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TRANSLATIONS ON USSR MILITARY AFFAIRS
No. 1379

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TASKS AND CAPABILITIES OF ENGINEERING OFFICERS DISCUSSED

Moscow KRASNAYA ZVEZDA in Russian 2 Jun 78 p 2

[Article by Engr-Maj Gen G. Zamyatin: "On a Broad Front"]

[Text] At reader conferences officers Ye. Tsukanov, B. Zamgiyev, V. Postnov, V. Gritsenko and others have asked that the service and labor of military engineers be treated more extensively on the pages of KRASNAYA ZVEZDA.

Meeting our readers' requests, the editors are introducing a new column entitled "Military Engineer." We invite officers, general officers and flag officers to contribute articles to this newspaper on current problems pertaining to the work style of military engineers and enhancement of their role in the campaign for excellent technical and special training of military personnel, for exemplary maintenance and operation of arms and equipment, and for continuous combat readiness of units and naval ships. Send in materials telling of engineers who are experts at their job, winners in socialist competition, and skilled indoctrinators of military personnel.

A number of shortcomings in maintenance and servicing of combat equipment were discovered during a scheduled inspection in a certain unit by specialists from higher headquarters. When the inspecting officers proceeded to classify them, they established that the majority of errors in arms care and maintenance were due to poor training of some specialists, gaps in their knowledge and practical skills. Now the chain extended to the unit deputy commander, whose job is to teach these specialists advanced techniques and methods of combat equipment servicing and maintenance and to supervise equipment maintenance and operation. How is he performing this most important duty? At first glance everything seems to be in order: they regularly hold training classes, inspections, and perform servicing and maintenance procedures at various intervals.

A detailed analysis, however, indicated that the unit deputy commander (I shall not give his name -- this officer was recently discharged into the reserves) was too attached to his accustomed but now obsolete teaching techniques as well as methods of servicing combat equipment, and yet in recent years many new developments worthy of extensive dissemination have appeared in this area. Some service officers sought to organize things as the new demands require, but the deputy commander, not wishing to have additional troubles, essentially restrained their activeness.

I shall mention for the sake of fairness that the unit commander and specialists from the combined unit headquarters staff tried to bring him around, but the requisite result was not achieved. There remained only one thing left -- to remove this officer from his position. By decision of the higher commander, party member Engr-Maj Yu. Karpov (now an engineer-lieutenant colonel) was promoted to the position of unit deputy commander for armament. Karpov had sequentially served in all engineer-technical slots. He possessed thorough knowledge of the weapons systems in the unit, the rules and procedures of their operation and maintenance, and possessed fine organizer abilities and a keen sense of the new.

How did officer Karpov begin his new job? First of all he secured precise organization of training for armament service specialists. He studied experience and know-how in excellent-rated units and adopted all the best things. Specialist pledges in socialist competition became tougher and more concrete, and pledge execution was effectively monitored.

Officer Karpov established that some subunit commanders, particularly the younger ones, recently promoted to their present position, possessed inadequate practical skills in organization of equipment preventive maintenance and routine servicing procedures. They must be taught this. The unit commanding officer gave approval to his conclusions and suggestions. Thorough preparations were made for demonstration classes, and they were conducted in an interesting and instructive manner.

Officer Karpov's authority steadily rose. The unit commander actively supported his useful innovations. Everyone who came to the commanding officer with questions pertaining to engineering-technical support, he would send to the deputy commander for armament. "Engineer-Major Karpov will settle the matter," the commanding officer would say, emphasizing his total confidence in his deputy commander. The commander did not permit one deviation from the ratified plan. He encouraged his deputy's innovative search and gave him the opportunity of more deeply feeling the entirety of responsibility for his assigned area. In all useful activities and initiatives officer Karpov was actively supported by the political section and party organizations of the subunits.

Much has now changed in the unit. Personnel are distinguished by a high level of technical and specialized proficiency. There no longer occur equipment failures due to the fault of the maintenance specialists. The unit's weapons systems are in a state of continuous readiness for combat

employment. And there is one more positive sign -- the spirit of dissatisfaction with what has been achieved and innovative quest, so characteristic of party member officer Karpov, is now characteristic of many of many of his subordinates.

The engineer in a line unit is an honored and responsible individual. He is rightly called the commander's first assistant in handling an entire complex of matters connected with the technical and specialized training of personnel and with maintaining equipment and arms in excellent condition. Successful accomplishment of these tasks presupposes extensive initiative and innovativeness on the part of the engineer.

And yet sometimes one hears the following: how can there be any talk about innovativeness in servicing and maintenance of armament when everything is spelled out in the manual? Requirements as specified in guideline documents must be unconditionally observed -- that is immutable law for us. Because a technical manual is the result of productive innovativeness on the part of hundreds and thousands of people and synthesis of scientific and practical data. But execution of the requirements of a manual or any guideline document demands not the mechanical response of memorized instructions but rather an innovative approach with initiative.

Indeed, let us take high-frequency servicing procedures. The guideline documents specify the sequence of servicing arms and the overall time for performing maintenance operations. But beyond this everything depends on the skill of the leader organizing these activities, on the initiative and technical knowledgeability of the specialists performing the various operations.

In a certain unit officer N. Sakov is known as a man who goes strictly by the book. He will permit neither himself nor his men, even in trivial matters, to depart from the demands of regulations or to violate technological discipline. But the men in the unit call Sakov an innovatively thinking engineer of initiative. He is constantly looking for new and more effective techniques and methods of equipment servicing and maintenance.

In conjunction with armament service specialists, for example, officer Sakov elaborated process-routing cards for every cabinet and unit in the system. These cards graphically portray the sequence and procedure of performing equipment tuning and adjustment operations, with specification of the quantitative and qualitative parameters, as well as listing of possible causes of malfunctions. What benefits do such cards provide? Their utilization considerably reduces the time required to train young specialists to perform equipment servicing and maintenance duties. Also errors are practically eliminated in determining parameters, which leads to improvement in quality of tuning and adjusting systems. Finally, considerable time savings is achieved in the course of equipment preventive maintenance. All this constitutes an important contribution toward increasing the unit's combat readiness.

Of course innovative search is coupled with great expenditures of labor and effort, and demands of the engineer genuine enthusiasm for his job. A cold, indifferent person cannot solve a complex innovative problem. Nor will the person who is lazy in his thinking and does not dare to pioneer achieve success.

I once happened to witness a talk between the unit service chief and one of his subordinates, an engineer-senior lieutenant. The subject under discussion was the search for an optimal solution to one of the tasks of engineering-technical support.

"If memory serves me, you wrote a senior paper on this subject at school," the service chief commented to the lieutenant. "And you received a high grade."

The lieutenant nodded.

"How about practical implementation of your conclusions?" the service chief continued.

"There would be a lot of work involved," replied the lieutenant. "Perhaps somebody else would do it...."

I sincerely feel sorry for this officer, who shuns difficult but interesting work, in which his creative potential could be fully revealed. Narrowing the sphere of his concern and interests, he is impoverishing his life, his daily labor, and is depriving himself of the joys of innovator search and discovery.

The range of activities in which the creative thinking of engineers and technicians, their innovative search can be revealed is quite broad. Included here is further development of training facilities and improvement in the method of specialist training and methods of care and maintenance of equipment and weapons. Resolution of diversified and complex problems demands uniting the creative efforts of specialists.

In a certain unit they decided to develop a new and advanced system of servicing and maintenance of an anti-aircraft missile complex. Toward this end they established a group consisting of the best innovators, including officers N. Sevast'yanov, V. Poklad, N. Korpusnoy, as well as other engineers and technicians. In collective labor and heated debates it was easier to reach the optimal solution to a given technical problem. Analysis of the large volume of statistical materials amassed in the course of the experiment produced excellent results.

Engineers and technicians with thorough ideological-theoretical and professional training and with a highly-developed sense of responsibility for the combat readiness of the subunit and unit achieved solid success in their professional activities and innovative search. Such an individual will

not ignore deficiencies in servicing and maintaining equipment, will not remain silent when a fundamental point of view must be stated, and will not avoid difficult work or the concerns of the collective. Commanders, political workers and party organizations in our leading units indoctrinate engineer-technician personnel precisely in this spirit.

The CPSU Central Committee, USSR Council of Ministers, All-Union Central Trade Union Council and Komsomol Central Committee Letter on socialist competition in 1978 states: "Comrades, let us be good managers and see how better to organize work in the new year, how to utilize reserves more fully, what each individual must do at his own work station to accomplish this...." I believe that this appeal applies both directly and indirectly to military engineers and obliges us to work even more persistently on finding and utilizing reserve potential for further increasing combat readiness.

3024

CSO: 1801

USE OF SIMULATORS IN MOTORIZED INFANTRY TRAINING ENCOURAGED

Moscow KRASNAYA ZVEZDA in Russian 4 Jun 78 p 1

[Article by Gds Lt Col G. Gurin, Red-Banner Belorussian Military District:
"Coefficient of Return"]

[Text] The men of the guards motorized rifle regiment under the command of Gds Lt Col G. Gurin achieved high results in the winter training period and began summer training in an organized manner. The regiment's success was ensured by precise organization of the training process, utilization of the recommendations of advanced methodology, and by an innovative attitude toward the job by officer personnel.

Today Gds Lt Col G. Gurin shares with the readers his thoughts on how more fully to utilize the capabilities of modern training facilities to ensure a high effectiveness of the training process.

At the beginning of the training year, analyzing the results of a number of training classes monitored by headquarters, we reached the following conclusion: some platoon leaders and company commanders are reluctant to use simulators in training their men. The conclusion disturbed us. There are many simulators of various kinds in the regiment. These are complex and expensive pieces of equipment. And yet their return is extremely modest. Why is that?

I summoned several young officers and requested that they be frank. Here is what I heard: they said that a simulator is used when training cannot be conducted on actual combat equipment. And we have plenty of field exercises. So is it worthwhile using simulators?

It was necessary to demonstrate the error of these views and to convince the erring that extensive adoption of simulators is due by no means merely to the desire to economize in use of actual equipment, although this too is important. Simulators and other technical training devices offer the skilled methods

specialist additional opportunities and make it possible to shorten specialist training time and to approach each man on a strictly individual basis.

