

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Ministerial Charter Letters – Date of Receipt

Question reference number: 1

Senator: Gallacher

Type of question: Spoken on Wednesday, 19 October 2016, Hansard page 13

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator GALLACHER: You received your charter letter in September?

Senator Payne: I believe so, yes. I said I would check that.

Senator GALLACHER: Here is a screenshot of your website of 17 October.

Senator Payne: It is lovely that you carry that around with you, Senator.

Senator GALLACHER: It says 'duties to be advised' for the three ministers. When are you going to update your website?

Senator Payne: I will talk to the department about that.

Answer:

The Minister for Defence, Senator the Hon Marise Payne, received her charter letter on 14 September 2016.

The Minister for Defence Industry, the Hon Christopher Pyne MP, received his charter letter on 14 September 2016.

The Minister for Defence Personnel, the Hon Dan Tehan MP, received his charter letter on 15 September 2016.

The Ministerial responsibilities have been published on the Department of Defence website.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Public access – Artillery Barracks, WA

Question reference number: 2

Senator: Reynolds

Type of question: asked on Wednesday, 19 October 2016, Hansard page 14, Spoken

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator REYNOLDS: That is very reassuring. I would like to go quickly to Artillery Barracks, which is also down in Fremantle. At the February estimates, I raised the 'safe base Charlie' status of the barracks, particularly in relation to the Army Museum. I do not know whether you have had the opportunity to visit the Army Museum, but I think, after the national War Memorial, it is probably the best museum that we now have. Unfortunately, given the 'safe base Charlie' status of Artillery Barracks and the fact that it is manned by army reservists on ARTS—they do their best to open it and make it accessible to the public—access is very limited. I did get an answer back to my questions on this last time, but they were very perfunctory and not particularly informative. I was wondering—and I am happy for you to take this on notice—whether you could have another look at it. I have heard some people say there is speculation that the rest of Artillery Barracks will now be sold. Can you confirm that is not the case?

Mr Grzeskowiak: There are no plans at the moment to sell Artillery Barracks. I would need to take your question on notice around the opening.

Answer:

Defence acknowledges the significant historical importance of the Army Museum at Artillery Barracks (Fremantle) with approximately 11,000 visitors per year (20% drop-ins).

Artillery Barracks is manned by three Army History Unit Reserve Personnel and approximately 130 volunteers. It is open five days per week from Wednesday to Sunday. One uniformed member is required to be present when the Museum is open. Defence will look at reviewing access and resource requirements for non-operational Defence sites.

Artillery Barracks operates within the guidance of Defence-wide SAFEBASE security arrangements, security plans and Defence policy. Site Security arrangements are reviewed regularly whenever threat levels are changed. Access arrangements at Artillery Barracks Fremantle are appropriate at this time given current Defence-wide SAFEBASE security arrangements.

Senate Standing Committee on Foreign Affairs Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Release of evidence to Senate Committee

Question reference number: 3

Senator: Lambie

Type of question: Spoken on Wednesday, 19 October 2016, Hansard page 15

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: Under the terms of this inquiry, will a Senate committee have the ability, as in the secret DLA Piper report, volume 2, into defence abuse, to examine the evidence brought before this inquiry?

Senator PAYNE: I would not have thought so, but I will take that on notice and seek advice.

Answer:

Inspector-General Australian Defence Force (IGADF) cannot comment, or release evidence or other information, during an inquiry. Once an inquiry report is completed, the IGADF can release inquiry information to officials. Decisions on release of IGADF inquiry reports or information are assessed on a case-by-case basis, with due consideration for any relevant security, privacy and other legal issues.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Defence Ministerial Responsibilities | List of Responsibilities

Question reference number: 4

Senator: Farrell

Type of question: Spoken on Wednesday, 19 October 2016, Hansard page 16

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator FARRELL: Minister, going back your answer regarding when the ministerial charter letters were sent out, I think you said that yours came out on 17 September.

Senator Payne: I said September. I did not say what date in September. I said I would go away and check but I have not done that yet because I am here with you.

Senator FARRELL: Do you have any staff who might be able to check that information?

Senator Payne: I have not asked them to, but I will.

Senator FARRELL: Were the other ministers given their charter on the same day as you?

Senator Payne: On or about, I would imagine, but I did not personally deliver the mail so I cannot guarantee that.

Senator FARRELL: Senator Gallacher referred to your website, where we are still to the advised about what your portfolio responsibilities were. You have indicated that you are not prepared to release the letter of charter, but are you able to tell us what your responsibilities are?

Senator Payne: I can provide a list if you like for myself and the Minister for Defence Industry and the Minister for Defence Personnel. I do not have it here with me but I will provide that to the committee in due course.

Answer:

The portfolio responsibilities are available at: <http://www.minister.defence.gov.au/>.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Defence Credit Cards – Case from ANAO

Question reference number: 5

Senator: Gallacher

Type of question: asked on Wednesday, 19 October 2016, Hansard page 23

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator GALLACHER: You are satisfied that the withdrawal of \$99,900 in cash and the cash advances, which I will read out: cash withdrawals on a travel card in 2014-15 totalled \$50 million. With a 1.75 per cent value to the withdrawal, \$888,328 was charged to the taxpayer. Are you happy with that?

Mr Richardson: I am not aware of any of that constituting improper conduct or fraud.

Senator GALLACHER: Let me put one specific to you. How was it that a cardholder withdrew \$1,147,000 to pay suppliers over a total of 10 days, at a cost of \$18,278?

Mr Richardson: I would need to know the precise details of that. Where we have checked, it has been for proper purposes; for instance—

Senator GALLACHER: Can you explain the case where a succession of cash withdrawals totalling \$879,000, including three withdrawals of \$99,000? They are in the audit report.

Mr Richardson: That is right.

Senator GALLACHER: You haven't seen those?

Mr Richardson: I do not carry in my head the details of every single item in the audit report. I am very happy to take that on notice, but I will give you an example. We have credit card limits of up to \$800,000 now. It was up to \$2 million. Why do we have that? It is because when ships go abroad and they need to be replenished it is a bit different to staying in a hotel overnight. It costs hundreds of thousands of dollars to replenish ships when they go abroad. It is for particular reasons like that that there are individuals in Defence with very high limits on their credit card. They are audited, and in all cases we have ascertained they have been used correctly for proper purposes.

Answer:

An ADF officer responsible for supporting exercise Talisman Sabre paid a number of invoices totaling \$1.1m for rations and catering by electronic funds transfer. These transactions were undertaken over the counter at a bank using a Defence Purchasing Credit Card. These transactions were categorised by the bank as cash withdrawals, however no cash was actually withdrawn.

These funds were spent for Defence purposes and were appropriately approved.

There was no breach of legislation or financial policy and no fraud was committed.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: FASTCARD

Question reference number: 6

Senator: Gallacher

Type of question: asked on Wednesday, 19 October 2016, Hansard page 24

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator GALLACHER: Perhaps you could take on notice why the previous minister needed an additional FASTCARD—and his parl sec and his assistant. It just seems incongruous. You have already got COMCAR and a FASTCARD.

Mr Richardson: We can take that on notice. It will have been for a proper purpose.

Answer:

A single Fast Card was issued by Defence to the previous Minister, Parliamentary Secretary and Assistant Minister at their offices' request. The Fast Cards issued to each of the Minister, Parliamentary Secretary and Assistant Minister were appropriately used for Defence purposes.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mr Roy's Iraq Travel – MDIND Awareness

Question reference number: 7

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 27 - Spoken

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: I will begin by following some matters that I raised in another estimates committee regarding Mr Wyatt Roy's visit to Iraq. I take it, Minister, that neither you nor Minister Pyne were aware of his plans to travel to Iraq?

Senator Payne: That is correct.

Senator KIM CARR: Was the department aware?

Senator Payne: Senator, can I just clarify? I am speaking for myself. I will take that on notice in relation to Minister Pyne, but I do not believe he knew either.

Answer:

The Department of Defence had no prior knowledge of Mr Wyatt Roy's travel to Iraq.

Questions regarding Minister Pyne's knowledge of Mr Roy's travel should be directed to his office.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Senior Minister in Defence

Question reference number: 8

Senator: Carr

Type of question: Spoken on Wednesday, 19 October 2016, Hansard page 30

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: I will put it to you that there are designated ministers responsible. It is the first minister within each of the portfolios of this government. Is that correct or incorrect?

Mr Richardson: That is above my pay grade. I just know what I have to do and who I work for.

Senator KIM CARR: It is not above your pay grade. I find it a remarkable proposition that anyone would be above your pay grade—since you have raised the matter. I am interested to know what the normal administrative practice is within this government and whether it has followed every other government that I am aware of about who the senior minister is?

Mr Richardson: I can help you no more than I have already done.

Senator KIM CARR: Will you take that on notice?

Mr Richardson: What is the question that I should take?

Senator KIM CARR: The question is: who is the senior minister, as far as the Department of Defence is concerned, within the portfolio?

Mr Richardson: Do you want that in terms of what PM&C says, because the Department knows who is who in the zoo and—

Senator KIM CARR: I have asked a specific question. You have been here long enough to know exactly what I am asking you.

Senator Payne: We will take it on notice.

Answer:

The Department of Defence regards each Minister as being the senior Minister for the matters under their respective responsibilities.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms made in China: Advice to Minister – When and Form

Question reference number: 9

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 30

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: When was the minister informed that the uniforms would be made in China?

Major Gen. Coghlan: Since 2003, under successive governments, uniforms have been made offshore, as a result of the decline in the textile clothing industry in Australia. Government has been informed, since 2003, on a number of occasions. The service dress uniform has been made offshore by supply chains in China, Fiji and Vietnam under a range of contracts.

Senator KIM CARR: The particular uniform that you are wearing, when was the minister advised that that contract had been awarded to a Chinese company?

Senator Payne: I think the previous minister was advised in the first or second quarter of 2015, from recollection.

Major Gen. Coghlan: That is correct.

Senator Payne: Before I became the minister.

Senator KIM CARR: I appreciate that. I have asked you a question in the chamber on this so I am familiar with the date on which the decision was made. I am interested to know what was the form of advice to the Minister? Was it a brief? Was it a brief for noting or was it a brief for decision?

Major Gen. Coghlan: I will have to take that on notice. That was before my time.

Mr Richardson: I believe it was a brief for noting. I stand to be corrected, but I think you will find that all five companies that put in a tender had offshore production.

Answer:

On 25 February 2015, a submission for noting was provided to the Minister for Defence, which included the advice that the Service Dress Uniform would be made in China.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms – Additional cost of made in Australia – When advice sought

Question reference number: 10

Senator: Carr

Type of question: Spoken on Wednesday, 19 October 2016, Hansard page 31

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: Minister, how is it, then, that you could claim in the chamber that the Australian made option was 18 per cent more expensive?

Senator Payne: I understand that was advice received. I thought I possibly said it was more than that—I thought I said it was three times more expensive.

Senator KIM CARR: You used two figures. I have given you the benefit of the doubt on the 18 per cent.

Senator Payne: I do not have my Hansard with me.

Major Gen. Coghlan: The contract represented an 18 per cent saving on the previous arrangement.

Senator Payne: Sorry, that was the 18 per cent.

Senator KIM CARR: That is not what you actually told the chamber, though. You said 18 per cent, and you also used a figure of three times. How would you know?

Senator Payne: It was advice from Australian Defence Apparel.

Senator KIM CARR: I take it you acted on advice from the department on that matter?

Senator Payne: When I provided my response to you in the chamber, yes.

