco and Danish Ambassador for Gender Equality, praised both EUFOR and in particular General Heidecker for the strong commitment to the promotion of gender equality recently reflected during the joint EUFOR and PSOTC Gender Conference. This conference offered the opportunity for the professionals and students to establish networks and exchange valuable ideas and knowledge. Ms. Esper Larsen further stated that besides the struggle for gender mainstreaming, there must also be a focus on the economic empowerment of women and thus strengthen the overall position of women in BiH.

There are two main UN gen-

der projects currently underway in BiH, Gender Responsible Budgeting (GRB) and the implementation of UNSCR 1325. BiH, as a signatory of UN Resolution 1325 has an obligation to implement the Action Plan for its implementation. In this regard, a Memorandum of Understanding was signed between the Coordination Board monitoring the implementation of the Action Plan for the Implementation in Bosnia and Herzegovina and thirteen non-governmental organizations on 29 October 2013.



BiH now has a platform for cooperation, consultation, coordination and information exchange between key government institutions and NGOs that work on peace and security related issues. The non-governmental sector plays a key role in the implementation of women rights in the peace and security sector and this is the first time that a model of this kind has been established in Bosnia and Herzegovina.

COM EUFOR agreed that the female factor is essential for effective peace building and security, as is demonstrated within the EUFOR military and civilian structure. He said: "Information sharing and cooperation amongst the various International Community agencies, including EUFOR, is essential to ensure a comprehensive and achievable plan can be realized."

Hungarian Minister of Defence visits EUFOR

On 12 December 2013 Dr. Csaba HENDE, the Minister of Defence of Hungary, accompanied by members of the Hungarian Ministry of Defence led by Brigadier General Zoltán MIHÓCZA, Deputy Chief of Staff (DCOS), Joint Forces Command Hungarian Defence Forces, visited EUFOR HQ at Camp BUTMIR in SARAJEVO. The minister was first welcomed by the Hungarian Senior National Representative (SNR) and Chief of Staff EUFOR, Brigadier General József SZPISJÁK, the Deputy Hungarian SNR, Colonel Ferenc FARKAS, and the Hungarian Contingent Commander, Lieutenant Colonel Gabor BARTOK. Brigadier General Szpisják briefed the Minister on the latest activities of EUFOR, particularly with respect to capacity building and training activities, but also on the developments regarding joint training exercises conducted between the Multi-National Battalion, currently consisting of one Hungarian and one Turkish Infantry Company, and the Armed Forces of Bosnia and Herzegovina.

Minister Hende was then met with a guard of honour in front of the EUFOR HQ building prior to his Office Call with the Commander (COM) EUFOR, Major General Dieter Heidecker. COM EUFOR briefed the Minister on current EUFOR activities and the ongoing contribution of the Hungarian contingent and General Heidecker took the opportunity to praise the high standard of the Hungarian officers



and troops participating in Operation ALTHEA. The wide ranging discussion focused primarily on present and future EUFOR activities, the current security situation within BiH and recent activities sponsored by EUFOR.

The office call was followed by an official lunch with the Hungarian Contingent and a Military Technical and Tactical Demonstration by the Hungarian troops, before Dr. Hende had to leave for an Office Call with the Commander of NATO Headquarters Sarajevo (NHQSa), Brigadier General Merle HART. Before departing for his next destination PRIŠTINA, the

visiting delegation took the chance to have a short meeting with all the Hungarian military personnel in order to exchange their views and impressions regarding Op ALTHEA.

Hungary has a long-term commitment to Op ALTHEA and is maintaining a solid presence in this EU-led military operation in Bosnia-Herzegovina. According to Defence Minister Csaba Hende, Hungary will remain committed as long as is necessary. With its contingent of presently more than 160 troops, Hungary is making the third largest contribution to ALTHEA. Hungarian officers fill several



high positions in ALTHEA and above this the position of the Chief of Staff. Apart from troops stationed in the theatre, Hungary is also providing reserve (over-the-horizon) forces in a rotational EU military scheme.