In the course of conversations with young officers it was determined that they have much less knowledge and familiarity with the simulators than the actual combat equipment and sometimes simply cannot bring themselves to utilize the simulators.

Regimental headquarters set for itself the task of ensuring that technical teaching devices are utilized with maximum work-loading. We are approaching accomplishment of this task in a comprehensive manner, not forgetting to instill in people a favorable attitude toward adoption of progressive methods and teaching devices. These questions were examined on numerous occasions at party committee sessions and party meetings.

We were concerned, for example, by the slow improvement in performance results of driver-mechanics. The subunits were working on driving day and night, and yet effectiveness of the training sessions was poor. Staff and officers of the services made a time-and-motion study of a number of training classes and established the precise consumption of motor vehicle resource per man and time spent by each enlisted man and noncommissioned officers directly at the vehicle controls. Impressive figures were obtained. It became clear that expenditures were unproductive. Training was reminiscent of coaching for an examination, for far from every platoon leader and company commander could precisely describe the typical mistakes made by a given individual. And it is by no means easy to record them out on the road. But everything is made easier if simulators are utilized.

We conducted a number of demonstration classes on simulators. They were prepared by experienced methods specialists Gds Maj Ye. Chizhevskiy and Gds Capt Ye. Gelyukh. Then headquarters tested all officers on their knowledge of the simulators and the principles of their utilization. Intensiveness of activities on simulator devices increased sharply. The obtained results were discussed at a special methods conference, in which all regiment officers and warrant officers participated. The conclusions were reflected in special supplements to methods manuals on organization and conduct of training classes with utilization of simulators.

Subsequently considerably greater attention was also devoted in officer socialist competition to questions pertaining to mastering technical teaching devices.

Work was conducted at approximately the same level on more extensive utilization of simulators for improving personnel fire proficiency. And once again this produced not only considerable savings in ammunition and time but also accelerated the training of gunners and helped officers spot and correct their mistakes faster.

Extensive employment of technical teaching devices made classes more intensive and dynamic, permeated by a spirit of competition. This is natural.

Our firing exercises are always conducted in a complex tactical situation, with utilization of three or more target layouts, and up to the last minute the trainees do not know which variant they will encounter. The more complex a training session is, the more interesting it is and the more perceptible its contribution to combat readiness.

Technical teaching devices at comprehensive training exercises are particularly effective. In the company under the command of Gds Capt A. Kalashnikov, for example, at each such session the men drill at more than 10 training positions. Driver-mechanics practice on a film-projector simulator. Operators and combat vehicle commanders improve their skills with the aid of a firing simulator fabricated by efficiency innovators in the unit. Machine-gunners, submachine gunners and grenadiers work on problems connected with actions in special conditions: on forest terrain, on swampy terrain, and in built-up areas. Their actions are monitored with the aid of instruments. Drill stations are rotated without prior warning to the trainees. Vehicles travel a monitored route, where results are also recorded. In short, intensity and efficiency of comprehensive drills in the field have increased substantially since technical teaching devices have been added.

Increasing the coefficient of return on training facilities of course is only one way to improve the training process. We are endeavoring to ensure that reserve potential is utilized in all other areas in just as businesslike a manner. Herein lies a guarantee of successfully accomplishing the tough summer training schedules and meeting socialist pledges.

3024

CSO: 1801

SHORTCOMINGS IN TROOP INDOCTRINATION PROCEDURES NOTED

Moscow KRASNAYA ZVEZDA in Russian 6 Jun 78 p 2

[Article by Col Ye. Babynin: "No, This 'Genre' Is Not Easy"]

[Text] Gds Capt V. Kosmachev gazed sternly at his men.

"Yesterday," he continued, "you were working on a transmission right up to dinner.... How much time does the performance standard specify?"

The officer turned toward the individual who had displayed slowness. The latter named a figure.

The guards captain then discussed yesterday's violations of procedure laid down by regulations on the part of some of the men. The guilty parties stood up and, their heads lowered, listened to their commanding officer's remarks....

What is this -- a business meeting, a meeting of personnel, totaling of performance results? It is not. According to the day's schedule, a political information session was being held in the subunit, entitled "Meeting Socialist Pledges Is the Duty of Every Serviceman." One can conclude from the proceedings that the officer came clearly unprepared to speak to the men. The political information session consisted of specific exhortations and admonitions far from the stated topic.

And yet in this instance the men, as one could easily see, were insufficiently informed on current, the most significant events taking place in this country and abroad. In the discussion they dealt with information which was three and four days old. As it turns out, their radio network has been out of operation for several days now, and newspapers arrive with delay. Let us assume that this is due to certain objective causes. But nevertheless the commander, political worker and party organization should have given some thought to filling in this blank spot with a good political information session. For some reason the officer utilized his assigned time for different things, dealing with matters which, although important, are more appropriate for discussion at a personnel meeting.

In another subunit Gds Sr Lt Yu. Boloban presented a political information session. He presented an international survey, according to his own definition. Just as in the neighboring subunit, the lieutenant had at hand neither lecture outline, nor plan, nor even a newspaper. But he performed resolutely, "reviewing" the domestic political situation in 12 different countries at once! It is unlikely that his audience was enriched with new information on international affairs. In addition, Comrade Boloban made inaccurate statements and errors in his statements on world events.

The above facts make one think that some individuals, who are instructed to present political information sessions for personnel, consider this to be a very simple affair. They are of the opinion that these activities can be conducted without serious preparation.

But it is not so simple. A political information topic cannot be overpowered with a sudden attack. The audience immediately becomes aware of the uncertainty of the speaker, who is attempting to assess events "on the fly," relying solely on his memory. It is not surprising that the subordinates of that same Gds Sr Lt Yu. Boloban were dissatisfied with his review, for the political speaker added nothing new to their knowledge. They want to see in an officer first and foremost a person who is highly knowledgeable on current events, an experienced counsellor, who is able to reflect together with them on what is taking place at home and abroad and on those things which concern everybody.

The fact that some comrades consider political information lectures to be an "easy genre" is due not only to overrating of their knowledge and ability. Most frequently such an attitude develops wherever supervision of this important sector of agitation-propaganda work weakens. Let us return to Gds Sr Lt Yu. Boloban. As it turns out, he simply did not know the topic of the forthcoming political information session, although there is a book of party-political work schedules. It even provides for the signature of an officer, attesting to the fact that he is acquainted with the schedule. But in actual fact this rule is frequently ignored. I believe that it is not mere happenstance that the battalion deputy commander for political affairs, Gds Maj A. Fedotov, also failed to take a look at the book, although it would have not hurt at all for him to speak in advance to the officers who were scheduled to lecture to the men in order to determine whether they were prepared and to give them counsel.

That kind of attitude toward this responsible business was also encountered in other units. On one occasion I looked into the holding of political information sessions for the tank crews of a certain unit. In one instance the officer simply read to his men out of a newspaper, every so often commenting on what he had read. In another instance the political information session was on a topic far from that specified in the schedule, and in content it was totally unsuited for the given audience. In still another instance no political information session at all was held. Who was supposed to conduct it? We looked into the book of orders: "Capt V. Starchilo." The most surprising thing was that the captain was right there, in the barracks. "I forgot," he calmly acknowledged. Or perhaps more accurately, he had never known.

"I did not expect such an awkward situation. I was sure that everything was normal," lamented the regiment deputy commander for political affairs following our joint tour of the subunits. His chagrin was of course understandable, but there was nobody he could blame.

Every day brings us news of events taking place throughout the world. Many of them are joyous: successes of the Soviet people in building communism, meeting the targets of the five-year plan, and news of achievements of the toilers of the nations of the world socialist community. But there is also much troubling news -- on unceasing intrigues by the imperialists and attempts to disrupt the process of détente and once again to heat up the international atmosphere. All this information should be rapidly communicated to the men. And not simply communicated but accompanied by appropriate explanations. One should not only add to the men's knowledge but also shape their consciousness and views. And in the final analysis the objective is to educate political vigilance, the ability from a class position to evaluate complex events and phenomena of the present day. Political information sessions are one of the most important paths of indoctrinational influence on personnel, requiring a most serious attitude and persistent labor on the part of those involved in the job of informing military personnel of political events.

In preparing this article I met many officers whose agitation-propaganda work merits deep respect, and I saw with what a high degree of responsibility they approach each lecture. I shall not mention those comrades who possess considerable experience. I liked, for example, the way Lt A. Ushkov, a young political worker in a signal subunit, holds political information sessions. The men listen to his lectures with great interest. They are always up-to-date, and the presented facts are skillfully and appropriately selected. The officer also takes into consideration the fact that the noncommissioned officers and enlisted men have already heard the latest news on the radio, and therefore he structures his information in such a manner as to assist the audience in more deeply comprehending what they have heard, to link it with the missions performed by the military collective.

"I had to write several pages of notes," stated Aleksandr Ushkov, displaying his lecture outline. "Of course I did not read to the men, but merely took figures from it. But work on a lecture outline is a kind of rehearsal...."

Lieutenant Ushkov acknowledged that he owed a great deal to political worker Capt A. Barsukov: the latter had helped him master the difficult skill of oral presentation. The atmosphere in the subunit also fosters a serious attitude by political information lecturers toward their duties. Special classes are held for officers, and adherence to the schedule is strictly monitored. A rather critical discussion was held on the quality of political information lectures at a party bureau session and at a party meeting. Political information sessions in this unit supplement the entire complex of measures on ideological indoctrination of the men.

More than a year has passed since publication of the CPSU Central Committee decree entitled "On Increasing the Role of Oral Political Agitation in Implementing the Resolutions of the 25th CPSU Congress," which instructed party organizations to improve all forms of propaganda including political information lectures. Many necessary measures have been taken to make regular discussions with military audiences on current events lively, interesting and effective. As we see, however, not everywhere have they approached this matter with a strong feeling of responsibility. Much remains to be done in order to raise the political information lecture to the level of the party's demands.

3024

CEO: 1801

INFORMATION ON ELIGIBILITY FOR NEW SERVICE MEDAL

Moscow KRASNAYA ZVEZDA in Russian 6 Jun 78 p 4

[Interview with Maj Gen O. S. Kupriyanov, official in the Main Personnel Directorate of the USSR Ministry of Defense, by editors of KRASNAYA ZVEZDA: "On the Procedure of Awarding the '60th Anniversary of the USSR Armed Forces' Jubilee Medal"]

[Text] KRASNAYA ZVEZDA readers A. Nikolayev, I. Illarionov, P. Logachev, V. Mukhin, N. Korolev and many others have asked us to discuss who is eligible for the "60th Anniversary of the USSR Armed Forces" jubilee medal and what procedure has been established for awarding this medal.