Senator KIM CARR: Major General, what was the advice provided to the minister based on?

Major Gen. Coghlan: Written advice from ADA.

Senator KIM CARR: But they did not tender for the Australian made options.

Major Gen. Coghlan: No, we asked them to go back and have a look at how much it would cost.

Senator KIM CARR: When did you ask them to do that?

Major Gen. Coghlan: I will have to take that on notice.

Answer:

Refer to Defence's response to Supplementary Budget Estimates Question on Notice reference number 18 asked on 19 October 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Basis for Exemption

Question reference number: 11

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 33

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: In terms of the exemption, what was the basis for the exemption of the combat uniform?

Major Gen. Coghlan: I will have to take that on notice. However, my understanding is that combat uniforms and the technology associated with our combat uniforms we want to maintain in Australia.

Answer:

An exemption was granted on 18 August 2011, by the then Acting Chief Executive Officer Defence Materiel Organisation, Mr Warren King.

This exemption was granted on the basis of supporting the then Combat Uniform Priority Industry Capability, which relates to “the ability to undertake ongoing development of the combat uniform, specifically multi-spectral and other signature reducing characteristics” and the protection of this technology during fabric production and garment assembly.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Security of Supply – Workwear buyout

Question reference number: 12

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 33

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: Are there arrangements under the standing order deed—or contract, as I might more readily call it—to cover security of supply?

Major Gen. Coghlan: There are. If we require additional uniforms we have in the standing deed the ability to surge or decrease, depending on the operational need.

Senator Kim CARR: And is there a provision on the contract to ensure that there is more than one provider?

Major Gen. Coghlan: We currently have two providers, but we are not using one at the moment.

Senator Kim CARR: Which one is that?

Major Gen. Coghlan: Workwear Group.

Senator Kim CARR: Why aren't you using Workwear?

Major Gen. Coghlan: Because they have exited the market after a buyout by another company.

Senator Kim CARR: By which company?

Major Gen. Coghlan: I would have to take that on notice.

Senator Kim CARR: That was the company that was in Footscray, wasn't it?

Major Gen. Coghlan: That is correct, yes.

Senator Kim CARR: Was it part of the Pacific Brands Group?

Major Gen. Coghlan: I will take that on notice.

Answer:

Pacific Brands' Workwear Group was acquired by Wesfarmers in December 2014.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Potential breach of contract

Question reference number: 13

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 34

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: It wasn't Pacific Brands at all, was it? It was the other major manufacturer conglomerate. I am just interested to know if there is a breach, therefore, of the compliance arrangements under the standing offer deed.

Major Gen. Coghlan: In what sense?

Senator KIM CARR: In the sense that Workwear is now out of business, so there is no second supplier.

Major Gen. Coghlan: I do not understand your question.

Senator KIM CARR: Well, the provisions of the normal contract for Defence procurement in textiles is that there is more than one supplier, to ensure competitive tensions in the market and also to ensure security of supply.

Major Gen. Coghlan: That is not necessarily so.

Senator KIM CARR: Why is that?

Major Gen. Coghlan: I am not aware of any guidance in that respect to clothing.

Senator KIM CARR: Could you have a look at that for me? Is it not conceivable that the company's being put out of business in Footscray meant that there was in fact a breach of the contract?

Major Gen. Coghlan: I will take that on notice.

Answer:

There are no specific "security of supply" requirements in Defence clothing contracts. The change of ownership of the Workwear Group did not infringe extant agreements.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Audit arrangements under the contract

Question reference number: 14

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 34

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: How do you manage the audit arrangements? ADA at the moment—and, I understand, the textile firm that made the material itself—was always subject to audit. Is that still the case?

Major Gen. Coghlan: If by 'audit' you mean exposure to the standard Commonwealth procedures and checks and balances to ensure that they comply with the requirements, then yes.

Senator Kim CARR: But also DMO used to actually audit the number of metres of material produced, for instance.

Major Gen. Coghlan: Well, we certainly audit the number of uniforms we receive.

Senator Kim CARR: But it is also control of that fabric. Is that not a security consideration?

Major Gen. Coghlan: It is a factor.

Senator Kim CARR: Is it actually a provision of the contract?

Major Gen. Coghlan: I will take that on notice.

Answer:

Under the current contractual arrangements, ADA is responsible for sourcing the fabric that is used in the manufacture of the Standard Combat Uniform to Defence specifications, which includes quality checks.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Procurement Guidelines: Exemptions for textiles/garments

Question reference number: 15

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 35

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: Can I get a full list of exemptions for textiles—garments of various descriptions—from the procurement guidelines?

Major Gen. Coghlan: Yes, you can.

Answer:

The ADF uniform items that have been granted exemptions to the Commonwealth Procurement Rules are the Slouch Hat and the Standard Combat Uniform (trouser and shirt).

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Capacity of Logistik Unicorp

Question reference number: 16

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 35

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: Who owns Australian Defence Apparel?

Major Gen. Coghlan: Australian Defence Apparel is an Australian organisation which is owned by a Canadian company.

Senator KIM CARR: A Canadian firm—Logistik Unicorp; is that right?

Major Gen. Coghlan: Yes, that is correct.

Senator KIM CARR: They have a website where there is a comment by the founder, Louis Bibeau. I understand he met with the minister at the 2016 National Industrial Innovation Award. Did he explain at that time what the capabilities of that company were regarding the provision of uniforms across a number of jurisdictions, a number of countries?

Major Gen. Coghlan: I was not at that meeting, so I cannot comment.

Senator KIM CARR: Can you take on notice whether or not the issue of the company's capacities were raised with the minister at the 2016 National Industrial Innovation Award event in Melbourne?

Senator Payne: We can take that on notice.

Answer:

The Department of Defence has no record of formal meetings being requested of or taken by portfolio ministers during the 2016 National Industrial Innovation Awards.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: RFID Technology

Question reference number: 17

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 35

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: You have said that you have done the normal security audits on this firm. Are you familiar with the radio frequency identification technology?

Major Gen. Coghlan: I am.

Senator Kim CARR: Can you describe that to me, as you understand it?

Major Gen. Coghlan: It is a technology that allows companies to track where items are and is used extensively in the clothing industry before point of sale.

Senator Kim CARR: How does it work?

Major Gen. Coghlan: I would have to take some advice from an erudite colleague. It requires connection to the internet, is my understanding, or a reader to allow the RFID to be—

Senator Kim CARR: So that a garment can be tracked wherever it is. Is that the purpose of the technology?

Major Gen. Coghlan: From a commercial perspective, yes.

Senator Kim CARR: Was any audit undertaken of the capacity of this subcontractor to provide that capacity in your uniforms?

Major Gen. Coghlan: I will have to take that on notice.

Senator Kim CARR: As I understand it, this technology not only allows firms to track a garment but presumably can be used for other purposes to track a garment. Did the audit go to that question?

Major Gen. Coghlan: I have already said that I will take it on notice, but I will say that of the 22,000 items of uniform in the ADF that we have, I have not heard of RFID being used in that way.

Senator Kim CARR: But you can give us an assurance that it is not used?

Major Gen. Coghlan: I will.

Senator Kim CARR: Given the remarks that the founder of this company made—citing his position, for instance, in various trade publications—about the capacity of the company to undertake this work, I am wondering whether it occurs with this particular subcontractor.

Major Gen. Coghlan: I will take that on notice. I have been to the ADA several times and I have seen no evidence of that.

Answer:

Defence has no requirement for the use of Radio Frequency Identification (RFID) technology in the manufacture of its uniforms. Australian Defence Apparel (ADA), the manufacturer of both the Service Dress Uniform and Standard Combat Uniform, confirmed to Defence on 19 October 2016 that RFID devices are not used in either the garment manufacture nor for tracking garments through its supply chain. Therefore, no audits related to the use of RFID have been undertaken.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: ADA Manufacturing in Australia – Date advice provided

Question reference number: 18

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 36

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: The guidelines, though, are producing a circumstance where we are actually providing plenty of jobs in China from these contracts, but not in Australia. You say the reason we could not provide these contracts, ADA has told you, was that we did not have the manufacturing capacity; is that right?

Major Gen. Coghlan: This has been an ongoing issue under successive governments since 2003.

Senator Kim CARR: I have no question about it being an ongoing issue; I am interested to know what we are doing about it now. You are saying that part of the problem, why we cannot have Australian Army personnel fitted out with Australian uniforms, is that we do not have the capacity?

Major Gen. Coghlan: I have not said that.

Senator Kim CARR: The three reasons you gave for ADA saying that they were not able to provide an Australian option were (1) the cost. They did not actually tender on the basis of cost, so we can take that away. Can you give me the date on which that advice was provided?

Major Gen. Coghlan: I will take that on notice.

Senator Kim CARR: So the first item was the question of cost; the second really went to the issue of capacity, because they could not deal with the surge in numbers required; and the third, you say, was straight out manufacturing capacity.

Answer:

22 August 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Development of site for Singapore military - Timeline

Question reference number: 19

Senator: Macdonald

Type of question: asked on Wednesday, 19 October 2016, Hansard page 38

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator IAN MACDONALD: I wonder if, without giving away any top military secrets, on notice you could give me a more defined time line so that, as the next 10 years unfold, I will be able to follow through and tick off where you are. As a civilian with no military experience at all, I just find it incredible it is going to take this long to develop an existing training site. I accept it has to increase its facilities and I accept the ADF uses it fairly regularly, though not constantly—that is my understanding. I am just interested as to what the time line might be, if you could do that on notice.

Mr Dewar: Yes, we can take that on notice.

Answer:

Defence must abide by all Commonwealth laws and regulations relating to land acquisitions and capital facilities development. In practice this means that Defence will need to:

- Undertake master planning, cost estimation, socio-economic studies and environmental impact assessments (Early and mid 2017);
- Have the Australian and Singapore Governments consider and approve the outcomes of the initial planning and gain consent from the Minister for Finance for any training area expansion required as per the Lands Acquisition Act (Mid to late 2017);
- Seek a negotiated purchase of relevant property (from 2017 following Government approval);
- Develop detailed designs for the agreed facilities on the training areas (2017 to 2018);
- Procure industry expertise to undertake the construction work (from 2018);
- Construct the training facilities (from 2019 out to 2026); and
- Negotiate fair and equitable Indigenous Land Use Agreements as per Native Title Act obligations (from 2017 potentially out to 2024).

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: IGADF Scoping Study in to Special Forces Culture

Question reference number: Q20

Senator: Lambie

Type of question: Spoken

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: This secret investigation into war crimes is having an adverse impact on troops' morale. Have you been told that the troops feel as if the top Army brass is out to get them and make an example of them?

CHAIR: Senator, I cannot accept a question of that nature. Can you reframe it?

Senator LAMBIE: I want to know if you have had any complaints about the investigation into war crimes, in that people are feeling that the top of the armed forces is coming down on them or intimidating them?

Senator PAYNE: None that I am aware. But, of course, I will check the record.

Answer:

The Inspector-General of the Australian Defence Force is conducting a scoping inquiry into rumours concerning the culture and behaviour of Special Operations Task Group deployments in Afghanistan during the period 2007 to 2016.

There have been no complaints or morale issues reported to the Inspector-General ADF Scoping Inquiry team or to the Office of the Inspector-General of the Australian Defence Force.

Furthermore, the Army has not received any formal complaints from soldiers regarding adverse effects on morale due to the Inspector-General ADF Scoping Inquiry.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: List of Approved Medications for Combat Troops

Question reference number: 21

Senator: Lambie

Type of question: Spoken - asked on Wednesday, 19 October 2016, Hansard page 42

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: Can you provide me with a list of medications that have been approved for use by Australian combat troops, including all special forces troops? I will put that on notice, if you want.