Austrian Federal President visits EUFOR



On the morning of 30 October 2013, the Austrian Federal President, His Excellency Dr Heinz Fischer, arrived in Bosnia and Herzegovina (BiH) for an official visit on board a military aircraft C-130 Hercules at Sarajevo International Airport. The Austrian President was accompanied by a delegation headed by Austria's Minister of Defence and Sports, Gerald Klug, and including Lieutenant General Bernhard Bair, Deputy Chief of General Staff and Brigadier General Dr. Johann Frank, Head of Division for Security Political Analysis.

Following a warm welcome from the Austrian Ambassador in BiH, H.E. Martin Pammer, the President and his party paid a visit to Camp BUTMIR, the Headquarters of the EU Force (EUFOR) in BiH, where they were welcomed by Commander

EUFOR Major General Dieter Heidecker.

During an office call, COM EUFOR briefed President Fischer on the current situation in BiH and presented the tasks of EUFOR, including its Capacity Building and Training activities with the Armed Forces of BiH (AF BiH). General Heidecker thanked the President for the outstanding support to the mission. At present, Austria contributes approximately 200 troops to EUFOR, serving within the Headquarters, the Liaison and Observation Team (LOT) Houses in

BRCKO, BRATUNAC and TUZLA, the HQ of the Multinational Battalion (MNBN) and providing pilots and helicopters for the aerial support.

In his address to the troops, Dr Fischer stated that Austria's military contribution in BiH can be assessed favourably, before participating in a national reception where he thanked the soldiers for their "peace-keeping and humanitarian services" in the framework of the mission for the European Union.

During his one-day trip to BiH,

Federal President Heinz Fischer also paid a visit to the national theatre where he was presented with the Bosnian "Isa-beg-Ishakovic" award by Amel Suljović, the founder and president of the Association for the Protection of Culture and Cultural Heritage "Klepsidra".



EUFOR Capacity Building and Training activities remain our main focus



On 26 November 2013 an Assessment Conference to review the Capacity Building and Training (CB&T) programme which EUFOR provides to the Armed Forces of BiH (AF BiH) took place at Camp BUTMIR. The aim of the conference was to review CB&T activities and assess the future needs to increase the efficiency and effectiveness of the EUFOR training programme. Training support given to the AF BiH includes the training of instructors, advice, mentoring and monitoring of their activities conducted by Mobile Training Teams (MTT), Mentoring Monitoring Teams (MMT) and Embedded Advisory Teams.

COM EUFOR, Major General Dieter Heidecker, opened the conference that was a result of the UN Security Council Resolution 2123 adopted two weeks earlier, extending the EUFOR executive mandate for another 12 months until 15 November 2014. General Heidecker emphasized that EUFOR's main focus remains on Capacity Building and Training activities in or-

der to support the development of professional and capable Armed Forces of BiH. He also stated that EUFOR Operational Commander, General Sir Richard Shirreff, underlined when he visited BiH in October this year that EUFOR remained committed to further strengthening the AF BiH by increasing support to CB&T measures. EUFOR will work together with NATO to ensure that the AF BiH benefit fully from both NATO and EU efforts.

EUFOR has during the last few years shifted focus from individual and collective training to mentoring and monitoring the training system of the AF BiH. General Heidecker concluded his remarks by expressing his strong belief that EUFOR is heading in the right direction by developing the AF BiH training capacity to international standards and increasing their capability of participating in Euro-Atlantic structures and by developing a self-sustainable training system for the AF BiH.





Lessons Learned Seminar in AF BiH Barracks in Capljina

On 5 December 2013, the Lessons Learned Embedded Advisory Team (LL EAT) Joint Staff AF BiH conducted a one day seminar concerning NATO Lessons Learned System with the 4th Infantry Brigade AF BiH in Capljina. The Seminar was provided by LL EAT members LTC Slawomir CIESLEWICZ, CDR Jaroslaw KEPLIN, interpreter Mrs. Durdica IVKOVIC and LL Joint Staff AF BiH POC CPT Zeljko CVIJANOVIC.