The editors asked Maj Gen O. S. Kurpiyanov, an official in the Main Personnel Directorate of the USSR Ministry of Defense, to answer the readers' questions.

[Question] Who is eligible for the "60th Anniversary of the USSR Armed Forces" jubilee medal?

[Answer] Personnel eligible for the "60th Anniversary of the USSR Armed Forces" medal include general officers, flag officers, officers, warrant officers, and extended-service personnel as of 23 February 1978 in active military service in the Soviet Army, Navy, USSR Ministry of Internal Affairs troops, border troops and personnel of the Committee of State Security under the USSR Council of Ministers. This medal shall also be awarded to former Red Guardsmen and military personnel who took part in combat in defense of the Soviet homeland in the ranks of the USSR Armed Forces, as well as partisans in the civil war and the Great Patriotic War.

[Question] Will this medal be awarded to persons who served for an extended period of time in the USSR Armed Forces but who did not participate in combat operations in defense of the USSR?

[Answer] Yes, but only under the condition that they served in the Soviet Army, Navy, USSR Ministry of Internal Affairs troops, border troops and KGB

personnel for 20 calendar years or more, or who were awarded during their active military service, regardless of its duration, decorations of the USSR or the following medals: Ushakov; "For Valor"; "For Combat Services"; "For Distinction in Guarding the Borders of the USSR"; Nakhimov; "For Excellence in Military Service."

[Question] Can this medal be awarded to persons who were not military personnel but who took part in the Great Patriotic War of 1941-1945 in the regular army?

[Answer] No. As already stated, the medal is awarded only to those participants in combat operations in defense of the Soviet homeland who were military personnel or partisans.

[Question] Where can one determine whether a given military unit, the personnel of which took part in combat operations in defense of the Soviet homeland, was an element of the army in the field?

[Answer] In each individual case one must contact oblast and city military commissariats.

[Question] What is the procedure of awarding the "60th Anniversary of the USSR Armed Forces" jubilee medal?

[Answer] Pursuant to the Statute on the "60th Anniversary of the USSR Armed Forces" jubilee medal, it shall be awarded on behalf of the Presidium of the USSR Supreme Soviet. Military personnel shall be awarded the medal by the commanders of military units and combined units, by the chiefs of establishments and commanding officers of military educational institutions. Persons who are no longer in the USSR Armed Forces shall be awarded the medal by the military commissariats of union and autonomous republics, kray, oblast, district, city and rayon military commissariats. The medal shall be awarded on the basis of lists of eligible persons. The lists of military personnel to be awarded this medal will appear in orders issued by the commanding officers of military units, combined units, chiefs of establishments and commanding officers of military educational institutions. Lists of persons to receive this medal who are not in active military service shall be drawn up and approved by military commissars at the place of employment of the eligible persons, and for eligible persons who are not employed -- at their place of residence. Inclusion on the lists of eligible persons shall be based on documents (military cards, Red-Army booklets, file documents, government decoration award books, medal certificates, etc), confirming service in Red Guard detachments, participation in combat operations in the ranks of the USSR Armed Forces, in the partisan movement, 20 years or more of service in the USSR Armed Forces, award while in active military service of USSR decorations or medals specified in the Statute.

[Question] When is the "60th Anniversary of the USSR Armed Forces" jubilee medal to be awarded to persons not in active military service?

[Answer] Military commissariats and other agencies will be doing a great deal of work involving making up lists of eligible persons, receiving medals and filling out medal certification forms, organization of medal presentation in a festive atmosphere in labor collectives and military commissariats. In connection with this, awarding of the "60th Anniversary of the USSR Armed Forces" jubilee medal is scheduled for completion in the first half of 1979.

3024

CSO: 1801

TANK GUNNERY TRAINING METHODS DESCRIBED

Moscow KRASNAYA ZVEZDA in Russian 7 Jun 78 p 1

[Article by tank battalion commander Gds Maj M. Fabritsiy, Group of Soviet Forces in Germany: "On the First Round"]

[Text] Modern combat imposes high demands on fire training of troops. The importance of the first round increases particularly in combat against a strong, well-equipped adversary. To act before the adversary does, to hit the target with the first burst, first round or missile means victory.

Firing a standard projectile is always an exciting event for a commander. The proficiency of his men is genuinely tested during such a firing. And the commander himself at such times has the opportunity to see in a practical manner how correct is the selected method of training his men and whether he has fully succeeded in utilizing available reserve potential and the force of competition.

The last rounds have been fired and results determined. More than half of the gunners received an excellent mark. A fine result. We were particularly pleased by the fact that the overwhelming majority of officers, tank commanders and gunners hit the tank gun targets with the first round. We presently are endeavoring to achieve such a level of skill on the part of all our specialists.

When I was a platoon leader, and later a company commander, I at first assumed that accuracy of fire from a tank gun depends only on the gunner. I later learned that everybody in the tank's fighting compartment must possess a great many skills and considerable knowledge, without which marksman-accuracy fire is inconceivable.

I shall return to the above-mentioned firing exercise. Outstanding performers included tank commander Gds Sgt K. Uzdenov. At one time he had caused us a good deal of worry. Uzdenov knew gunnery theory and met performance standards with a mark of excellent, and did a confident job behind

the gunsight. It seemed that if he were assigned a mission, nothing would remain of the target but wood chips. But at the first firing exercise the sergeant was unable to fire even a single round in the designated time. We searched a long time for the reason. It turned out that Uzdenov lacked composure. As he was loading it seemed to him that the automatic control was hesitating. His confusion lasted only a few seconds, but it was sufficient to lose sight of the pop-up target.

Suffice it to say that the interval between that firing exercise and the next one was filled with intensive drills. The commander focused his principal efforts on instilling psychological stability in his subordinate. And as we see, the gap in his training was eliminated.

This example once again attests to the fact that simplification and unnecessary relaxation of demands at training sessions are impermissible in training experts at tank gunnery. It is necessary to seek to ensure that conditions at training sessions approximate actual combat and to ensure that enlisted personnel and noncommissioned officers understand why it is necessary to hit the target with the first round. It is obviously useful to remind them that in combat against a well-armed, vigorous adversary victory will be won by he who is able to hit targets with the first projectile fired.

In the 1st Tank Company, for example, which is under the command of Gds Sr Lt N. Naumenko, gunnery with a mark exclusively of excellent has become a rule. The officers set the pace. I do not recall a single instance, for example, where Gds Sr Lt V. Kryuchkov, a platoon leader in this company, performed an exercise with a result of less than excellent. Possessing a consummate mastery of the technique of firing from a tank, the officers have the ability to transmit their secrets of skill to their subordinates. Training exercises in the company are always conducted at a high organizational level. Also notable in my opinion is the fact that tank gunnery drills, which occupy a leading position in training gunners and tank commanders, are not identical to one another; each time something new is introduced into their organization. And this increases the men's interest in the training activities and induces them to display initiative, intelligence and mutual assistance.

Since the beginning of summer training we have in particular been employing the following method of training gunners. During live-fire gunnery on the moving-target gunnery range, a gunsight simulator is set up not far from the initial position. The trainee performs under officer supervision essentially all operations as the gunner of the crew firing on the range: he determines range to targets, makes the requisite correction in the initial settings.... The practice drill ends with a detailed critique presented by an officer. The very first training drills employing this method have shown that intensiveness and effectiveness of training drills are appreciably increasing.

We also were compelled to eliminate some things. At one time officers in the battalion were trained to conduct classes at specific training stations: one, for example, would act as leader for practical firing exercises, another would work on performance standards, still another would teach accomplishment of fire tasks, etc. At first glance everything would seem to be fine: experienced specialists could transfer to trainees with the greatest completeness that which they themselves have fully mastered. But nevertheless a psychological factor is involved: some officers devoted more attention to the men in their own subunit, working with less enthusiasm with the others. It was necessary to do away with this system. Now the platoon leader sequentially trains only his own men at all training stations. This way he can better see their strong and weak points, degree of growth, and paths of individual approach.

Competition promotes learning the skill of hitting targets on the first round fired. Here we do not limit ourselves to the experience of our own battalion. More and more frequently we turn to adjacent units. I personally, for example, constantly display interest in the work of the commanding officer of the second battalion, Gds Capt G. Fastovets. Good contacts have been established between the commanders of our battalions' two companies, Gds Sr Lts N. Naumenko and N. Tsuprunov. Together they analyze firing results, determine the best marksmen, and arrange for them to address their comrades in arms. Within the battalion as well as there is continuing a campaign to achieve optimal results in fire training.

Competition to master the art of accurate fire with a tank gun provided an impetus toward activation of additional forms of training. We regularly hold classes in a fire study group. The activities of this group are directed by battalion executive officer Gds Maj E. Boyko. They hold quiz games and conduct exchange of know-how by the best gunners. We seek to get the men interested, to evoke in them a desire for constant improvement of skills.

Combat experience is an important help in commander training and indoctrination work. The personnel of our Ural-L'vov Volunteer Guards Tank Division imeni Mar SU R. Ya. Malinovskiy fought bravely against the Nazi invaders. There were engagements when, due to the situation, the tank crews, facing superior odds, smashed the enemy not with numbers but with skill, as they say. Our men also strive to achieve such skill. We maintain close contact with former regimental commander M. G. Fomichev, twice Hero of the Soviet Union and presently a lieutenant general tank troops, retired.

The summer period of training, filled with exercises and live-fire activities, opens up new opportunities for further improving the fire proficiency of tankmen. To utilize these opportunities maximally means to raise the battalion's combat readiness to a new and higher level.

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CARPATHIAN MILITARY DISTRICT COMMANDER ON TRAINING RESULTS.