Air Vice Marshal Smart: Yes, we will take it on notice, but just to clarify: is that just antidepressant medication or every single medication that people might be on? Obviously that is a much longer list.

Senator LAMBIE: All of them please.

Vice Adm. Griggs: We will assess that, but that could be a considerable body of work.

Answer:

Prior to deployment, all ADF members are required to have a pre-deployment health check. Members are assessed on a case-by-case basis to assess their fitness to deploy. This includes an assessment of any medication requirements.

It would be an unreasonable diversion of resources to list all medications.

Any ADF members who require treatment with anti-psychotic medications are medically unfit for deployment.

During the period 1 January 2012 to 21 October 2016, ADF members have been approved to deploy on a case by case basis when taking the following medications, which are predominately used for psychiatric or mental health treatments:

Anti-depressants:

- Selective Serotonin Reuptake Inhibitors (SSRI)
 - Citalopram
 - Escitalopram
 - Sertraline
- Serotonin and Noradrenalin Reuptake Inhibitors (SNRI)
 - Duloxetine

- Venlafaxine
- Tricyclics anti-depressants:
 - Amitriptyline (used for non-psychiatric indications)
 - Doxepin (used for non-psychiatric indication)
- Other anti-depressants
 - Agomelatine
 - Mirtazepine

Drugs for attention deficit hyperactivity disorder

- Methylphenidate

Most of the medications are anti-depressants. They are most commonly being used by members who have fully recovered from an episode of depression to minimise the risk of recurrence, in accordance with clinical guidelines. It should be noted that ADF members are not deployed whilst clinically depressed.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mental Health studies

Question reference number: 22

Senator: Lambie

Type of question: Spoken - asked on Wednesday, 19 October 2016, Hansard page 42

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: Okay. What studies have been carried out by the ADF that examine the decrease of performance and effectiveness of combat personnel as they spend more time in war or warlike zones?

Air Vice Marshal Smart: We have done a number of studies over the years. One was called our MilHOP study. That was a series of studies done to look at mental health prevalence and wellbeing in our troops. We also did some studies as part of that, called the combat health studies. That looked at people both before and after deploying to see if there were any differences, and those results were published some time ago on a website. That was just a snapshot in time; however, for the past 12 months or so we have been working very closely with the Department of Veterans' Affairs and a consortium of universities across the country to do some followup studies. We are looking again at what the prevalence of mental health problems are over time both for people who continue to serve and for people who transition over into the veterans' space. All of the data has been collected for those studies and we should see the reports for those coming out over the next 12 months or so. There will be eight reports in total.

Senator LAMBIE: Would you be able to list and table all of the studies that have been done since 2000 please?

Air Vice Marshal Smart: Yes; we can do that on notice.

Answer:

| Completed Studies | Type of data collection | Year of Completion |
|---|-------------------------|--------------------|
| 1. The Middle East Area of Operations (MEAO) Health Study: Prospective Study http://www.defence.gov.au/Health/Home/Docs/130318-MEAOProspectiveStudyExecutiveSummary.pdf | Pre and post-deployment | 2012 |

| | | |
|--|-------------------------|--------------------------|
| 2. The Middle East Area of Operations (MEAO) Health Study: Census Study http://www.defence.gov.au/Health/Home/Docs/MEAOCensusStudyReportVolI.pdf | Post-deployment only | 2012 |
| 3. 2010 ADF Mental Health Prevalence and Wellbeing Study http://www.defence.gov.au/Health/DMH/Docs/MHPWSReport-FullReport.pdf | Post-deployment only | 2011 |
| 4. Near North Area of Influence Studies - East Timor Health Study - Bougainville Health Study | Post-deployment only | 2009 2009 |
| Post-Deployment Mental Health Surveillance | | |
| 5. <i>The Impact of Multiple Deployments on Mental Health, Morale and Career Intentions: ADF Personnel Deployed to Middle East Area of Operations</i> 2002-2007, Department of Defence, 2008 | Post-deployment only | 2008 |
| Ongoing Studies – yet to be reported | | |
| 6. Transition and Wellbeing Research Programme (in collaboration with Department of Veterans' Affairs) | Pre and post-deployment | Reports from 2017 |
| 7. Longitudinal ADF Study Evaluating Resilience | Pre and post-deployment | Final report due in 2018 |

The list above includes all research commissioned by the Department of Defence, the following studies were completed in collaboration with the Department of Veterans' Affairs:

- Near North Area of Influence Studies - East Timor Health Study & Bougainville Health Study
- Transition and Wellbeing Research Programme

A hard copy of all reports has been provided to the committee.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Studies on personnel with multiple deployments

Question reference number: 23

Senator: Lambie

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 42

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: And have you done an actual study that really focuses on the amount of—some of these guys have done eight, 10—I have met someone who has done 11—rotations. What sorts of studies are being done along that line—that is, the more you go back in? Do you have an actual study that is directed at that?

Air Vice Marshal Smart: Not specifically, but one of the questions we asked in our study that I was talking about was 'how many times have you deployed?' We are able to stratify the data on the numbers of deployments, so that information would be available as part of those studies. I am not sure, off the top of my head, but can find out on notice whether that is one of the specific parts of one of the specific reports I was referring to before.

Answer:

Defence has undertaken a significant body of research to understand the health and well-being of ADF personnel. This research includes the Middle East Area of Operations (MEAO) Health Studies which specifically examined the effects of multiple deployments to the MEAO on the health of ADF members. The results suggested that ADF members deployed to the MEAO were generally physically and mentally healthy.

The research to date suggests that the number of deployments is not a useful indicator of risk for mental health concerns. Instead, ADF members in jobs that expose them to potentially traumatic events, such as direct combat, have a greater likelihood of developing mental health concerns. The findings reinforce the important work Defence is doing in ensuring risk-based intervention and screening to maximise support for those most at risk.

Other groups identified in the research shown to be at risk were those leaving full-time service. Based on these findings, the Department of Veterans' Affairs and the Department of Defence have progressed the Transition and Wellbeing Research Programme which will examine the health and wellbeing of ADF members who have transitioned from full-time service since 2010.

For a list of completed studies refer to Defence's response to Supplementary Budget Estimates Question on Notice reference number 22, asked on 19 October 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms – Ownership of Chinese Subcontractor

Question reference number: 24

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 44

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: Who owns the company?

Major Gen. Coghlan: It is privately owned.

Senator Kim CARR: You do not know who the shareholders are?

Major Gen. Coghlan: No, I do not. I will take that on notice. You asked when the minister was advised of the result of the tender. That advice was provided on 25 February 2015 to Minister Andrews. You asked about how the fabric was audited. It is done through technical assessment by batch to ensure technical compliance with Defence standards. They audit it to international standard 17025 through an independent laboratory and it is subsequently reviewed by the Land Engineering Agency of the Land Systems Division.

Answer:

Australian Defence Apparel has advised that Shandong Yeliya is privately owned by a single owner. There are no shareholders.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms – Cost Differentials – Date advice sought

Question reference number: 25

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 45

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: You indicated to us before that you sought advice from ADA about cost differentials. Why did you do that? What was your thinking?

Major Gen. Coghlan: As I said earlier, I am new to this role. I arrived after that contract, so I wanted to understand what the value-for-money implications were and why—

Senator Kim CARR: It was for personal enlightenment?

Major Gen. Coghlan: Yes. I am responsible, so I needed to understand more.

Senator Kim CARR: What was the date you sought that advice?

Major Gen. Coghlan: I will take that on notice.

Answer:

22 August 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Shipbuilding Contracts – Williamstown Shipyard

Question reference number: 26

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 45

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: I want to turn to the question of Williamstown shipyard. Who is responsible for that matter? What is the status of Williamstown at the moment as a shipbuilding facility?

Mr Gillis: Williamstown shipyard is owned by BAE.

Senator KIM CARR: Yes.

Mr Gillis: BAE is still to make a determination on what they consider to be the future of the Williamstown shipyard.

Senator KIM CARR: What contracts do they have at the moment?

Mr Gillis: They have finished off the LHDs. I do not think they have any current Defence contracts.

Senator KIM CARR: None at all?

Mr Gillis: Not that I am aware of.

Senator KIM CARR: What are the prospects of them securing contracts?

Mr Gillis: We now have a strategy which has shipbuilding in Osborne in South Australia and in Henderson, Western Australia. That is now a matter of what other contracts they may wish to seek, either commercially or within Defence, on a number of other programs.

Senator KIM CARR: So they have no work at the moment at all?

Mr Gillis: Not that I am aware of. Not from Defence.

Senator KIM CARR: Presumably, you would be aware of Defence work.

Mr Gillis: Yes. They may have other contracts there, but I could take that on notice. But, from a Defence perspective, I do not see any contracts.

Answer:

Regarding Defence work at the shipyard, approximately 270 BAE personnel provide direct support to maritime sustainment contracts across various platforms, including the Landing Helicopter Dock Ships, Hydrographic Ships, and Adelaide and ANZAC Class Frigates. This support is provided through engineering, project management and commercial/procurement functions.

Non-Defence work at the shipyard is a commercial matter for BAE.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Shipbuilding: Infrastructure at Williamstown Shipyard

Question reference number: 27

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 46

Date set by the committee for the return of answer: 09 December 2016

Question:

Senator KIM CARR: Do you have any other Defence infrastructure in Williamstown?

Mr Gillis: I know of what is called the 'large green shed', which is near there. I do not know whether Defence hires it, but we were using it for the LHD program. I am not aware of any in Williamstown, but I could ask my infrastructure colleagues.

Senator KIM CARR: If you could, please. Are there any other Defence facilities in Williamstown that are associated with the shipyard in any way?

Mr Gillis: Not that I am aware of.

Senator KIM CARR: Have you had any representations from the Victorian government about the future role for Williamstown?

Mr Gillis: Personally, I have not.

Senator KIM CARR: Has the department?

Mr Richardson: I am not aware of any.

Senator KIM CARR: Will you take that on notice?

Mr Richardson: Sure.

Answer:

Defence leases the land at 60 Nelson Place, adjacent to the Williamstown Dockyard. The structure on this land, known as the 'Green Shed', is owned by Defence and is used as an LHD Outfitting Facility.

In addition to the leased land at 60 Nelson Place, Defence:

- owns Fort Gellibrand (Morris Street, Williamstown) ; and
- leases land for Training Ship Voyager (146 Nelson Place, Williamstown) and owns the facilities on this site.

There have been no representations from the Victorian Government about the future role for Williamstown.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Date of Shipbuilding Ministerial Meetings with Victorian government

Question reference number: 28

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 44

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: Minister, have you met with the Victorian government?

Senator Payne: I have. I have met with the Minister Lily D'Ambrosio.

Senator KIM CARR: When was that?

Senator Payne: I would have to take that on notice. I know Minister Pyne has met with Victorian counterparts and I have also spoken briefly, in passing only, with the Premier, Mr Andrews. I think Mr Pyne also met with Mr Andrews.

Answer

5 May 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Shipyards: Newcastle – Defence work provided

Question reference number: 29

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 47

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: this statement you have made previously—there would be only two shipyards. Has there been any work provided for Newcastle?

Senator Payne: For the construction of naval ships.

Senator KIM CARR: Has any been provided to Newcastle?

Senator Payne: The Newcastle shipyard has been I am not sure when Forgacs left the shipyard, but I can check that.