There were sixteen students at the seminar from the AF BiH 'Lessons Learned' team. This was the last seminar of five which were planned for this year and knowledge captured from these seminars will be very useful for the next level of training which will be a practical workshop. During the meeting with AF BiH students and representatives of LL EAT shared their experiences and discussed their thought and decision-making processes, proving the effectiveness of the LL System.

It was emphasized that all within the organization

must be engaged in the LL process for this to work and that the results of this process will be improvements to training, organizational practices, operational practices and the procurement of higher quality of equipment and weapon systems. There were a lot of questions from all sides during the seminar and this highlights the crucial importance of knowledge transfer, sharing of best practices and of the commitment of AF BiH to implement an LL system in their own army. As with most training, the best way to learn this was to practice the methods and processes. Experiential learning, or 'learning by doing', is the best way to understand the LL process, and to improve the practical skills of the learners.

During the exercises participants identified areas for improvement and good practice using, among other things, brainstorming techniques to create similarities diagrams and/or cause-effect diagrams, depending on the topic. Finally, training feedback surveys conducted after each seminar showed that the training was very good and met the expectations of the participants. Overall, this training is the result of our experience with conducting training at the strategic, operational and tactical level; and, of course, to meet the identified needs of AF BiH.

By OF-4 Slawomir Cieslewicz

Table Tennis weekend at Camp BUTMIR

On Saturday 19th and Sunday 20th October 2013 a table tennis tournament was held at Camp BUTMIR. The tournament had both singles and doubles competitions, and was organized by HQ CMDT MWA, and brought together twenty three singles and nine doubles from eight different countries. It was held in a competitive but friendly atmosphere with participants competing in some interesting and exciting games. In addition to competing, this event gave participants the opportunity to socialize in a relaxed international environment.

Afterwards, Zeljko Puljic, the gym supervisor, presented winners of each category with a trophy and medals and certificates to the runners up.



Standing – Singles

1. Alem Arnaut/BiH
2. Ilhan Unal/TUR
3. Imad Sanyora/BIH
4. Onder Ozdemir/TUR
5. Kadar Laszlo/HUN
6. Bruno Sulzbacher/AUT



Standing – Doubles

1. Bruno Sulzbacher/
Uwe Huss/AUT
2. Aradi Zsolt/
Kadar Laszlo/HUN
3. Mustafa Elikoglu/
Ilhan Unal/TUR
4. Alem Arnaut/
Imad Sanyora/BIH
5. Kamen Nenov/
Jordan Solomonov/
BGR – MKD
6. Zsolt Posze/
Adam Pentek/HUN

HQ CMTD/MWA International Badminton Tournament



A badminton tournament was the main sporting event in Camp BUTMIR on 23rd and 24th November 2013 organized by HQ CMTD MWA.

This tournament brought together the best badminton players from Camp BUTMIR, a total of nine singles and nine doubles, and after a few games it was clear that this would be an interesting and competitive tournament. All the games were fair and friendly but with a moderate dose of fighting spirit and desire for victory. Like any sporting event, this tournament gave our soldiers a chance for some good physical exercise but in a happy and stress free environment.

Tournament winners in each category were rewarded with winning trophies, with runners up receiving medals for their efforts too.

WINNERS - Singles

1. Gregor Bizjak / SVN
2. Aleš Pravdič / SVN
3. Bogdan Iorga / ROU
4. Gyovai József / HUN
5. Bartók Gabor / HUN
6. Csóti Péter / HUN

WINNERS - Doubles

1. József Szpisják/
Gregor Bizjak HUN/SVN
2. Miklósik Tamás/
Csóti Péter / HUN
3. Bartók Gábor/
Gáspár Miklós / HUN
4. Zsolt Pócze/
László Kádár / HUN
5. Aleš Pravdič/
Tone Molnar / SVN
6. Bogdan Iorga/
Daniel Iacob / ROU



What to do during your leisure time?

Even though business in a military installation like EUFOR always comes first, recreation is highly valued too. It's readily understood how important downtime and relaxation are to the soldiers, especially when they are separated from their families for quite a long time. Typical military recreation and leisure programs include everything from sporting activities and outdoor recreation to music and theater programs, arts and crafts shops, tour and travel offices, and libraries. If such activities are combined with team building and thus strengthening the relationship between colleagues and co-workers – even better.