Moscow KRASNAYA ZVEZDA in Russian 7 Jun 78 p 2

[Article by Army Gen V. Varennikov, Commanding General, Red-Banner Carpathian Military District: "In the Interest of Combat Readiness"]

[Text] Atatactical exercise the tank battalion under the command of Capt G. Il'yankenko faced a difficult test. The situation was complex, and in addition it had been raining heavily for several days in a row. The roads were washed out. The tank crews were compelled to operate under these conditions in executing marches of many kilometers, attacking without a halt in attack position, seizing important positions and shifting to the defense, prepared to repel superior "aggressor" forces. At all stages of the exercise personnel, displaying organization and smoothness, confidently performed their assigned missions. And this is not mere happenstance. The men of the battalion, in addition to other positive qualities, possess a high level of physical conditioning.

"The Soviet Armed Forces are not only a school of combat skill but also a fine school of ideological and physical conditioning, discipline and organization," emphasized USSR Minister of Defense Mar SU D. F. Ustinov at an official meeting dedicated to the 60th anniversary of the Soviet Army and Navy.

These words are confirmed by life itself. Analysis of the success achieved by the winning units in socialist competition in the Carpathian Military District eloquently attests to the fact that the level of physical conditioning of personnel determines in large measure the state of the men's preparedness in all other areas of training, and consequently the state of combat readiness of subunits and units.

Our commanders, political agencies, staffs, party and Komsomol organizations began devoting constant attention to physical training of personnel. They seek to ensure that each and every man has a constant physical work load, takes active part in all sports activities, participates in socialist competition, having determined for himself concrete goals in meeting the performance standards of the Military Sports Complex and athletic performance categories. A critical analysis of the process of physical training for the troops of this district makes it possible efficiently to reveal shortcomings and to take measures aimed at increasing the effectiveness of conducted measures.

All this promotes the creation of a favorable moral and psychological climate in military collectives, strengthening of discipline, organization, and achievement of successes in combat training and athletics.

Last year our district took first place in the Armed Forces championships on the basis of the performances of our teams in various sports. In 1977 we produced 11 masters of sport international class, and 44 masters of sport. Almost all personnel became Military Sports Complex badgeholders and met category performance standards, and there was an increase in the number of category-rated athletes in the military applied sports.

This is characteristic, for example, of the unit where Capt P. Chernogorets is in charge of physical training. They do not permit the process of physical training of personnel to depart from the demands of daily combat training and endeavor to arrange classes in such a manner that combat and physical training items are worked on in a coordinated manner. For example, Sr Lt V. Topchiyev and E. Petlyas, preparing to take to the field, elaborate diversified scenarios for testing the physical activeness and psychological stability of the men and seek to ensure that these scenarios correspond to the complex situations which may suddenly and unexpectedly arise in the dynamics of mock combat.

In this unit the officers will not commence training on combat equipment if personnel have not been tested on a number of performance standards, including that pertaining to the crew mounting a tank. Travel to firing ranges, training center, and tank park is as a rule combined with accelerated movement and negotiating various obstacles. Time allocated for morning physical training is utilized efficiently.

Many edifying things can be seen in other units and subunits in the district. The unit in which Capt S. Sergeyev serves as a member of the sports committee achieves substantial results in sports year after year. The officers are particularly successful in sports; many of them are first or second category athletes and fine methods specialists.

Also noteworthy of many units in the district is the fact that recently commanders of various echelons and physical training specialists have begun working in closer contact with each other. They jointly elaborate complexes of exercises for the men of various military occupational specialties and build the requisite simulators for physical and psychological conditioning of the men. Commanders and political workers, staff officers, party and Komsomol organizations devote special attention to development of the mass sports. The role of subunit sports organizers in the district has been enhanced, and the know-how of the best athletes is disseminated. In short we support those who display initiative and innovativeness in work on physical conditioning of personnel. At the same time we subject to criticism those who display formalism and routinism in this essential work.

A high-principled discussion was recently held at a conference of the district's sports activists, where principal attention was focused on the causes of deficiencies. And there are many. For example, there are subunits where classes are held on a low methodological and organizational level, with sometimes one and the same activity in class schedules: either only gymnastics or only running, with no work on techniques of negotiating obstacles, attack and self-defense techniques.

One of the reasons for these shortcomings is that not all commanders are fully aware of the importance of physical development of military personnel in the overall system of maintaining continuous combat readiness. There are, unfortunately, officers who reason approximately as follows: weapons and equipment are continuously being improved, and automatic control is being increasingly extensively employed: consequently man is expending less physical effort for equipment control. Therefore why is constant physical training necessary? The erroneous nature of such reasoning is obvious. It is particularly apparent to us war veterans how, simultaneously with improvement of weapons and equipment, there is occurring increasing complexity of the tasks which military personnel must perform in the course of combat training, stress loads on the human organism are increasing, and consequently demands on man's physical and psychological training are also increasing. This was clearly observed at the "Carpathians" exercise. In this exercise the men participated in combat operations which required, in addition to other qualities and skills, enormous physical exertion.

It is not surprising that the following slogan is now quite widespread in the district: "Each man an athlete, and each athlete an excellent-rated performer!" In those subunits where the enlisted personnel and noncommissioned officers achieve good, stable athletic performances, they achieve greater success in other areas of training, and as a rule discipline is stronger and organization more precise.

An example of this is the personnel of the motorized rifle regiment which initiated socialist competition in the Ground Forces. Regular activities promote the harmonious development of each man and the forming of a strong, efficient collective.

As already stated, much reserve potential for increasing the physical conditioning of military personnel in this district is not being utilized. In some places sports committees have not become in the full sense of the word fighting agencies in supervision of sports activities. For example, what kind of leadership role can the sports committee headed by Lt Col S. Popenko have if in some subunits mass activities are not being held and sports holidays are conducted on a low organizational level? There are still officers in this district who believe that sports are a burden. Incidentally, they themselves prefer to keep their distance from athletic facilities. It is not mere happenstance that at military triathlon competitions recently held in the district not one of the members of this unit's team had even met the performance standard. Teams were also poorly prepared in other sports.

course much here depends on the officers, on awareness by each of his responsibility for performing his assigned duties. An officer should also independently increase his professional knowledge and acquire experience in planning and intelligent conduct of training classes with personnel. But the desired situation is not always achieved. In large measure we also blame the service schools for this deficiency. Unfortunately far from all graduates are well prepared physically and methodologically.

Qualitative indices in physical training and sports activities are determined by many factors, including facilities. For example, the countenance of the sports facilities of motorized rifle and tank subunits has qualitatively changed, caused by new equipment becoming operational. Now alongside gymnastic apparatus they have set up (lopingi), swings, and rotating wheels, requisite for training the vestibular mechanism.

At the same time there are problems, the solving of which depends not only on the attitude toward physical conditioning by military personnel directly in the units and subunits. What I am talking about is training of young civilians for service in the Armed Forces. The foundation of physical training of the younger generation should be laid down primarily in the general-curriculum schools and vocational schools. Some educational institutions, however, do not yet possess all the requisite conditions for this, as well as adequate training facilities. Our district headquarters, devoting attention to assisting civilian organizations in working with young people at their schools, drew up standard plans for sports facilities for schools, including vocational schools. Such sports centers are presently being built in a number of towns with the direct participation of military units. But this work is proceeding at an inadequate pace.

Obviously physical education at schools and vocational schools (beginning with training of physical education teachers and establishment of requisite facilities), and at enterprises where many young people work should be improved. Also required is improvement in the work of DOSAAF committees and military commissariats, which frequently put together their reports on sports achievements by utilizing, unfortunately, nonauthoritative documents. The effort to obtain a high percentage of Prepared for Labor and Defense badgeholders, and category-rated athletes among induction-age young people, without considering their actual state of preparedness, has nothing in common with concern for the comprehensive, including physical, development of tomorrow's soldiers. It still frequently happens that boys entering military service, who are category-rated athletes and Prepared for Labor and Defense badgeholders, cannot perform even the most elementary exercises.

We must remember that a high level of Armed Forces combat readiness is determined not only by comprehensive conditioning of those who have today been entrusted to guard with weapon in hand the sacred borders of the homeland but also by the level of preparedness of the young men who tomorrow will relieve them, taking their place in military ranks.

IMPORTANCE OF TACT IN PERSONAL RELATIONSHIPS DISCUSSED

Moscow KRASNAYA ZVEZDA in Russian 9 Jun 78 p 2

[Article by Lt Gen Arty M. Kolomiyets, Hero of Socialist Labor: "Tact Is No Trivial Matter"]

[Text] Cadets enrolled at a military higher educational institution who were doing a tour of duty in line units very much liked one of the subunit commanders -- a young, energetic captain. He had a master proficiency rating and skillfully directed the command post team. The students admired his efficiency, his high degree of professional training, and his erudition. Only one thing bothered them: the captain used the familiar form of address with his subordinates. "Here as well," school instructor Col N. Andreyev related to me, "the views of the students differed." "Does the captain not realize that his use of the familiar term in addressing others is one-sided, and therefore unequal?" some asked. Others defended the captain, stating that in a complex, tense situation there is no place for refined politeness.

This discussion, which arose among future officers who were putting the knowledge they had received at school to analysis of a concrete situation which they had encountered, is in my opinion no idle conversation.

The Internal Service Regulations of the USSR Armed Forces state that military personnel shall observe politeness and self-restraint in relations with one another. In matters pertaining to military service they should address one another with the polite form. As we see, emphasis is on matters pertaining to military service. Does this mean that when off duty military personnel may use the familiar form of address with one another? Of course.

It frequently happens that a superior and his subordinate are good friends. Their friendship formed when they were sitting together in a classroom at a service school or academy, or when they were serving in units in equal positions. Their military service position changed, but the good feelings of friendship and mutual respect naturally were preserved. Meeting off duty, they naturally use the familiar form of address with one another.

The question on which there was disagreement among the cadets applies to the category of behavior of military personnel, their politeness, tact, and self-restraint. And of course here too special demands are imposed on commanders. They indoctrinate their subordinates not only by word, command and order, but also by personal example, by their attitude toward others and toward the assigned task.

I recall the war years. It was 1944. The rocket launcher regiment which I was commanding at that time was supporting the combat operations of the 48th Army. I frequently would meet the commanding general, Col Gen P. Romanenko, and see him in the most complex combat situations. The general was extremely strict and demanding, and nobody expected special easy treatment from him. But in exacting demands, with every word and gesture he manifested respect toward his subordinate and confidence in his intellect, will and ability successfully to accomplish the assigned mission. The commanding general had the ability to win people over, to evoke frankness and to give good advice. And we unit commanders learned from him demandingness and at the same time simplicity and approachability, tact and humanity.