Answer:

No contracts have been awarded to the Newcastle shipyard since the conclusion of the Air Warfare Destroyer block work.

Senate Standing Committee on Foreign Affairs Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Submarines: Construction in Australia – Ministerial Statement of 23 May 2016

Question reference number: 30

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 48

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: I am conscious this is a complex project, going over many decades. But I am interested to know how it is that the prime contractor can make an assertion, according to the minister—as I said it is clearly a statement that the minister has made—that 90 per cent of the work be done in Australia.

Mr Richardson: And if the minister has been advised that by DCNS, then that is the advice DCNS has provided—

Senator KIM CARR: Have I quoted the minister accurately?

Mr Richardson: I do not have the quote in front of me, so I do not know. I can only—

Senator KIM CARR: Can someone here confirm that the minister has made that statement?

Mr Richardson: If you can give us the date on which you are quoting, we might be able to do that. But, regardless of that, we cannot at this point as a department put a firm percentile on it.

Senator KIM CARR: This is 23 May 2016. I am relying on an AAP report of the minister's statement. It is in quotation marks. I can only presume—and that is the reason I am asking. Do you keep track of—

Mr Richardson: Yes, but, regardless of that, we cannot at this point put a percentile on it.

Senator KIM CARR: I understand that.

Mr Richardson: It may be 95 per cent; it may be 85 per cent; it may be less. I do not know.

Senator KIM CARR: I understand that you cannot. I just want to know, if the company says that it can produce the vessels at that level of local content, why you have not put a percentage figure on it?

Mr Richardson: We have not yet had that level of detailed discussion with DCNS. Our discussions with DCNS and discussions with the French are (1) putting in place the agreements we need to put in place at this point. And, secondly, focusing in on the early design work.

Senator KIM CARR: So you have taken on notice to check the minister's statement is an accurate reflection of what he said?

Mr Richardson: Yes, we will do that.

Answer:

The Minister for Defence Industry made reference to a comment made by CEO of DCNS Australia that “over 90 per cent” of the build would occur in Australia (26 April 2016).

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms – Priority Industry Capability

Question reference number: 31

Senator Xenophon

Type of question: asked on Wednesday, 19 October 2016, Hansard page 53

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator XENOPHON: Going to the combat uniforms, I know that Senator Carr has traversed that, but there are some specific questions that are distinct from the questions that Senator Carr has asked. Further to the line of questioning from Senator Carr and others, it is my understanding that combat uniforms are a priority industry capability, a PIC. Is that right?

Major Gen. Coghlan: I will have to take that on notice, or refer you to my industry division colleague.

Answer:

Yes, Combat Clothing is a Priority Industry Capability (PIC).

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms – Priority Industry Capability ‘Health Check’

Question reference number: 32

Senator Xenophon

Type of question: asked on Wednesday, 19 October 2016, Hansard page 53

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator XENOPHON: It is my understanding that the department does health checks on PICs—that is the term of art used. Is that right, Ms Louis?

Ms Louis: Yes, that is correct. We do, but we are moving out of that policy into the new sovereign capability assessment, so we are in a transition—

Senator XENOPHON: But the health checks are still a valid benchmark?

Ms Louis: We have conducted them in the past. I think the last ones were around 2012-13.

Senator XENOPHON: Can you advise the committee whether a combat uniform health check was carried out?

Ms Louis: I would have to take that one on notice. I know they were conducted over a period of about 2011 to 2013. I think they did make it through every PIC, but I would have to take that specific one on notice, and the results of it.

Answer:

A health check was carried out on the Combat Clothing Priority Industry Capability during 2011. The result was that the Priority Industry Capability was satisfactory.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Azo Dyes – Spot checks conducted

Question reference number: 33

Senator: Xenophon

Type of question: asked on Wednesday, 19 October 2016, Hansard page 53

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator XENOPHON: Have you have heard of azo dyes? They are dyes that breach Australian standards in terms of—

Senator Payne: It was not raised.

Senator XENOPHON: Good; I did not want to double up. To what extent can we be sure that these uniforms do not contain any traces of azo dyes, which are banned in Australia?

Major Gen. Coghlan: As I answered a question earlier, the uniforms are certified to an international standard by a third-party accredited testing facility, and that standard is then inspected by the Land Engineering Agency which is part of the Land Systems Division. With regard to that specific chemical, I would have to take that on notice, but the intent of the—

Senator XENOPHON: It is a group of chemicals that can be quite toxic and cause all sorts of health effects.

Major Gen. Coghlan: We comply with the overseas standard. Do you wish me to take that on notice?

Senator XENOPHON: If you could, please, and whether there are spot checks. You may have heard, in terms of compliance with Australian standards, there is something that is known as the golden sample, where you give a sample that is clearly perfect in every way, but the actual batch manufacture is not—I am not saying that will happen here.

Answer:

Defence is confident that the Standard Combat Uniforms do not contain AZO dyes and that the uniforms comply with Australian standards.

Under the terms and conditions of supply arrangements, Defence requires contractors and subcontractors to comply with relevant Commonwealth policies including Hazardous Substances and Workplace Health and Safety. Defence verifies compliance of clothing to specified standards by requiring its suppliers to provide test reports from certified laboratories.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Uniforms: Australian Standards and International Standards

Question reference number: 34

Senator: Xenophon

Type of question: asked on Wednesday, 19 October 2016, Hansard page 53

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator Kim CARR: Is there an Australian standard? You have constantly referred to the international standard. Is there an Australian standard?

Major Gen. Coghlan: I would have to check. Usually, we would go to the higher standard, and there is an international standard for textiles, and that is the one we comply with.

Senator Kim CARR: The international standards are usually lower.

Major Gen. Coghlan: I would have to check on that.

Senator XENOPHON: Further to Senator Carr's question, you are saying you do not know whether the Australian standard is higher than the international standard?

Major Gen. Coghlan: Often there may not be an Australian standard. I will have to check and take that on notice.

Answer:

Defence clothing is required to comply with Australian and international standards. In most cases Australian standards are the same as international standards.

Where an Australian standard exists, it takes precedence over an international standard. Where an Australian standard does not exist, an international standard is adopted.

Senate Standing Committee on Foreign Affairs Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Submarines: DCNS Data leak – Date Defence notified

Question reference number: 35

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 60

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: However, the information regarding the Scorpene was provided to the Australian government—was it not? DCNS knew for some time that it had lost control of a significant part of its data regarding the Scorpene.

Mr Richardson: I do not know whether they did.

Senator KIM CARR: That is what The Australian says.

Mr Richardson: I just do not know.

Senator KIM CARR: It goes to the question I have asked the: were you advised of the fact that significant data had—

Mr Richardson: Not prior to the article in The Australian. I am not aware of any—

Senator KIM CARR: That is the first time the department and the ADF discovered—

Mr Richardson: I will take that on notice, but as far as I am aware I think that is right.

Senator KIM CARR: I will put it to you in these terms. I am feeling my way through this. It just strikes me that if The Australian report is correct, that there has been significant loss of control of data and that happened some time ago before it was actually published by The Australian, was there not an obligation on DCNS to report that matter to the Australian government as part of the competitive evaluation process?

Mr Richardson: First of all, I do not know what the French DCNS knew or did not know prior to the publication of the article in The Australian. Secondly, DCNS and the French authorities are currently investigating that leak and there remains some debate about the sensitivity or otherwise of what was leaked. However, what was leaked is not relevant to the future submarine, except in terms of it being a reminder of the importance of security. As I said, as a matter of course we then examine everything.

Senator KIM CARR: You say it has no technical bearing on it and the rear admiral has indicated that the pre-concept designs were of a different boat.

Mr Richardson: Yes.

Senator KIM CARR: But you have also said that it does go to the issue of integrity and trust.

Mr Richardson: I do not think I used the words 'integrity' and 'trust'.

Senator KIM CARR: You did not use those words; I am. You have said that the loss of data of this magnitude is a significant issue or—I think these were the words you used—a reminder of the dangers of the control of data.

Mr Richardson: That is right: it is a reminder.

Senator KIM CARR: I am saying to you that it goes to essential questions about integrity and trust of a contractor not being able to control its data.

Mr Richardson: I simply do not know whether the French were aware of the leak until *The Australian*, so I am speculating, and I am not prepared to do that.

Senator KIM CARR: That is fair enough. Rear Admiral, are you aware? You have had conversations with French officials since the publication.

Rear Adm. Sammut: No. I am not aware whether DCNS knew ahead of the publication as to whether they had a security leak or not.

Senator KIM CARR: Rear Admiral, I take it that no other officials were aware?

Rear Adm. Sammut: No.

Senator KIM CARR: So the first time you think DCNS found out about it was when it saw it on the front page of *The Australian*?

Mr Richardson: No, I am not prepared to say that is what I think; I am prepared to say I do not know.

Senator KIM CARR: I am making this point to you, and I presume you will take that on notice: when did DCNS become aware of the loss of the data? My point to you is this: if they were aware of this, as *The Australian* implies and, I think, stated—I can probably pull up the article and pull out the relevant paragraph, but my understanding from reading that article was that the material was known to the company and the French for some time—did they have an obligation to advise the Australian government of the loss of that data?

Answer:

Defence was advised by DCNS of the data leak immediately prior to the article appearing in *The Australian*.

DCNS has confirmed that it first became aware of the matter when informed by the reporter on 22 August 2016 that a set of documents relating to the Indian Scorpene program were in the reporter's possession, portions of which were later published in the article of 24 August 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Middle East – Number of soldiers in combat and support roles and average length of deployment

Question reference number: 36

Senator: Lambie

Type of question: asked on Wednesday, 19 October 2016, Hansard page 64
Spoken

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: Okay. I was just wondering, during the Australian Army's 15 years of service in the Middle East, how many soldiers have served in combat compared to the number of combat support groups. I understand you probably need to take that on notice.

Vice Adm. Griggs: We will take that on notice.

Senator LAMBIE: Thank you. What is the average length of time a combat soldier has spent in a war/warlike zone? I know that I got this a couple of years ago, but if I can get an update on that.

Vice Adm. Griggs: We have data on length of deployments in operational areas and multiple deployments. If you want it broken down between combat and combat support, then we can attempt to do that.

Senator LAMBIE: I would like that, thank you.

Answer:

From October 2001 to 30 September 2016, 10,205 ADF members, from all three services, have served in the Middle East in combat roles, while 35,613 have served in the Middle East in combat support roles. The classification of members in combat or combat support roles is based on the type of role that the members are trained for; this may not necessarily correlate to their actual activities during their deployment.

From 1999 to 30 September 2016, the average length of time spent on these operations has been 235 days.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: KC-30 – Diagram of Interior

Question reference number: 37

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 66

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: Would you be able to provide us with any diagrams of the new

—

Mr Richardson: I will take that on notice.

Senator KIM CARR: Is that possible?

Mr Richardson: I think we can do that, but I will take it on notice.

Answer:

Defence is unable to provide a copy of the design due to security and commercial-in-confidence provisions.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: King Air Aircraft – Public Release of Air Quality Investigation

Question reference number: 38

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 67

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: Are you now able to release the findings of your investigation?

Air Marshal Davies: I do not[e] that all of the reports and findings have been put in the public domain, but we have certainly advised those folk—

Senator KIM CARR: Is there any reason that they should not be?

Air Marshal Davies: I can take a look at that.

Answer:

The Royal Australian Air Force has released a message to the workforce, and those who flew on the aircraft, stating the findings. No further release of information will occur.