On one such activity, members of EUFOR personnel visited the AF BiH 4th Infantry Brigade to play in the long awaited indoor football competition. The idea for this event was initiated during the last NCO day which was held at Capljina in September where the Headquarters of AF BiH 4th Infantry BDE is located.

The Commander of the 4th Brigade, Brigadier General Kolenda warmly welcomed the EUFOR team and after some warming up the tournament began. AF BiH participated with two teams from the 4th Brigade, whilst EUFOR was represented by one team. Each of the teams included one plus five player.

The games were well fought and EUFOR came second. COS EUFOR gave prizes to the best player of the games, SGT 1st class Robert Zelenika, to the best goalkeeper who was MSG Ljupko Bošković, and he also provided a football kit to the 1st placed team.

On conclusion of the very sociable event, and on behalf of the Commander of the 4th Brigade, the Chief of Staff, Colonel Nihad Klinac presented the Unit plaque to COS EUFOR, as a sign of continued friendship. The commandership between EUFOR and AF BiH is clearly demonstrated through such events. EUFOR supports the AF BiH in its continued development towards Euro-Atlantic integration through its Capacity Building and Training activities.

COS EUFOR visits AF BiH 5th Infantry Brigade



On 08 November 2013, BG József Szpisják, Chief of Staff (COS) of EUFOR visited the Armed Forces of BiH (AF BiH) 5th Infantry Brigade.

The main aim for the visit was to officially meet the Brigade Commander, Brigadier Kenan Dautović. After their meeting, the Brigade Commander introduced COS EUFOR to the Unit of his staff that provided a brief on the upcoming Exercise Dynamic Response 14-5.

Exercise Dynamic Response will include combined training between the AF BiH and EUFOR, and is part of the on-going Capacity and Building Programme (CB&T) which is one of the main focuses of the EUFOR mission.

During the visit COS was introduced to the possible training fields and areas which might be used for the Exercise. Brigadier Dautović expressed his

appreciation of the EUFOR Austrian Embedded Advisory Team which works alongside the 5th Brigade and which he considers a part of his Unit as they work so well together.



New Regimental Sergeant Major of EUFOR ALTHEA

WO I Arno Thier assumed the responsibilities of Regimental Sergeant Major EUFOR ALTHEA, Sarajevo, on 14th November 2013.

In brief, WO I Arno Thier was born in 1967 and commenced his military career in 1985 in Graz, Austria. He was commissioned as an Infantry Non Commissioned Officer in 1987. In the period 1987 to 2001, fully trained as Military Trainer for Infantry, he joined different courses which offered him the full range of NCO education and training.

He was promoted to WO II in 2001. During the period 2001 to 2003 he served in the branch of Intelligence for analyses of open sources and afterwards he served until 2006 in the Austrian Verification Division, cooperating with the OSCE. Between 2006 and 2013, he joined the Permanent Austrian Military Representation to the European Union in Brussels, and was promoted to WO I in 2011. With effect from February 2013 he joined in the J3-Section of the Joint Forces Command in Graz.

“The function of the



“The function of the Regimental Sergeant Major in an International Military Mission is for the Austrian Armed Forces completely new. We have to grow up with this function and to fulfill all duties with honor and conscientiousness...”

Regimental Sergeant Major in an International Military Mission is completely new for the Austrian Armed Forces. We have to grow up with this function and to fulfill all duties with honor and conscientiousness. I thank especially my predecessor from Luxembourg, Adjutant-Major Joseph Bredimus, for his successful accomplishments and trusting cooperation with all EUFOR ALTHEA participating states.

The range of the duties for the Regimental Sergeant Major offers a wide spectrum of cooperation in a spirit of trust and transparent communication. And this is the most important condition for being the liaison between the soldiers and COMEUFOR.

WO I Arno THIER has been married since 1992 and has two children, aged 20 years and 17 years.



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