I shall never forget the following incident. Once during a period of relative quiet, our regimental cook, a real expert at his job, prepared Siberian meat dumplings for supper. At this time we were visited by Colonel General Romanenko. The cook decided to treat the general to his specialty. I should mention that our cook was an elderly man, had not been on active duty long, had not yet firmly mastered all army rules, and in the regiment followed his deep-rooted habit of addressing everybody younger than him with the familiar form, adding the term of endearment, "son." I also treated him like a father. When we were alone he would use the familiar form in addressing me, while I always used the polite form in addressing him, out of filial respect.

The cook served the commanding general a plate of meat dumplings and, a kindly smile on his face, jokingly remarked: "You arrived just in time. If you had gotten here later there would have been nothing left."

Perhaps he was still thinking as a civilian and did not look at the guest's shoulderboards, and did not recognize him as a senior commander (this was the first time the cook had seen the commanding general), but I felt just as bad. I turned cold: I expected the general to get up and not only reprimand the cook but also me as well, the commanding officer, for indoctrination failure. "And with good reason," I thought.

But General Romanenko smiled at the cook, exchanged banter with him, and seemed perfectly at ease. He then sat the soldier down next to him and asked him where he was from and where he had learned to cook. The conversation was friendly and relaxed. This seemed a trivial, commonplace event, but it was uniquely instructive to me, a young commander. The general taught us all a lesson in good manners, self-restraint and tact.

Attitude of superior toward subordinate can be manifested in diversified forms. The relationship is based on demandingness and principledness,

confidence and sincerity, sensitivity and kindness. And subordinates appreciate such a relationship and respond to it with great respect for their superior and with flawless conduct. When one analyzes the practical activities of leading subunit and unit commanders, one becomes fully convinced of their ability to construct their relations with subordinates in conformity with the demands of laws and regulations, of their general and military culture, and of their respectful attitude toward others. And the majority of our officers are this kind.

But unfortunately one also encounters instances of a tactless attitude by superiors toward subordinates. This is the consequence of inadequately cultured manners and inadequate pedagogic training on the part of some officers. A superior who has displayed a lack of tact toward a subordinate weakens to a certain degree his position as leader and the moral right to call the subordinate to account for similar mistakes.

In the book "Malaya zemlya" [Little Land] Comrade L. I. Brezhnev speaks of the need for a respectful attitude toward others and emphasizes that those who allow themselves to depart from this truth, which is a fundamental truth for our system, hopelessly compromise themselves and lose their authority.

I well remember an incident which happened a long time ago. A senior commander was scolding an officer. He was not only using the familiar form of address on the subordinate but was also employing sharp, rude expressions. And it seemed that he was even flaunting this, stressing that he could do anything he wanted. But when the officer began on the spot, following the lead of his superior, to chew his subordinates out using the same expressions, the superior officer felt very uncomfortable and immediately lost all his "eloquence." He said nothing, nor could he say anything about the tactlessness of his subordinate officer, since he himself had set a poor example for him.

Of course the way a superior addresses a subordinate can have various shadings -- much depends on the time, place and situation conditions. I recall another incident during the war. It was in the spring of 1945. Our troops were engaged in savage combat with the foe west of Koenigsberg. The 84th Guards Regiment, which was in my command, was supporting the combat operations of a rifle corps. Near Pillau a large enemy infantry force, with massive artillery support, counterattacked one of the corps divisions and began pushing it back. We quickly prepared firing data and fired two Katyusha salvos. The enemy sustained heavy casualties and equipment losses. The fascist attack stalled. The corps commander, twice Hero of the Soviet Union Gen P. Koshevoy, subsequently Marshal of the Soviet Union, embraced me and said: "Your Katyushas were a great help to the troops of the corps. Thank you and thanks to all your guardsmen!"

At that moment the fact that this famed general addressed me, a 25-year-old regimental commander, with the familiar form was more precious than any praise, for these words came from the heart and were directed toward me as a soldier whom the general was thanking as a fighting comrade.

In one's daily life, however, one observes incidents where a superior officer, using the familiar form of address to his subordinates, seems to be emphasizing with this that he can address them in any way he pleases. What can be said on this score? Emphasis on one's position in this manner is akin to affectation and conceit, which harm the authority of the officer.

A one-sided use of the familiar form of address, directed only downward in military service relations, is perceived differently by different people, but most frequently it evokes a negative reaction and does not promote the establishment of good, healthy relations in the collective. I was shown a letter sent to the editors of KRASNAYA ZVEZDA by the deputy judge advocate of a military garrison, Maj Just M. Makogon. Analyzing cases where one-sided employment of the familiar form of address led to aggravated relations, he cited the following example. A nurse submitted a complaint to the deputy judge advocate against an officer at a military hospital. She did not want to serve on the same shift with him. Why? It seems that the officer used the familiar form of address on her, although she was his senior in age. And yet he used the polite form of address with all female doctors. Naturally the higher commander admonished this officer.

Speaking of politeness and tact, we should like to mention the following. It sometimes happens that a capable and promising officer serves for an extended period time under a commanding officer who teaches and indoctrinates him assiduously and conscientiously, and recommends him for promotion, of course deserved. There comes a time when the subordinate is appointed to an equal and sometimes higher position than that held by his former superior officer. An unexpected metamorphosis takes place. The officer suddenly forgets the person to whom he essentially owes his development and professional advancement. Another officer seeks to assume undue familiarities with his former superior officer, whom he had always treated with respect and had deferentially used the polite form of address.

It is an entirely logical thing that pupils catch up with and surpass their teachers and superiors in professional advancement. But the cultured, well brought-up individual never forgets his teacher.

One should remember that tact, courtesy, and civilized behavior enhance a military man, and a commander in particular.

3024

CSO: 1801

TRAINING PROGRESS OF YOUNG PILOTS DISCUSSED

Moscow KRSNAYA ZVEZDA in Russian 10 Jun 78 p 2

[Article by Maj Gen Avn A. Selyutin: "Maturity Comes in This Way"]

[Text] A total of 344 combat missions, including approximately 100 photographic reconnaissance missions behind German lines, and 16 enemy aircraft downed unassisted -- these were the war accomplishments of pilot Sr Lt Arkadiy Selyutin, Hero of the Soviet Union.

After the war Arkadiy Mikhaylovich graduated from a service academy and continued military service, holding important positions in the National Air Defense Forces.

Maj Gen Avn A. M. Selyutin is presently serving as first deputy chief of staff of the Red-Banner Baku Air Defense District.

The narrow thread of the Narva River meandered far below. The Germans were still occupying the west bank. A tiny piece of ground wrested by our troops wedged into the enemy's positions. Friendly subunits were crossing over to this tiny, fire-bristling bridgehead across a bridge hastily erected by the combat engineers and were immediately engaging.

The pilots of our flight, who were assigned the mission of preventing fascist bombers from penetrating through to the bridgehead, had an excellent view of this scene. Combat came very soon. Four nine-aircraft formations of Junkers, one behind the other, approached the battle line in a dense group. They were being escorted by fighters.

Sr Lt Yevgeniy Kulikov, the flight leader, gave the agreed-upon signal and climbed steeply, heading behind a dark, moisture-swollen cloud. I and my fighting comrades, Senior Lieutenant Alpatov and Junior Lieutenant Nefagin, immediately grasped the flight leader's plan, to attack the fascists with the element of surprise.

Suddenly appearing from behind clouds, the flight dove swiftly at the trailing group of nine Junkers. Within a minute four bombers plummeted earthward in smoke and flames. A swift pullout from the dive, a climb and another attack, this time on the lead Junkers. Three more bombers burst into flames.

The Germans panicked. Their formation broke up. Dumping their bombs, the fascists took to their heels. All four of our aircraft returned safely to base.

What helped us gain the upper hand over the foe? Courage? Or perhaps a fortunate turn of events? No, we did not win through courage alone, although all my fellow warriors had plenty of fearlessness and willingness for self-sacrifice for the sake of the freedom and independence of our socialist homeland. Every one of us was relying not on luck but rather on our professional competence, on the skill and willingness to assist on the part of those who took off together with us to meet a powerful and dangerous adversary.

War veterans are well aware of the fact that the greatest damage is inflicted on the enemy by that air warrior whose courage is combined with thorough knowledge of his equipment, the enemy's weak, vulnerable points, correct tactical calculations, presence of mind, and swift reaction. But I must also state that some of our pilots, brave and courageous individuals, nevertheless experienced failures. This would happen most frequently because their ardent desire to destroy the enemy was not reinforced by a high degree of specialized proficiency and the skillful employment of tactical devices which took the enemy by surprise.

Capt A. Fedorin, our squadron commander, and other experienced pilots constantly reminded us young pilots of this. And we endeavored to utilize every free moment to study our aircraft, their combat capabilities, as well as the enemy's habits and favorite tactics. We learned, following the example of our commanders, to place against the adversary our will, skill, and initiative. Everything new and valuable in the tactics of air combat immediately was assimilated by the young pilots. This combat "academy" taught us much!

Of course some young readers could comment that in that harsh period of history time dictated its own laws, including the rigid necessity of fast adjustment to combat. This is true. But I believe that the complex and very responsible tasks which our troops are performing today require no less enthusiasm and persistence in mastering combat proficiency. And an incalculably greater quantity of knowledge and skills requisite for intelligent mastery of today's combat equipment is required than during the days of our combat youth.

It is gratifying to see that many young officers, losing no time whatsoever, are perfecting their combat skills and are collating their every step with

the demands of the military oath and regulations. Take Sr Lt Ye. Romanko, for example. When he first reported to the regiment, his fellow officers very soon noticed that this young engineer-pilot was working long and hard to increase his knowledge and hone his skills, that he would never fail to live up to his word and would never compromise with his conscience.

Yevgeniy Romanko was one of the first pilots of his group to master all categories of combat employment of the modern fighter-interceptor, and he soon was appointed flight leader.

There are many such young officers in our district. I was told, for example, about Engr-Lt Sergey Martynov. Within a short period of time he not only mastered the modern missile system but also learned to perform the duties of launcher control officer.

Of course Sergey Martynov did not achieve this success all on his own. Officers A. Trembachuk and P. Vostretsov unquestionably devoted incalculable time and energy to his development.