Aircraft remediation reports remain confidential and form part of the Government's continued commercial discussions with the contracted maintenance provider.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: First Principles Review - Provision of Summary of Implementation of Recommendations at Future Estimates

Question reference number: 39

Senator: Fawcett

Type of question: asked on Wednesday, 19 October 2016, Hansard page 68

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator FAWCETT: What consideration has been given to providing the committee with a summary of each of the recommendations, the extent to which it has been implemented, any delays and any points of difference between the oversight board and the department?

Mr Richardson: I think the business between us and the board is the business between us and the board. If the board wish to share that with you, that would be their business. In terms of the 75 recommendations and our progress there, I see no reason why we could not provide information to you. If you allow us to take that on notice, we can. There were 75 recommendations and 40 of them have been implemented, but some very major recommendations are still being implemented. Do not forget that the First Principles Review did recommend a two-year implementation program, so it was never intended that the implementation be completed before 1 July 2017. We are still in process in respect of delivering on the full program.

Senator FAWCETT: My concern is that whilst—As a member of the government, I think we can rightly look back and claim credit for both the First Principles Review and the desire to implement it, but the team who did the review was bipartisan in nature, and industry players and people with experience of defence were there as well, which suggests to me that it was a very balanced and holistic group. It looked at what long-term changes would be of benefit to our national security, to the capital productivity of the money taxpayers invests in defence, and to the department itself, to make sure that we have bipartisan ownership of the process of implementation. I think that increasing the transparency to this committee of a reporting mechanism such as that is important for all sides, for all people who are involved in the parliament, to have confidence that what is being implemented is not something that should be arbitrarily changed in four or five years' time but is something that can be supported as it is implemented and developed in subsequent years.

Mr Richardson: Ultimately that is a matter between the legislative and executive arms of government. Ultimately it is a matter between you and the minister, in terms of that relationship, but, from where I sit, I do not have an issue with sharing with the committee the progress we are making or not making.

Senator FAWCETT: I accept that. Ultimately we sit here as members of the parliament holding both the department and the executive to account, so my request to you is that you take on notice to provide the committee with that summary of recommendations for future estimates hearings.

Mr Richardson: Yes.

Answer:

Progress on implementation of the Review has been steady since it commenced on 1 July 2015, with 44 of the 75 recommendations complete as at 31 January 2017 (see [Attachment 1](#)). Defence will need to increase momentum of implementation to ensure the remaining substantial changes are achieved by the end of June 2017.

Centre-Led Governance Regime with External Oversight

Defence set-up the implementation approach to reinforce the key themes of the Review - strengthening decision-making and personal accountability. It is critical that the senior leaders in Defence own the changes. A strong governance regime has been implemented to ensure the intent of the Review is achieved.

Strategic Centre - improving the quality of advice, direction setting and decision-making

The governance regime complements a stronger strategic centre. The purpose of a stronger strategic centre is to set the direction for Defence, provide the best possible advice to Government and monitor the organisation's performance. Significant achievements to 31 January 2017 include:

- The Defence Committee remains the primary decision-making body in Defence with its membership reduced from 17 to six. It has two subsidiary committees:
 - the Enterprise Business Committee is chaired by the Associate Secretary and monitors the in-year performance of Defence in meeting Government-directed outcomes; and
 - the Investment Committee is chaired by the Vice Chief of the Defence Force and manages future investments; it is responsible for maintaining the integrity of the Integrated Investment Program.
- The roles and accountabilities of these three senior committees have been clearly described in their charters.
- The number of committees chaired by SES Band 3 or Three-Star officers has been reduced from 72 to 46, with 'road rules' introduced to ensure the remaining committees operate as effectively and efficiently as possible.
- The Enterprise Performance Management Framework was endorsed by the Defence Committee. It outlines how Government requirements are translated to the corporate planning and budget allocation framework, cascaded through to Group and Service business plans, and monitored through triennial performance reporting.

- The Defence Science and Technology Group has a new framework for university and industry partnerships. It allows Defence to partner with industry and academia to better access and leverage external science and technology capabilities.
- The Strategic Policy and Intelligence Group was established in February 2016. It brings together strategic, international and industry policy, the Defence intelligence agencies and the new Contestability Division.
- A review of the Australian Defence Force headquarters has been completed and will result in the formation of an integrated headquarters to better support the Chief of the Defence Force's accountabilities for commanding the Australian Defence Force.

Behavioural and Cultural Change – improving and strengthening accountability

The first year has focused on reinforcing the accountabilities of the Senior Leadership Group, both public servants and military to actively lead the required change. There is a strong emphasis on behaviours that are based on partnership and cooperation, intellectual honesty, transparency and delivering on Government decisions. Work on behavioural and cultural change will be ongoing. Significant achievements to 31 January 2017 include:

- The Ministerial Directive has been updated and clearly describes the individual and joint accountabilities of the Secretary and the Chief of the Defence Force.
- The *Defence Legislation Amendment (First Principles) Act 2015* came into effect on 1 July 2016 and formally recognises the authority of the Chief of the Defence Force and the Vice Chief of the Defence Force.
- The role of Service Chiefs as capability managers was strengthened, clarifying their responsibility for identifying, developing and delivering Defence's capability needs.
- Role charters for all members of the Senior Leadership Group were established, setting out individual and shared accountability, decision rights, and agreed leadership behaviours.
- All Senior Executive Service staff and a number of star-ranked military officers have participated in a 360° feedback process.
- Senior Executive Service performance assessments are re-weighted towards agreed leadership behaviours.
- A leadership program for Executive Level staff – “Leading for Reform” – has been rolled-out.

Capability Development – delivering on Government decisions

The redesign of the capability development process signifies a key change in the way Defence delivers on Government requirements. The Review recommended that more

effort is put at the beginning of the process. A risk based approach, which is outlined in the Smart Buyer detailed design, is now being used to manage programs/projects throughout the development life cycle. As at the end of January 2017, 16 projects including one ICT project have used the smart buyer risk assessment process to develop project execution strategies. Other significant achievements to 31 January 2017 include:

- The Defence Materiel Organisation was disbanded and the Capability Acquisition and Sustainment Group was established as a part of Defence on 1 July 2015. The Group has developed a business framework to establish standardised governance mechanisms and promote increased transparency.
- Consolidation and redesign of the Systems Program Offices has commenced with a view to bringing an improved focus on delivery. This work will continue post July 2017.
- Defence commenced transition to the new Capability Life Cycle in April 2016. The Capability Life Cycle is the end-to-end process for planning, developing, acquiring and maintaining Defence capability—major capital, infrastructure, and information and communications technology.
- The Capability Development Group was disbanded on 1 April 2016 and its functions moved to other parts of Defence. The Investment Committee now takes responsibility for all Defence investment decisions, including estate and infrastructure, information and communications technology, and major capability acquisitions. The focus of the Investment Committee is delivering on the Integrated Investment Program.

Implementing the redesigned capability development approach will require changes to existing approval processes. Defence and central agencies (Departments of the Prime Minister and Cabinet and Finance and the Treasury) have agreed that streamlining the existing processes must increase transparency and ensure the Government's capacity to intervene at strategic points in the capability development process is strengthened.

Workforce - developing the right workforce with the right skills

The First Principles Review recommended that Defence be clear and deliberate about its workforce requirements and ensure that staff were appropriately skilled. Significant achievements to 31 January 2017 include:

- Seven SES Band 3 positions and one Three-Star position were abolished in 2015–16.
- A voluntary redundancy program for SES and Executive Level 1 and 2 public service officers was undertaken to ensure that managers have appropriate spans of control, supporting improved decision making, accountability and communication. A total of 573 voluntary redundancies were accepted in 2015–16.
- The Defence Strategic Workforce Plan has been developed. It provides the strategic direction and defines the people system for the future workforce of

Defence. It outlines initiatives to address risks and other issues that were identified after analysis of the environment and workforce.

- The rollout of the Australian Public Service skills census across the 20 job families in the Australian Public Service is complete and is important information to support the development of both Group and job family workforce plans. These workforce plans will assist in driving recruitment, learning and development, succession planning and talent management.

Corporate and Military Enablers – developing a service delivery culture

Defence's corporate and military enabling functions are now focused on improving the service they provide to customers. Significant achievements to 31 January 2017 include:

- Each function has developed a formal program of continuous improvement and the results of a six-monthly customer satisfaction survey are being used to focus improvement initiatives.
- Key performance indicators for service delivery were also created and performance reporting is provided on a quarterly basis.
- The Australian Geospatial-Intelligence Organisation now manages the Navy Hydrography, Meteorology and Oceanography Branch from 1 July 2016. This is a major component of the consolidation of geospatial intelligence functions through the First Principles Review.
- Work to establish the integrated service delivery model is progressing and includes developing integrated physical access points in bases across the country, consolidation of helplines into one telephone line and a single intranet location for staff to locate services. The model is designed to improve how customers access services and places the customer's experience at the forefront of service delivery improvements.

Information Management – establishing an enterprise approach

The focus for the first year in information management has been to establish the foundations that are necessary to ensure decision-makers, in both operational and corporate functions, have access to the right information. Work on information management will be ongoing. Significant achievements to 31 January 2017 include:

- A joint directive on enterprise information management was issued by the Secretary and the Chief of the Defence Force and outlines how information will be managed in Defence, with clearly defined authorities and accountabilities for the Chief Information Officer, the Chief Technology Officer and the Vice Chief of the Defence Force as the design authority for military interoperability.
- The Enterprise Information Management Strategy 2015–2025 has been developed. A detailed and comprehensive implementation plan was also developed and identifies a credible path over the next five years to deliver on the agreed Strategy.

- A baseline of enterprise information management business requirements was agreed by the implementation committee in May 2016 and will be used as a framework to inform investment decisions about specific capabilities that are required.
- Information management architectures, standards and master data management frameworks have been endorsed and form the design to enable greater interoperability which will make it easier to exchange information across Defence.
- Twenty-five information stewards have been appointed with their role being to provide clear advice on the specific business requirements for each Group and Service.

Estate - aligning the Defence estate to current and future force needs

Delivery of an estate strategy, plan and profile are key steps in ensuring that Defence's estate footprint aligns with current and future force needs. Significant achievements to 31 January 2017 include:

- The Estate Strategy and the associated Estate Implementation Plan have been approved and will provide direction on how all areas of Defence will manage the estate to ensure that it is aligned to force requirements, affordable and sustainable.
- Work has commenced on the Future Estate Profile and this will present options on what parts of the estate can be optimised through future acquisitions and expansions, and the parts that could be rationalised through disposal.
- The Government agreed that disposal of Defence estate would be considered on a case by case basis. During 2015-16, following ministerial approval, Defence disposed of 11 sites, including five metropolitan and six regional sites, with gross proceeds of \$22 million.

FPR: Recommendation Tracking - as at 31 January 2017

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| 1. Establish a strong strategic centre to strengthen accountability and top level decision-making | | | 2. Establish a single end-to-end capability development function within the Department to maximise the efficient, effective and | | | 3. Fully implement an enterprise approach to the delivery of corporate and military enabling services to maximise their | | |
|--|--|--------|---|--|--------|---|--|--------|
| # | Recommendation | Status | # | Recommendation | Status | # | Recommendation | Status |
| 1.1 | This review be adopted as the road map for Defence reform for the next five years | | 2.1 | Disbanding the Capability Development Group and dispersing its functions to more appropriate areas | | 3.1 | Defence define the estate need as determined by future force requirements and Government agree to dispose of all unnecessary estate holdings starting with the 17 bases identified in the 2012 future Defence estate report | |
| 1.2 | A new One Defence business model | | 2.2 | Disbanding the Defence Materiel Organisation and transferring its core responsibilities in relation to capability delivery to a new Capability Acquisition and Sustainment Group | | 3.2 | Defence strengthen its capability to present options to Government for estate disposal including obtaining expert external advice as required | |
| 1.3 | The diarchy is retained | | 2.3 | Developing a new organisational design and structure as part of the implementation process for the Capability Acquisition and Sustainment Group with reduced management layers | | 3.3 | The Government amend the Public Works act 1969 to set a \$75 million threshold for referring proposed works to the public works committee, and re-consider recent adjustments to the 2015-16 budget operational rules that run counter to more efficiently managing investment spending | |
| 1.4 | The individual and shared accountabilities of the Secretary and the Chief of the Defence Force be clarified, formally documented and promulgated through the organisation One Defence business model | | 2.4 | Examining each System Program Office to determine where each fits within the smart buyer function, the most appropriate procurement model and achieving value for money | | 3.4 | The Associate Secretary be directed and resourced to implement enterprise information management that provides Defence with trusted information to inform decision-making and military interoperability, with the Vice Chief of the Defence Force as the design authority for the next generation of command, control, communications, intelligence, surveillance and reconnaissance | |
| 1.5 | A streamlined top level management structure for the department that is aligned with the One Defence business model | | 2.5 | The Capability Managers specify the fundamental inputs to capability requirements with the Capability Acquisition and Sustainment Group having responsibility for developing and delivering an integrated project plan | | 3.5 | The information management agenda be governed at the band 3/3 star level by the Enterprise Business Committee to set overall direction and priorities, including the management of trade-offs and conflicts | |
| 1.6 | The strategic centre include the Associate Secretary and Vice Chief of the Defence Force as the integrators for the Defence enterprise and the future force and joint capabilities respectively | | 2.6 | The accountability for requirements setting and management be transferred to the vice Chief of the Defence Force and the Service Chiefs with strategic, financial and technical contestability being located with Deputy Secretary Policy and Intelligence | | 3.6 | Supporting the Chief information officer to meet these responsibilities by formally recognising the Chief Technology Officer as the technical authority with appropriate 'red card' decision rights | |
| 1.7 | The Vice Chief of the Defence Force's decision rights be greatly strengthened, including the right to stop projects proceeding through the approval process until joint force integration is proven | | 2.7 | That the Independent Project Performance Office and the Capability Investment and Resources division be relocated to Deputy Secretary Policy and Intelligence, significantly enhanced and strengthened to provide such contest | | 3.7 | Defence establish enterprise-wide frameworks for architecture standards and master data management | |
| 1.8 | Legislative changes to formally recognise the authority of the Chief of the Defence and the Vice Chief of the Defence Force, including removing the statutory authority of the Service Chief | | 2.8 | Revising the Defence investment approval process for all large or complex capability projects | | 3.8 | Defence embark on a pragmatic implementation road map to standardise business and information processes and their supporting applications | |
| 1.9 | That policy advice be strengthened by bringing all policy functions into one organisational unit in order to improve the quality of advice provided to Government | | 2.9 | Introducing a new formal gate into the process at entry point - Gate Zero: Investment Portfolio Entry | | 3.9 | Defence ensure adequate resourcing and funding for information management reform is prioritised as part of the fully costed 2015 Defence White Paper | |
| 1.10 | A strong and credible internal contestability function be built and led by the Deputy Secretary Policy and Intelligence with responsibility for strategic contestability, scope, technical and cost contestability | | 2.10 | Government increase approval thresholds for capability development projects, with ministerial approval required only for projects above \$20 million, two ministers above \$100 million and cabinet above \$250 million | | 3.10 | Geospatial information functions be consolidated into the Australian Geospatial-Intelligence Organisation following improved resourcing and connectivity | |
| 1.11 | That the policy and intelligence functions be combined under a Deputy Secretary Policy and Intelligence, who will have responsibility for providing policy advice and intelligence assessments to the Secretary and the Chief of the Defence Force | | 2.11 | Significant investment to develop an operational framework which comprehensively explains how the organisation operates and the roles and responsibilities within it; detailing the life cycle management processes which provide project and engineering discipline to manage complex materiel procurement from initiation to disposal; and reviewing architecture to reinforce accountability at all levels and bringing together information upon which good management decisions can be made | | 3.11 | The service delivery reform program, including full integration of the current Defence Materiel Organisation corporate functions, be completed | |
| 1.12 | The Defence Security Authority be repositioned under the Associate Secretary | | 2.12 | The Deputy Secretary Capability Acquisition and Sustainment must sign off and assure the Secretary of the operational output of each of his/her divisions every quarter and on major contracts on a monthly basis | | 3.12 | All corporate services (with the exception of finance but including the Defence Security Authority) be consolidated under the Associate Secretary | |
| 1.13 | The Defence committee be re-positioned as the primary decision making committee of Defence and the heart of the strategic centre with two supporting committees – Enterprise Business Committee and Investment Committee | | 2.13 | The use of net personnel operating costs process cease immediately | | 3.13 | All military enabling services (joint logistics command policy, joint health command, Australian Defence College, Australian Civil-Military Centre) be consolidated under a two-star officer who reports to the Vice Chief of the Defence Force | |
| 1.14 | That all other enterprise-wide committees be reviewed for their relevance and alignment with the One Defence business model with the aim of a substantial reduction in the number of committee | | 2.14 | Developing a Defence Investment Plan which would include all capital and related investments (such as materiel, estate and facilities, workforce and information and communications technology | | | | |
| 1.15 | That the organisational structure reporting to the Vice Chief of the Defence Force be simplified through the incorporation of a two-star head of joint enablers role | | 2.15 | That, on Government approval, the entire project acquisition budget is allocated to the Capability Acquisition and Sustainment Group to ensure expenditure is in accordance with the project delivery plan | | | | |
| 1.16 | A strengthened centre-led, enterprise-wide planning and performance monitoring process be adopted | | 2.16 | The Defence Science and Technology Organisation be required to clearly articulate its value proposition. this would include examples and actual amounts of value created | | | | |
| 1.17 | That the Associate Secretary be the central authority to deliver enterprise planning and performance monitoring processes, in line with the requirements of the <i>Public Governance, Performance and Accountability Act 2013</i> | | 2.18 | The Defence Science and Technology Organisation senior leadership be rationalised | | | | |
| 1.18 | That the Minister for Defence meet with the Defence committee twice yearly to consider a formal strategic assessment of the alignment between Defence's strategy, funding and capability | | 2.19 | The Defence Science and Technology Organisation strengthen partnerships with academic and research institutions to leverage knowledge and create pathways with academia and industry | | | | |
| 1.19 | Defence conduct regular reviews of the capital program in consultation with the Minister and central agencies | | 2.20 | Disbanding the Defence Science and Technology Organisation advisory board | | | | |
| | | | 2.21 | Defence, in partnership with academia and industry, review its research priorities, their alignment with future force requirements and capacity to leverage allied partners to promote innovation | | | | |
| 4. Ensure committed people with the right skills are in appropriate jobs to create the One Defence workforce | | | 5. Manage staff resources to deliver optimal use of funds and maximise efficiencies | | | 6. Commence implementation immediately with the changes required to deliver One Defence in place within two years | | |
| # | Recommendation | Status | # | Recommendation | Status | # | Recommendation | Status |
| 4.1 | That as part of the budget and planning process, Defence build a strategic workforce plan for the enabling functions, and incorporate workforce plans for each job family in order to drive recruitment, learning and development, performance and talent management | | 5.1 | The use of the measures such as the teeth-to-tail ratio and the one third budget split should cease | | 6.1 | No additional reviews on the organisational issues covered by this review are imposed on Defence, particularly within the early years of implementation | |
| 4.2 | Defence employ Australian Defence Force personnel in non-Service roles only when it is critical to achieving capability and for a minimum of three years to achieve best value-for-money from the premium paic | | 5.2 | Appropriate efficiency measures are developed which link to the delivery of agreed outcomes | | 6.2 | Past reviews and current reform initiatives should be assessed for currency and alignment to the One Defence model | |
| 4.3 | As many functions as possible be performed by public servants or outsourced if they are transactional in nature | | 5.3 | The focus on public service reductions as the primary efficiency mechanism for Defence cease | | 6.3 | Establishing an oversight board to provide close external scrutiny, advice on implementation progress and regular reports to the Minister | |
| 4.4 | Defence review the entirety of its enabling and military corporate workforce to ensure that it supports the Australian Defence Force with the minimum of overlap and redundancy, and with the greatest overall economy, efficiency and effectiveness | | 5.4 | Defence manage its workforce numbers in line with good resource management practice where Defence is held to account for delivering on required outcomes within available resourcing | | 6.4 | The Minister, with input from the department and the oversight board, report progress on implementation to the Government in March 2016 and March 2017 | |
| 4.5 | Defence reduce organisational layers; increase the spans of control of managers; align workforce standards in accord with the requirements of the Australian Public Service Commission; and engage external assistance to facilitate this work as required | | 5.5 | As part of the implementation process, Defence examine the headquarters functions for opportunities to achieve more effective and efficient arrangements | | 6.5 | Stability in the key leadership positions, particularly over the next two years to provide consistency of direction and ownership of the change | |
| 4.6 | Defence implement a transparent performance management system that is consistently applied, recognises and rewards high performance and introduces consequences for underperformance and failure to deal with it | | | | | | | |
| 4.7 | As part of the Performance Management System, Defence take steps to create a culture where leadership, professionalism and corporate behaviour are valued and rewarded | | | | | | | |

| Legend |
|------------|
| Completed |
| Incomplete |

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Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Industry as FIC - Status of Implementation - Regular Report for Future Estimates

Question reference number: 40

Senator: Fawcett

Type of question: asked on Wednesday, 19 October 2016, Hansard page 70

Date set by the committee for the return of answer: 9 December 2016

Question:

Ms Louis: I will just add that we are on track to deliver the new Sovereign Industrial Capability Assessment Framework and the new industry capability plan by mid next year. It is a big, complex piece of work, as you can imagine, getting out of those priority industry capabilities into the sovereign capabilities. I am working very closely with not only CASG but also the capability managers to roll out the industry FIC right through the department in terms of all the doctrine, the culture and the education processes so that industry is considered right up front in the capability life cycle. We are in the early stages, but by mid-2017, as per the industry policy statement, we will have the industry capability plan and those sovereign capabilities bedded down.

Senator FAWCETT: Like my request to the secretary on the First Principles Review, could you take on notice to provide your list of those tasks, right down to your junior officer staff course where you are starting to inculcate that change in attitude, to the committee ahead of each estimates so that the committee will know that it is not just an aspiration? We will know that in February 2017, say, the syllabus for that staff course has been changed and people are actually starting to be taught this, as opposed to it being a policy that is a nice idea.

Ms Louis: Yes, I can certainly take that on notice. I am really seeing a massive shift in the way that we are working with the projects. You can see it in LAND 400 in the Australian industry capability review. You can see it in the big shipbuilding projects. There is a very, very distinct difference in the way that we are engaging with industry and the CASG projects. I am very happy to share that implementation and those milestones before the next committee.