Martynov won the full and final recognition of his fellow soldiers after his first actual live-fire exercise. The situation was such that the commander of the radar battery was temporarily away on official business at this time. Some people objected to having Engineer-Lieutenant Martynov perform his duties, for as we know, on the firing range the tiniest mistake is glaringly evident. But the battalion commander persisted in his decision, and his judgment was borne out. Although the missile firing was conducted in a very complex situation, the young officer did an excellent job and returned from the firing range a matured combat veteran, a real missileman.

I must confess that the development of these young officers is very close and dear to me. They somehow remind me of my own years as a lieutenant, my youth at the front, my fellow soldiers. In what way? Perhaps mainly by that which firmly brings together all generations of Soviet fighting men: ideological conviction, the desire to be maximally useful to the homeland, and constant readiness for its reliable defense.

A little over 20 years of age -- this is that very time when youth acquires maturity. This is that time when the greatest receptivity, bubbling energy and vitality of intellect are characteristic of an individual. It is precisely the lieutenant years which, just as the first bricks in a foundation, determine an officer's subsequent career.

Unfortunately some people fail to understand this. Some young officers are in no hurry to master the equipment assigned them, to deepen the knowledge acquired at service school. That last-minute spurt of energy does no good. you waste time, you are unable to keep up with your comrades, and you lag behind. No complaining about bad luck will help here. An officer's advancement in service is always the result of selfless, deeply-perceived labor and demandingness on oneself.

Lt Aleksey Yelkin, for example, possessed all the attributes to become a fine specialist. Apparently believing, however, that he could take a rest upon leaving service school, he neglected independent training. But it is a well-known fact that a school-completion diploma is not evidence of military maturity. Therefore his commanding officer and other officers in the subunit imposed entirely justified demands on the lieutenant. Yelkin decided to act the injured party: he was allegedly not appreciated in the unit. He expected praise but received sharp criticism. The criticism was fair and just. It was precisely through his fault that a target was detected late at a training drill. The lieutenant became confused at a critical moment, was unable promptly to give the radar operator the requisite target designation, and thus let down the entire team.

Now Yelkin bitterly regrets his past complacency. It is always more difficult to catch up, but he must!

Most frequently this kind of thing happens with weak-willed persons who are unable to mobilize themselves for persistent labor. When such an officer takes his station on a simulator or in an aircraft cockpit, he is merely putting in time. He convinces himself that since he has gone through the procedures on numerous occasions he will come through in actual combat.... A naive delusion!

I remember how we young pilots, who had just reported for duty to the regiment, were thrilled by the skill and virtuoso flying technique of our flight leader, Sr Lt Yevgeniy Kulikov. But he would wear us out replying to his questions on how we would act in a certain situation, and how in another. Kulikov was testing us everywhere, even in the mess hall. We spent hours poring over diagrams of various attack variants and practiced determining range to target and aiming. And quite frankly, at times we would get fed up with the meticulous detail and what in our opinion was the excessive captiousness of this lieutenant. It was only later that I realized that the flight leader's personality and character were precisely the right thing for us young pilots.

On one occasion Jr Lt Petr Nefagin and I took off together on a combat patrol mission. Soon a group of four Messerschmitts appeared. The German pilots, evidently hoping for an easy victory, rushed to the attack. It was a fascist aircraft, however, which was the first to burst into flames. Congratulations were premature, however. Two other Messerschmitts "pincer" my wingman. At this moment I remembered a tactical device which we had worked out with the flight leader. A swift, vigorous turn, and I succeeded in getting on the Messerschmitt's tail, putting a burst into him practically point-blank. The remaining two fascist fighters hastily fled....

I should like to remind the reader that a young officer can make many mistakes due to insufficient life experience. It is therefore the direct duty of commanders and political workers to break in a recent service school

graduate in a timely manner, to help him overcome difficulties in military service which are inevitable at the beginning stages. An effort should be made to ensure that this assistance is not of the character of trivial tutelage. Just as steel becomes tempered in fire, a young officer matures and reaches manhood in genuine live work, in overcoming difficulties, in achieving increasingly higher levels of combat training and competition.

3024

CSO: 1801

HIGH QUALITY OF NEW DRAFTEES NOTED

Moscow KRASNAYA ZVEZDA in Russian 11 Jun 78 p 1

[Article by Col V. Nagornyy, Group of Soviet Forces in Germany: "The Beginning of a Great Journey: Young Soldiers Adjust to Line Duty"]

[Text] As recently as yesterday, awakened at dawn by reveille, some of them, languidly awakening from a sound sleep, would ask their neighbor: "What time is it anyway?" Today the subunit sergeant major is pleased with their swiftness at reveille and formation.

Yes, the young soldiers are adjusting nicely to military life. The signal unit, where the newcomers were met with great warmth and attention, has received excellent replacements. All the men, who have now been in the military only a few weeks, possess secondary or specialized secondary education. The overwhelming majority are Komsomol members. These boys, wearing well-fitting military uniforms, are quite willing to talk about themselves. Pvt Nikolay Rubtsov, from Vladimirskaya Oblast, after completing secondary school went to work at a factory as an electrical assembler. He recalls with a smile the sendoff the enterprise gave him when he left for the military and the instructions given him by his father, who had once served in the infantry. Aleksandr Slobodskiy, from Kiev, was admonished on parting by his brothers: Petr, a former missileman, and Vladimir, a former military truck driver.

"What did they say to me?" the soldier repeated our question. "They gave me lots of advice. But both of them emphasized that the army is a great school of life. I myself am now beginning to understand that this is so. Do I like it here in the subunit? I'll say! What do I like? Everything -- the exemplary order, good people around us, ready at all times to come to our aid. In short we have a fine military home...."

The young men were briefed, as is the custom, on the unit's fighting history, on the exploits of men from this unit, and on the military deeds of those who continued the chain of military valor in the postwar years. Officer V. Shedikov had just returned from Minsk. He had gone there to attend a convention of signal corps veterans from the First Belorussian Front and had met Lt Col (Res) B. Zhukov, a former commanding officer of the regiment.

Boris Petrovich asked him to convey to the men his paternal instructions to serve the homeland just as honorably and dedicatedly as the men of the regiment had served during the war years.

This get-together between Shedikov and his fellow veterans enriched his discussion with the young soldiers. The men listened excitedly to the story of how the radio operators of this unit, under the direction of Maj V. Moldavanov, transmitted to Moscow the first radio message on the surrender of Nazi Germany.

The young soldiers have now tested their ability on the parade grounds, at the sports center, and in the classroom, and are learning, frequently by heart, many points of general military regulations, without which it is impossible to achieve success in military service. They are assisted in all areas by the officers -- acting company commander Lt V. Kotov, subunit deputy commander for political affairs Lt S. Kryukov, and the unit's other command personnel and political workers.

Those men who have served a year or more tell their young friends: "Think about it, you are fortunate...." And evidently they have in mind such mentors as CPSU member Warrant Officer Viktor Terent'yevich Khomenko. Twenty years ago he became a radio operator and since that time has been training young soldiers. He has trained hundreds of signalmen, who have fully mastered the most modern radio sets and have learned to operate them skillfully under the difficult conditions of modern combat. Khomenko has taken part in many large-scale tactical exercises, providing the command with radio communications in various special tactical exercise situations.

We tour the classrooms. Equipment, training devices and numerous study aids all make it possible to hold classes with maximum efficiency and high quality. Just as fine is the radio practice ground, which has helped produce dozens of expert radio operators.

Day by day the young soldiers are increasingly confidently adjusting to the strict and precise rhythm of military life. They have made their first socialist pledges and have experienced the first joys of praise from commanders for their zeal.

In the evening, when training classes are over, the atmosphere of enthusiasm in the barracks does not diminish. They discuss the day's experiences. The soldiers share their thoughts on what they have read in the writings of Comrade L. I. Brezhnev: "Malaya zemlya" [Little Land] and "Vozrozhdeniye" [Rebirth]; the voices of platoon agitators ring out, as they announce the names of those who have distinguished themselves in competition.

These distinctions may be modest at present, and perhaps the telegraph code symbols are not yet being tapped out with precision, and not all the men have yet succeeded in performing exercises on the athletic apparatus -- but a good beginning has been made. There will come in time the ability to perform on a radio set in a virtuoso manner, to deliver accurate fire at the range, excellent marching drill performance, plus many other skills.

COMMAND TRAINING OF OFFICER CANDIDATES DESCRIBED

Moscow KRASNAYA ZVEZDA in Russian 11 Jun 78 p 2

[Article by Lt Col A. Belozor, commander of an officer candidate battalion, Ordzhonikidze Higher Combined-Arms Command School imeni Mar SU A. I. Yeremenko: "Authority of the Sergeant"]

[Text] I recall that Capt M. Pavshukov once said to me: "Now I am relying fully on the noncommissioned officers!"

Some time later I heard this same sentence from Capt V. Malyshev. There was deep satisfaction in the voices of these company commanders. I could understand that, because it has been less than half a year since their men donned the officer candidate's uniform.

It would seem that approximately the same amount of time is spent on training noncommissioned officers in the units. Nevertheless I say that Captain Pavshukov and Malyshev have succeeded in accomplishing a complex task. One should not forget that at service schools noncommissioned officer service has its specific features.

The fact is that at our school each noncommissioned officer remains an officer candidate in his "basic" job: the same program, the same classes. In addition, we actually lack the opportunity to select candidates from among those who possess greater service experience. One cannot place in charge of a squad of first-year men a person who is in his third or fourth year.

Naturally the commanders of cadet subunits do not rely on blind chance. During the entrance examination they look over the secondary-school graduates and study their political and professional qualities. Principal attention is focused on military personnel and graduates of Suvorov military schools, who are usually the best prepared to perform the duties of noncommissioned officers. But yesterday's schoolboys are not ignored.

Thus by the completion of examinations each commander has a certain rough idea. Now begins the basic work of training noncommissioned officers. It is determined by the comprehensive schedule, which specifies various measures

both at the level of the school as a whole and within the subunits. However, the main strategy is the same everywhere: to put maximum trust in the young noncommissioned officers and to help them gain and consolidate authority.