Answer:

Measures to track progress of the Defence Industry Policy Statement and implementation of Australian industry as a Fundamental Input to Capability (FIC) have commenced and include:

- Industry as a FIC is articulated in the key governance documents of the Capability Life Cycle.
- Industry as a FIC, including early and consistent engagement with Australian industry, is a normal part of force design and all phases of the Capability Life Cycle.
- Industry as a FIC is embedded in the Smart Buyer acquisition and sustainment framework.
- Industry as a FIC is embedded in advice to the Government through capturing more explicitly the Australian industry aspects of capability proposals.
- The Australian Industry Capability Program is being strengthened through the expansion and clearer articulation of requirements for tenderers to demonstrate how they will maximise Australian industry involvement, deliver an enduring industry capability and enable technology transfer and global supply chain program opportunities.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Procurement – Contestability – Milestones for thresholds for decision making

Question reference number: 41

Senator: Fawcett

Type of question: asked on Wednesday, 19 October 2016, Hansard page 70

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator FAWCETT: I had feedback from industry in South Australia just recently that when they compare the cost basis of putting a bid together for a civilian company—and this is in infrastructure works—it is an order of magnitude less than what they have to spend, and therefore what they charge to the taxpayer, for putting together an infrastructure bid or program for Defence. I would appreciate it, again, if you would take on notice, as part of your planning towards achieving that state of being the smart buyer, the kind of milestones you are looking at in thresholds of decision making. If you are trying to reduce that amount of work and process ahead of the brief to government, what are the parameters you are using, how close are you are you to achieving those and, importantly, are there any other changes from a legislative perspective that you need from government to enable you to achieve those? That would be great.

Answer:

Policy and Legislative Requirements

Defence is required to undertake its tendering processes in accordance with the Commonwealth Procurement Rules, which represents the Government's policy framework that all Commonwealth agencies must follow when procuring goods and services, inclusive of infrastructure / construction services.

The Commonwealth Procurement Rules contain procurement thresholds that determine the method by which goods and services are procured. These thresholds are \$80,000 for all non-construction related goods and services and \$7.5 million for construction services. Any procurement above these thresholds must be undertaken via an open tender process.

Further details regarding Commonwealth procurement processes can be found on the Department of Finance web-site at

<http://www.finance.gov.au/procurement/procurement-policy-and-guidance/selling/>.

There are also a number of additional Government policies that are connected to and implemented via Commonwealth procurement activities as are related to the procurement of construction services. These are:

Office of the Federal Safety Commissioner

- Established in 2005, the Federal Safety Commissioner works with industry and government stakeholders towards achieving the highest possible occupational health and safety standards on Australian building and construction projects.
- Where the cost of the building work is more than \$4 million, and directly funded by the Australian Government, an accredited builder must be engaged.
- Further details regarding these requirements can be found at the Federal Safety Commissioner's website at www.fsc.gov.au.

Building Code

- The Building Code applies to building contractors and building industry participants who have previously submitted an expression of interest or tendered for Commonwealth funded building work since it came into effect in 2013.
- The Building Code applies to all building and construction work where the Australian Government has direct financial and administrative involvement. This applies irrespective of the total value of the project.
- Further details regarding these requirements can be found at the Fair Work Building and Construction website at www.fwbc.gov.au.

Workplace Gender Equality

- The *Workplace Gender Equality Act 2012 (Cth)* (the Act) requires private sector employers of 100 or more employees to comply with minimum standards determined by the Act.
- The Australian Government has adopted a policy of not purchasing goods or services from suppliers who do not comply with these obligations.
- Further details regarding the requirements of the Act can be found at www.wgea.gov.au.

At present, Defence is not aware of, nor is seeking, any proposed changes from a legislative perspective as related to the aforementioned government policies.

The First Principles Review recommended that the Government amend the *Public Works Act 1969* to set a \$75 million threshold for referring proposed capital facilities and infrastructure works to the Parliamentary Standing Committee on Public Works (PWC), and re-consider recent adjustments to the 2015–16 Budget operational rules that run counter to more efficiently managing investment spending.

Since 2006, public works projects forwarded by Defence for the Committee's consideration have increased both in number and in value. For instance, in 2014, the Committee approved expenditure of \$1.5 billion on facilities to support the Joint Strike Fighter, and Defence expects to manage between 150 and 200 major capital facility and infrastructure projects at different stages of the project life cycle over the next decade.

Under current arrangements, projects with a value of \$2 million or more are notified to the PWC with a request to proceed as ‘medium works’, while works valued at \$15 million or more must be referred to the PWC for consideration and report to the Parliament before work can proceed. The present thresholds of \$2 million for medium works and \$15 million for major works were last revised in 2010 and 2006 respectively. The present thresholds add more than a month to the time required to commence medium works, and between three to six months to the time required to commence major works.

The Government is considering the recommendation.

Project Development and Delivery

In addition to applying the Commonwealth Procurement Rules as part of any procurement process seeking construction services, Defence also undertakes deliberate project development and delivery planning as part of Defence’s new Capability Life Cycle that at its core is based on understanding and mitigating Commonwealth risk.

At the outset of any development activities undertaken for any major capital facilities and infrastructure project, inclusive of those required to enable Defence capability projects, project specific risks are identified and assessed in order to develop risk mitigation strategies that are then implemented through the selection of the most appropriate tendering and contracting methodology. It is important to note here that the selection of the most appropriate tendering and contracting methodology is not predicated/driven by the forecast project value. It is also important to note that Defence, through the Defence Suite of Contracts, does not adopt a ‘one size fits all’ approach, a key aspect of Defence’s implementation of the First Principles Review recommendation to adopt a ‘Smart Buyer’ approach to procurement.

Further details regarding Defence’s Project Development and Delivery process for major capital facilities and infrastructure projects and the Defence Suite of Contracts can be found respectively at:

<http://www.defence.gov.au/estatemangement/support/SuiteContracts/Default.asp>
<http://www.defence.gov.au/estatemangement/lifecycle/default.asp>

Innovation in Contracting

Defence has been at the forefront of innovation in the construction industry. In 1992, Defence released Australia's first Integrated Project Delivery contract, being the Managing Contractor Contract. In 2003, Defence updated the Managing Contractor Contract delivery method to include Early Contract Involvement through a two-phase structure. In late 2015, Defence released its next generation Integrated Project Delivery contract, known as the Integrated Managing Contractor Contract.

The key innovation under the Integrated Managing Contractor Contract will be the creation of an Integrated Project Team to drive greater collaboration and integration between all parties involved in the planning, design, construction, operation and maintenance phases of Defence facilities and infrastructure. This involvement will drive a whole of life approach, with input from key trades and suppliers during the design phase looking to also maximise overall benefits through better leveraging industry expertise, being more commercially orientated and delivering better value for money with reduced costs to both Defence and Industry.

In addition to Defence's implementation of Integrated Project Delivery contracting, Defence is also investigating other ways to reduce the overall costs incurred by Industry in tendering. Such ways include replacing the current requirement for multiple printed submissions with a single electronic tender submission, reducing the amount of supporting evidence required as part a tender submission and allocating more time for Industry to prepare tender submissions.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contestability – Skillsets Required

Question reference number: 42

Senator: Fawcett

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 71

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator FAWCETT: Just to follow up on that, on notice could you provide the committee with a breakdown of the key personnel within that contestability—

Ms Skinner: I am not sure that that is particularly helpful—

Mr Richardson: We are not going to provide a breakdown of individuals—

Senator FAWCETT: Not names—I am interested to understand the competence matrix that you are applying behind those roles.

Mr Richardson: That is okay.

Senator FAWCETT: I do not care about individual names—what I am concerned about is that we have the right skillsets and how you are looking to bring people to the point of having the competence to provide those roles. No names.

Ms Skinner: We should always want a very varied skillset in the Contestability Division. You will want some people with some expertise in some areas; you will want people with strong analytical skills who ask very good questions and do not need to be experts. We can certainly bring a view of the sorts of skills we have there and how we are developing in particular those analytical skills that are probably the most important when you are taking on a broader, arms-length, throughout-a-process type of contestability rather than contestability which was much more a point in time in the previous process. We can certainly do that.

Answer:

To support Defence's contestability function, Contestability Division employs a range of highly skilled and experienced APS and military personnel. The Division's staff have a diverse range of experience and a diverse set of tertiary qualifications. As at 19 October 2016, 98 per cent of the Division's staff have tertiary qualifications.

These include qualifications in:

- Accounting, business, commerce, economics and finance;
- Capability and project management;
- Communications;
- Defence studies;

- Education;
- Engineering;
- Government and politics;
- Information technology;
- International relations and strategy;
- Law;
- Mathematics;
- Philosophy and policy;
- Psychology; and
- Science.

The Division develops the analytical skills of its staff by focusing on training and development opportunities in the core competencies of:

- Critical thinking;
- Building productive relationships;
- Stakeholder engagement;
- Systems thinking;
- Strategic thinking;
- Defence writing; and
- Research.

In addition, Divisional personnel have membership, accreditation or fellowship/alumni status with the following professional bodies:

- Australian Human Resources Institute.
- Australian Institute of Company Directors,
- Australian Institute of Management,
- Australian Institute of Project Management,
- Australian Naval Institute,
- Chartered Institute of Purchasing and Supply,
- Chartered Professional Accountants Australia,
- Harvard Business School,
- Institute of Engineers Australia,
- International Cost Estimating and Analysis Association, and
- Systems Dynamics Society.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Special Purpose Aircraft Schedules

Question reference number: 43

Senator the Hon Kim Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 71

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KIM CARR: I will go back to the VIP. I understand that the VIP travel manifests have not been tabled since 2015. Is that correct?

Mr Richardson: I would not know. I would need to pass that to the Chief of Air Force.

Vice Adm. Griggs: It is normally tabled twice a year.

Senator KIM CARR: So that is wrong?

Vice Adm. Griggs: It is normally tabled twice a year.

Air Marshal Davies: That is correct. It is tabled twice a year, normally at the end of each sitting period for the six months. Gathering the information was delayed this year due to the caretaker period.

Senator KIM CARR: Can I have them from the last tabled one, which I understand was in 2015, through to now?

Air Marshal Davies: Yes, we can get that.

Answer:

VIP travel manifests from 1 July 2016 to 31 December 2015 were tabled on 29 November 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Shipbuilding – Steel Manufacturing – Expected Decision on Australian Steel in Future Frigates

Question reference number: 44

Senator: Carr

Type of question: asked on Wednesday, 19 October 2016, Hansard page 77

Date set by the committee for the return of answer: 9 December 2016

Question:

Mr Gillis: The contractual obligation is the \$120 million, moving to \$133 million. The steel is not a component of that \$120 million.

Senator KIM CARR: I would welcome you being able to report to the committee you have secured that. I am just somewhat surprised at this stage in the proceedings that it has come up.

Senator Payne: It has been discussed previously.

Senator KIM CARR: Has it? What has Navantia said about it?

Mr Gillis: They are in negotiations with Australian steel manufacturers. They will come back to us and say, 'Is this a value-for-money proposition?'

Senator KIM CARR: When do we expect a decision on that?

Mr Gillis: I would have to take that on notice and get back to you

Answer:

Navantia is expected to make a decision on the potential supply of Australian steel for use in the construction of the Auxiliary Oiler Replenishment Ships by the end of the first quarter of 2017.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Submarines: Confidentiality of contracts – Senate Orders

Question reference number: 45

Senator: Xenophon

Type of question: asked on Wednesday, 19 October 2016, Hansard page 80

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator XENOPHON: So there is no minimum percentage of Australian content?

Mr Richardson: There is not a fixed target percentage. The aim is to maximise it following the process that Rear Admiral Sammut has outlined.