Considerable responsibility from the very first days of training lay on the shoulders of V. Papin, former student at a Suvorov military school, who was made a squad leader. Naturally at first he made mistakes. But he was patiently and tactfully taught how to perform better in a given situation. He was coached, but was always compelled to perform the task himself. And this produced good results. Papin, inspired by the trust and confidence, did his very best. And the cadets, seeing his independence and persistence, acquired increasing respect for their commander.

But at times one encounters examples of a different sort. For example, a sergeant once was unable to organize physical training with his cadets -- on the following morning the officer himself hastened to the subunit a little earlier. And the purpose was not to give additional instruction to the squad leaders or to monitor their actions. Unfortunately officers frequently lack the patience for this; it is simpler to do everything themselves. As a result of such an approach the sergeant, left out of things, gradually loses his feeling of responsibility and begins neglecting his duties. And his subordinates view him with a different attitude: "He is not cutting it." What kind of authority can there be in such a case?

Not only acting in place of a noncommissioned officer seriously undermines his authority. There also arise complicated situations of another type in cadet subunits. Take, for example, the question of cadet advancement. It happens that precisely this becomes the stumbling block, the main reason for a sergeant beginning to lose his footing.

Sgt V. Yemel'yanenko came to the school from a line unit. He immediately drew attention because of his smart military bearing, diligence, and demandingness on himself and his comrades. He was made a squad leader. Soon it became clear to everybody that the choice had been a good one. It was hard to make any criticism of Yemel'yanenko. But once he came up to me and said with bitter determination: "I can't do it, release me from this duty...."

It turns out that, while successfully handling the military disciplines, he had gradually begun falling behind some of the cadets in the general subjects.

"I do not have the moral right to demand of others if I know less than they do," Yemel'yanenko continued.

This was something to think about. On the one hand the sergeant was right: it is difficult to preserve authority if there is something in which one cannot display an example to one's men. Perhaps it would indeed be advisable to enable Yemel'yanenko to concentrate all his efforts on his studies? After all, a sergeant's duties represent a large additional work load. But on the other hand, a person can totally lose faith in himself as a commander. And this constitutes serious detriment to a future officer.

We decided to talk to his instructors and explain the situation to them. No, we were not seeking special favors or to have his grades artificially raised. The conversation pursued a different goal: it was necessary to assist the noncommissioned officer in obtaining the opportunity to do additional study with the instructor. This was accomplished. We advised the sergeant on how to rely on the Komsomol organization in his work and on the force of public opinion. Yemel'yanenko successfully accomplished this task and thus once again proved that he was worthy of being a squad leader.

Yes, commanders, political workers, party and Komsomol organizations of cadet subunits are called upon to do a great deal to accelerate the process of development of noncommissioned officers and strengthening of their authority. But instructors and officers of the services and divisions must also help accomplish this important and difficult task.

In the past the following incidents would occur in some departments. Let us assume that for some reason a noncommissioned officer does not perform very well in class. The instructor naturally gives him an appropriate grade. But then he goes beyond this, right then and there shames the sergeant in the presence of his subordinates, and even makes a humorous biting remark at his expense. Tomorrow this biting remark will be repeated by the cadets in the smoking room....

It was necessary to work with the instructors to eliminate this. They also began showing concern for the development of squad leaders and for strengthening their authority.

One should not forget about this authority for a single moment. For example, the cadets in a certain squad achieved excellent results in socialist competition -- in announcing the results one should definitely name the squad leader and emphasize that he deserves credit for the fine performance.

Precisely just such an approach ensures rapid development of noncommissioned officers in cadet subunits. To place strict demands on sergeants but also to be constantly concerned about them, making every effort to strengthen their authority in the eyes of their subordinates -- this path always leads to success. And he who adheres to these principles can repeat the words of Captain Pavshukov: "Now I am relying fully on the noncommissioned officers."

3024

CSO: 1801

SOCIALIST COMPETITION AT GROUP AND DISTRICT LEVEL

Southern Group

Moscow KRASNAYA ZVEZDA in Russian 14 Jun 78 p 2

[Article by Maj Gen M. Loshchits and Col Ye. Babynin,
Southern Group of Forces: "Six Months Have Passed"]

[Text] Competition among regiments and the movement to select the leading formation [soyedineniye]--all of this is a sign of recent years. And, six months ago the concept of the struggle to be the best group of forces, for the best military district also entered our lexicon. It seemed at first that this idea, which arose within the Southern Group of Forces, was unusual and too bold. But, another thought came to mind: Is it even possible to encompass the patriotic passion of the Soviet troops who are an integral part of the titanic labor and creative fervor of the entire people within some sort of narrow, perhaps eternally established frameworks? Is not the initiative and creativity of the people in the army of the state of developed socialism not broader, not richer than any of these designs?

Now six months have passed. How have they been marked, what new things have been introduced?

The idea of a struggle for the good name of your group of forces did not remain just a slogan. It aroused people, it filled the life and training of the troops with new content, it greatly enriched commanders, political workers, staff officers, and party and Komsomol organizations, it opened new horizons to them.

In our group's training center, our attention is drawn to the slogan: "Soldier! The struggle for the best group

of forces begins with you." To whom are these words addressed, we wondered, and we decided that they had in mind primarily the common soldier, the individual who drives the tank or the armored vehicle, who fires his automatic weapon or mortar, who goes out on reconnaissance, who ensures communications or carries out some other purely military responsibility. But, the more we looked into the question of what is going on around us, the more people that we encountered, the quicker we changed our first impression. Regardless of the type of work carried out, regardless of the position occupied, each individual considers that the success of the overall great task depends on his labor directly and completely.

Capt I. Laliyev, chief of the formation training center, and WO [praporshchik] V. Anisimov did not get a wink of sleep all night as they set up the moving-target tank gunnery range console. By morning, the equipment was ready even though it usually takes several days to install it. The specialists did not let down for a moment, accomplishing something that it would seem impossible in order that the firing training in the troop units would be at a high level and would go without any problem.

Here is another example. "Our collective has already won the Traveling Red Banner of the Minister of Defense," said Col O. Nakebiya, the chief of the Trade Directorate of the group of forces, "and now, as the group is battling for the title of best, we simply cannot do anything less. The best group of forces must also have the best trade service."

That is the mood of the people. And it is that way everywhere, in each section, be it this regiment or a vehicle repair shop, a military hospital or a communications center.

Deeds follow these words. Based on the results of the winter training period, and its start also coincided with the unfolding of the struggle for designation as best group of forces, many units [chast'] and subunits [podrazdeleniye] have made notable steps forward. Both in their military improvement, in strengthening discipline and adherence to regulations, and in the coordination of military collectives. New excellent subunits and even units have appeared. The troops of the group of forces can

report this to the USSR Minister of Defense and to the Chief of the Main Political Directorate of the Soviet Army and Navy, who visited them during their official friendly visit as part of a Soviet military delegation to the VNR [Hungarian People's Republic]. And, not only report, but also to demonstrate their military mastery on the training field, at the range, at the tank range. Marshal of the Soviet Union D. F. Ustinov highly rated the field training of the troops of Motorized Infantry Regiment "X." They operated diligently with coordination and accomplished complex tactical operations in compressed time frames.

The Minister of Defense was also pleased with how these people fired and drove the combat vehicles but, no unevenness nor the slightest weakness in the organization of training and service and in preparing the people escaped the attentive eye of the minister. Let us say that a tank fired well and received a sufficiently high evaluation. However, he was unable to destroy one of the targets with the first round and the Minister of Defense asked him why this occurred. Naturally it was nervousness coming to the fore since far from every soldier can pass the examination with such a high grade and the weather on that particular day was not the best since the fog crept in at the most inopportune moment. But who is to say that under combat conditions it will be better? "In combat," the tankers hear him say, "there may not be time for a second round and the target at that time will be a real one. If you don't destroy him you will find yourself under fire."

In another instance, one of the tank driver-mechanics made a slight error when climbing a grade but the second's delay did not go unnoticed. In contemporary combat speed of movement, the tempo of the attack, and rapidity of maneuver are extraordinarily important and time must be calculated in seconds and tenths of seconds. That is why the slightest delay when driving a combat vehicle is unacceptable. Everyone must remember that this delay takes place within view of the enemy and he is waiting for just such an error on our part.

A delay in operations in contemporary combat is fatal and, in order to be on top of the situation, we need a high degree of training, diligent command and control and cooperation, reliable communications, and a good knowledge of the situation. If these things are lacking it is difficult to imagine how a commander can hope to achieve success. We need, underscored the Minister of Defense,

commanders who think broadly and creatively and who are comprehensively prepared for the tests of contemporary combat. And, we must train them accordingly.

They are working to do just that in the group of forces. At the center of attention is work with people, with command and political cadres. During the winter period of training the number of officers whose personal training did not fully measure up to today's demands was reduced here. This did not happen by accident. It was accomplished by a high level of organizational work and the attention placed primarily on officers of the regimental and battalion link. Supplemental gatherings in which the supervisory staff of the group of forces participated were organized with them. Attention was placed on the methodology of conducting battalion and company tactical exercises with field firing and the actions of the commander in organizing combat on the terrain were elaborated. They did not simply talk about leading methodology; every commander of a regiment and battalion demonstrated in practice in the field, at the tank range, how well he knows the questions, how to carry out drills on driving combat vehicles.

In a word, regimental and battalion commanders received good training and, in turn, through example trained others and assisted platoon and company commanders.

Down to the company and platoon level come officers occupying high positions. At the end of the winter, working in one of the tank regiments, Col N. Bondarenko, senior officer from the group military training department, encountered a situation where two companies within the same battalion exhibited completely different results in gunnery and driving tanks. They shrugged their shoulders at the regiment, not knowing how to explain what had happened. The colonel called the staff and requested that he be allowed to remain in the regiment for an additional week. This turned out to be a good approach and the decision was approved. Bondarenko began by familiarizing himself in detail with the officers from the lagging company. It turned out that the company commander, Gds Sr Lt M. Matsko, had just recently been put in charge of the subunit and lacks the requisite knowhow. One of the platoon commanders had just come from school where he had studied a different type of tank. Things had to begin with the officers, to teach them primarily the ability to organize the training process and to conduct lessons in a methodologically correct manner. As soon as this was done,

the situation changed visibly. The good example also attracted the eye of the battalion commander and of the regimental staff who were charged themselves with finding out why the company was lagging behind.

That which we have said about Col Bondarenko, about the fact that he, working in the troop units, knows his role, characterizes not only him as an individual but many other workers at the staff and political directorate. The struggle to be the leading group of forces also impelled them to adopt a new standard in evaluation of their labor, to find ways for further improvement in the work style. And all of this to fulfill the vital requirements of the party, its 25th Congress--effective high-quality accomplishment of the missions with which they are tasked.

Let's listen to what Lt Col A. Olishevskiy, secretary of the party organization in the military training department of the group of forces, designates as the main point when evaluating the work of his comrades.

The accent is placed, he says, on raising the methodological culture of the officers, substantiated training for lesson directors, and training facilities. A great deal has been done in this area. But, the main thing is assistance on the spot, the personal example, personal demonstration. The officers of our department check all of the exercises of the tank companies that involve firing with the organic shell and the greater part of the exercises by motorized infantry companies involve combat firing. And, our rule is this: Prior to inspecting the exercise or lesson, be sure that it is set up properly and assist if required. Planning has been streamlined and they ensured that plans were realistic and that there are people to answer for their accomplishment. Attention on the self-preparation of the officers has been intensified. Log books have been introduced and classrooms for self-preparation have been equipped. Control has been intensified and there is a full picture in the department of which training questions are being elaborated today and tomorrow in the troop units down to the company level.

You could say that Comrade Olishevskiy has not discovered anything especially new. However, the art of leadership is not just discovering something new but also in not forgetting the old and relying upon experience accumulated through many years and after a great deal of labor.

True, several subunits concluded the winter training period with low indicators. There are also those that are

satisfied with satisfactory evaluations. There are not many of them but they do exist. One of the recent Military Council sessions was devoted to just one such military collective. They tried to pinpoint the reason for this, what help the comrades needed, what the comrades failed to do themselves. They recommended that a look be taken at how the leaders in socialist competition live and organize their training and service and to adopt the valuable elements. Such an approach to the matter helps.

By the way, they in the group of forces value the fact that achievements result from the minds and labor of the best commanders, political workers, and military collectives. "If we do not teach the value of leading knowhow, to teach people based on the best examples, then we will not get far," Col Gen F. Krivda, commander in chief of the group of forces, points out at every similar instance. He then adds this advice: "Attempt to find in life the best, the leading, and it will enrich you and serve to pull up those who are lagging."

Attention to knowhow, initiative, and creativity of people, to everything that is leading that results during the socialist competition is becoming the characteristic trait of the workstyle and the indicator of maturity and qualification level of our leadership. In the group of forces everyone knows who is leading the way. For example, they know about the tank company commanded by Gds Sr Lt N. Zvyagintsev, the same Zvyagintsev who along with his subordinates recently demonstrated confident, excellent firing and who deserved the praise of the Minister of Defense. They also know about the experience on the part of the party committee in ensuring high field training of the personnel of the excellent four-time order-bearing tank regiment commanded by Lt Col M. Seferbekov and of many other right-flank competitors. Disseminating leading knowhow, officers from the staff and the political directorate operate in close contact with the collective in the group newspaper and rely heavily on the great mobilization and organizational force of the printed word.

As is seen, a lot is being done. But, people see this as only a beginning, they concern themselves with bringing up the lagging sectors, putting unused capabilities into motion. Recently a useful discussion on the tasks of party organizations in the dissemination and introduction of leading knowhow in the struggle for the best group of forces occurred at a meeting of the party aktiv at the group of forces staff. They discussed the useful items but the main accent was placed

on weaknesses and oversights. Could it be said that the comrades from the staff party organization led by Lt Col Yu Susanin is doing its job fully? Visiting the units, they are virtually uninterested in how the socialist competition is organized, how it is used for increasing the success in training and indoctrination of people. They do not put to use leading experience even though with its assistance one can pull up those who are lagging, rather than just identify the laggards.

At the present time a decisive battle is underway against a formal, narrow-departmental approach to business. The same is true about any manifestations of self-satisfaction, complacency, and a patient attitude toward stagnation and lagging. People understand that every overevaluation of that which has been achieved and the slightest halt along the path can cause serious harm to the struggle for designation as the leading group. Moreover, the other groups of forces and military districts are not wasting any time.

The summer training period has begun here in an atmosphere of high party demandingness and strictness. The right to raise the flag marking the beginning of the busy days of summer training was given to the best of the best, to those with whom one must equate themselves, on the example of whom one must achieve overall success.

Visit to Unit in Belorussian

Moscow KRASNAYA ZVEZDA in Russian 27 Jun 78 p 2

[Introductory comments and reports by Lt Col V. Stefanovich, Order of Lenin Leningrad M.D. and Lt Col V. Akimov, Order of Lenin Moscow M.D.: "Our Common Riches"]

[Text] Active propaganda and introduction of leading knowhow is an important reserve for the further improvement of the combat readiness of the Armed Forces and for raising the vitality of socialist competition. The movement for the leading formation, the struggle for the best group of forces, district, and fleet, which brought to light new useful beginnings for the quality solution of the tasks established during the 1978 training year, have expanded the capabilities in generalizing and disseminating useful knowhow. The exchange of knowhow is underway both within the districts, groups of forces, and fleets as well as between them.

For this purpose, representatives from the Moscow, Leningrad and other military districts and from a number of military educational institutions visited the Guards Motorized Infantry Rogachev Division imeni Belorussian SSR Supreme Soviet, which is the leading formation within the Ground Forces. What did they take home with them, how did they enrich themselves?

Lt Col V. Stefanovich, deputy tank regiment commander, Order of Lenin Leningrad Military District:

The visit to the formation training center made a great impression on me. The well thought-out location and the equipment in the classrooms, the training positions and the lesson director towers, rational use of all visual aids, all of this of course assists in raising the effectiveness of lessons. And, although in recent times the skilled members of our regiment have done a great deal to improve our training facilities, some of the things that I saw in the leading formation within the Belorussian Military District will certainly be put to use by us.

Let's say that we visited the moving target tank gunnery range. It is true that it was not only the target control console that interested me--it is easy to operate and the variations in the required situation can be created automatically. Of course, the Rogachevites have moved ahead of us in this area.

We also highly evaluated the quality of the equipment in the training positions for tank firing lessons and for fulfilling norms using the equipment. The necessary visual aids are present and the conditions for fulfilling the norms and the lessons and the lesson plan variants used by the lesson directors are also available. All of this facilitates a significant increase in the methodological level, effectiveness, and quality of each training hour.

Or another example. The subunit went through the lesson on tank driving. Its a familiar picture. It would seem that everything goes along here just like back home. However, it has been examined with more attention and I must say that I noted that the distance between vehicles is less than usual. This increases the through put capability of the track.

In addition, the lesson director with the assistance of television and radio communications keeps fully aware of the position

of each vehicle and continually controls the activity of the tank commanders, and is receiving information on overcoming obstacles from each point.

Returning to my own regiment, I discussed in detail with those with whom I serve everything that I saw and shared my thoughts on how to adopt some of these procedures. The unit officers expressed their opinions. As a result of the discussion, we drew up a plan of measures to improve training facilities. One of the first points was to create a tactical training field on which the lesson director can create any situation which will allow training with personnel to be conducted under conditions which approximate combat to the maximum. Moreover, we have decided to do all the work in a centralized manner and not as it has been done in the past: They compiled a plan, the company commanders were informed of the tasks and the periods for their completion and that was it. And if a company commander has the resources to fulfill the assigned tasks the job will be done with high quality and no one will become upset. Now based on the example of leading units, a unique design bureau has been set up within the regiment. It is made up of the best rationalizers in the unit: Maj S. Nayanov, Sr Lt S. Mezentsev, Sgts V. Rufkin, A. Chernyshev, R. Mikov, and other soldiers.

Lt Col V. Akimov, deputy chief of the political department of the Guards Motorized Infantry Taman' Division imeni M. I. Kalinin, Order of Lenin Moscow Military District:

On the day that we arrived in one of the units of the leading division, normal combat training was underway in the subunits. One could not avoid noting the elation, bold mood, and the desire on the part of the troops to complete every mission and every norm only at the excellent level. Further familiarity with the life and training of the formation, with the organization of socialist competition, conversations with commanders and political workers aided us to come to the conclusion that a great deal of attention is being devoted in the division to the indoctrination of personnel in the combat traditions of the formation, the moral and psychological mood of the troops for daily movement forward in assimilation of combat professions.

The strong aspect of the party-political work is the concrete nature and the organic link with the program of combat training. It is known, for example, that one of the main tasks in military training is effective assimilation of new combat equipment and weapons. A leading place has also been devoted to this problem in the plans of the political work. They have devoted attention

to the goal-oriented nature of the agenda of party and Komsomol meetings and meetings of committees and Bureaus. Here is one of them: "Teach how to destroy the target with the first round at maximum ranges--this is the duty of a communist." The specific nature of the question also predetermined the content of the work in implementing the decisions made.

Also accurate was the "goal" of the visual agitation in the military posts, in the Lenin Rooms, and in the training areas. They clearly and operationally discuss the affairs of the personnel in the formation and propagandize the experience of leaders in socialist competition, they direct each soldier to the achievement of high goals standing before them personally and before subunit, regiment, and division. Naturally, we have also done a great deal on this plane. However, in a number of subunits and units of the division, such proficiency and specificity, the completeness in illumination of questions involving training and service, and the visual agitation do not come up to the level I saw here. Thus, in one of the battalions of the regiment where Maj Yu. Mukhin is the deputy commander for political affairs, the Lenin Room is fitted out beautifully. And I mean beautifully. But, the displays say very little about the life and military deeds of the troops of the battalion. I must say that the viability of such visual agitation is rather low.

We have worked hard to improve the visual agitation and put the knowhow of the Rogachevites to work in doing so.

We saw a great many useful things and have adopted them for improvement of our training facilities. For example, the tank and vehicle ranges that the Rogachevites' have are undoubtedly better than ours and we tried within our division to do at least as well. In turn, there is a combined-arms combat classroom here at the Taman' Division where missions involving tactical training up to the regiment inclusive have been elaborated with high quality and our neighbors have nothing that matches it. Exchange of knowhow in the organization of the training and indoctrinational process facilitated in both formations improvement also of classrooms for training BMP [armored fighting vehicle] and tank driver-mechanics, gunners, communicators, and other specialists.

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