Senator XENOPHON: Well, Mr Richardson, are you aware that there is a Senate order. It is a procedural order and Senate resolution of continuing effect No. 13 headed 'Entity contracts'. Under subclause (2)(c) it effectively states that it requires Defence to identify within the contract those terms of the contract which should not be released to the Senate on public interest immunity grounds. There is also Department of Finance Resource management guide No. 403: meeting the Senate order on entity contracts that describes how to comply with the Senate order. Are the IP terms and Australian industry capability section of the contract that you have signed with DCNS listed as confidential in this contract that has been signed?

Mr Richardson: In response to that question: I would need to take it on notice.

Senator XENOPHON: I thought you knew Senate orders like the back of your hand?

Mr Richardson: Unfortunately, I do not.

Senator XENOPHON: Well, if you could.

Mr Richardson: Yes.

Senator XENOPHON: I think it is an important question, because we have the procedural order of the Senate and the Department of Finance resource guide. If it is not a clause of the contract, I ask for you to table both the IP terms and the Australian industry capability terms of the contract.

Mr Richardson: We will take it on notice.

Answer:

The Intellectual Property terms of the contract have been listed as confidential. The Australian industry capability section of the contract has not been listed as confidential.

Where sections of the contract have been identified as confidential, these will be listed on the AusTender notification to satisfy the requirements of Senate Order 13.

The Intellectual Property provisions will not be tabled due to the confidential nature of the information. The information has been assessed in accordance with the Department of Finance confidentiality test.

The Australian industry capability terms of the contract are provided at Attachment A.

Attachment A

Extracts from the Design & Mobilisation Contract with DCNS S.A. to be tabled in response to Question on Notice reference 45

Clause 4 in the Conditions of Contract

AUSTRALIAN INDUSTRY CAPABILITY

The Contractor shall comply with clause 2.2.6 of the SOW.

Clause 2.1.6 of the Statement of Work

Stream 5 consists of the following:

- a. Stream 5.1: the development of an Australian Industry Capability Plan for the FSP;
- b. Stream 5.2: development of a procurement plan that encompasses the supply chain activities and methodology to support the FSP;
- c. Stream 5.3: a completed study on the development of the Australian build approach for the construction of the FSMs; and
- d. Stream 5.4: a study into the availability and economic viability of Australian manufactured hull steel equivalent to that normally used by the Contractor and a plan for development of the Australian capability for manufacture of steel in Australia that meets the Contractor's and the Commonwealth's requirements for use in the FSM.

Clause 2.2.6 of the Statement of Work

Stream 5: Australian Industry Involvement Stream 5.1 Australian Industry Capability Plan

The Contractor shall establish an Australian Industry Capability Plan, which maximises the involvement of Australian industry without unduly compromising capability, cost, schedule or risk in all phases of the FSP, and which aims to deliver a sovereign capability to operate and sustain the FSM.

The Contractor shall describe in the Australian Industry Capability Plan how it shall identify, engage and assess the capability of Australian industry, including the selection and qualification of key strategic and other suppliers to deliver a sovereign submarine capability.

The Contractor shall develop and deliver an Australian Industry Capability Plan in accordance with CDRL Line Number PM-30 - Australian Industry Capability Plan.

Stream 5.2 Procurement activities

The Contractor shall conduct procurement activities in order to prepare the selection and qualification of Subcontractors or suppliers for the provision of key equipment, material, technologies and services critical to the preliminary design phases of the FSP.

The Contractor shall identify the key systems and equipment, and the potential suppliers of those systems and equipment that are critical to preliminary design activity. A procurement strategy shall be presented to the Commonwealth for each of the identified key systems or equipment at timing to be agreed with the Commonwealth.

The Contractor shall develop, deliver and update a Program Procurement Plan, in accordance with CDRL Line Number PM-33 - Program Procurement Plan.

Initial procurement activities will also cover the scope of secondary and / or standard equipment supply and will include:

- a. the drafting of Request-For-Information (RFI) packs in preparation of supplier and product qualification and delivery of the RFIs to proposed suppliers;

- b. the review of supplier responses to the RFI and engagement with suppliers for response clarifications; and
- c. the pre-qualification of suppliers.

The Contractor shall provide all facilities and assistance reasonably required by the Commonwealth in order for the Commonwealth to perform Audit and Surveillance activities in relation to procurement activity.

The Contractor agrees that the Commonwealth may review the terms and conditions that will be placed with potential suppliers, and the Contractor shall use its best endeavours to flow down the relevant prime contract terms and conditions. The Contractor agrees that it will not, and will ensure that any DCNS subsidiary in Australia will not, engage a Key Supplier (as defined in the Commitment Deed) that does not provide the minimum IP and Technical Data requirements described in clauses 4.7 and 4.8 of the Commitment Deed unless otherwise agreed by the Commonwealth, and with the parties addressing the consequences of that decision in the relevant Program Contract.

Stream 5.3 Development of the Australian Build

The Contractor shall conduct a study into the Australian build approach which considers options to manage the delivery of high risk technical elements of the Future Submarine build.

The Contractor shall develop and deliver a Development of the Australian Build study for the FSP in accordance with CDRL PM-31 - Development of the Australian Build Study.

Stream 5.4 Australian Steel Development and Qualification

The Contractor shall develop, deliver and update an Australian Steel Development and Qualification Plan in accordance with CDRL Line Number PM-36 - Australian Steel Development and Qualification. The study shall deliver a proposal for maximum use of Australian steel and where no equivalent Australian steel is identified through the study provide an assessment of the Australian manufacturing capability and the relative costs required to deliver Australian made equivalent steel that meets the Contractor's and the Commonwealth's qualification requirements.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates - 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Health Services - Factors Considered in Out-Sourcing Decisions

Question reference number: 46

Senator: Xenophon

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 81

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator XENOPHON: Thank you for that answer, Vice Admiral, but isn't there account of actual here if it was done efficiently in-house rather than being outsourced to a full-profit entity—and there is nothing wrong with a full-profit entity? Has anyone done an analysis as to whether it would have been cheaper to have it done inhouse rather than it being an outsourced exercise?

Vice Adm. Griggs: I will let Air Vice Marshal Smart answer that, because there are a range of factors in this that led to the change from the way we used to do health care to the way we do it now.

Air Vice Marshal Smart: I think using the term 'outsourced' is not quite specific. We still actually run our own health service. We still actually have control over our on-base services and also who we refer out to. We have always used external specialists outside. The difference between the previous model and this model is that we have managed both the labour hire type model of the on-base services in the extra contractors we need to run the health services and then buying the external services outside under one contract. So prior to that we had a number of contracts providing the labour hire aspect of it and then just one-on-one relationships with specialists and hospitals. That really was very difficult to track in terms of the volume and the overall sort of situation. Also, we did not have much leverage in terms of price. In terms of your question on have we done any work to look at the difference, we have actually had some external health economists come in to look at what the difference is. They have actually confirmed that our costs would have been considerably higher if we had not gone into these contract arrangements. So there are a number of factors.

Senator XENOPHON: Could you provide those in broad terms as to the efficiencies—

Air Vice Marshal Smart: I do not have the details here but I can take that on notice—yes. So there are a number of factors that have come into play. One is the volume-type factor. The other factor is—and it is a lot of detail—we found, in fact, in the early days of the contracts probably access was better to specialist care, so we had to put some levers in in terms of times of getting into specialist care and things like that. As we have gone along we have been able to drill down into that data for each individual doctor to see their prescribing habits, their referring habits, and start to put some more levers in to control our health services better. We have also had the increase in musculoskeletal-type injuries and injuries from Afghanistan. We are now

seeing that go to not only increased orthopaedic procedures but also rehabilitation costs. In fact, in this last financial year our rehabilitation costs—

Senator XENOPHON: What were the costs, by the way? Have they gone down in the last financial year?

Air Vice Marshal Smart: In the last financial year the rehabilitated costs have actually—

Senator XENOPHON: No, the overall costs.

Air Vice Marshal Smart: Every year our health costs will go up because of the cost of health care outside. But this time it was in keeping with the percentage cost that you would expect from the indexation. So it has gone up three per cent in the last financial year.

Senator XENOPHON: Thank you, Air Vice Marshal and Vice Admiral. Insofar as any of those reports by health economists can be tabled, that would go a long way to satisfying or allaying my concerns. That would be very useful.

Answer:

Joint Health Command has implemented a range of significant reforms since its inception in 2008 with the aim of improving access to, and quality of health services, while improving sustainability and affordability of these services for the future.

The provision of health services by Medibank Health Services under a single contracted arrangement allows for an integrated solution streamlining the delivery of health services nationally, as well as delivering efficiencies through the introduction of nationally consistent processes and procedures including clinical governance, quality management and centralised invoicing and reporting. Through the award of this contract, Defence has enhanced the service delivery and contract management aspects of its business by:

- a detailed reporting framework for all service packages;
- the ability to capture rate of effort and usage data for the off-base service packages including Imaging and Pathology;
- one single management point of contract;
- industry standard accreditation and credentialing for all service packages;
- a comprehensive pricing structure in line with industry standard to support the delivery of all service packages; and
- a non-exclusive subcontracted supplier model with multiple providers geographically based to increase competitiveness and workforce supply (with effect November 2016).

PricewaterhouseCoopers was engaged by Joint Health Command to conduct a benefits realisation analysis, the *Benefits Realisation Framework* to understand and quantify benefits resulting from a selection of key reform activities implemented to date and benefits to be realised from future reform activity to be undertaken. The financial and non-financial benefits from 2008 to 2016 reform activities are:

- the establishment of the ADF Health Services Contract has centralised business processes by way of contract management and budget reporting through one reporting source, thereby increasing visibility of expenditure;
- the introduction of competitive pricing and efficient invoicing mechanisms via the ADF Health Services Contract has improved overall affordability and management of health services to Joint Health Command;
- improved ADF member access to health services through increased workforce flexibility and capacity, including increased access to primary on-base and specialist off-base health services via the ADF Health Services Contract;
- overall improved rehabilitation rates, consisting of less time spent in reduced duties; and
- overall reduced use of specialists as a result of a more timely assessment and treatment of ADF members.

As part of this engagement, PricewaterhouseCoopers also conducted a high level evaluation of risks to the 2016/17 budget considering changes to supply and demand of health services historically, understanding how budget forecasts have been developed, identify changes in expenditure and budget management that have resulted from reform activity implemented to date, and to use finding from the benefits realisation analysis to inform areas of risk and any other areas for consideration.

The Joint Health Command *Benefits Realisation Framework* report is still in draft with its expected finalisation due by the end of November 2016. The report will then be reviewed for any commercial-in-confidence content prior to release.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Garrison Health - Evaluation of Internal Audit - Public Disclosure

Question reference number: 47

Senator: Moore

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 84

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator MOORE: 2017. When does the contract end?

Air Vice Marshal Smart: The current contract has actually been extended for two years, and it now is finishing on 31 October 2018, so we are already underway doing a 'lessons learned' process.

Senator MOORE: So it has already been extended, and it was extended without a full internal audit. If it was extended by two years, it is going to finish in 2018 instead of 2016.

Air Vice Marshal Smart: That is right. It was extended earlier this year after a long process of evaluation and also the other internal audit that I mentioned.

Senator MOORE: In your department, are internal audits public?

Mr Richardson: No.

Air Vice Marshal Smart: No.

Senator MOORE: So, with some of the questions that Senator Xenophon was asking about the whole process, we have no indication of what the internal audit said.

Mr Richardson: We can provide some advice on that. We need to take it on notice and just see what we can provide.

Senator MOORE: That would be very good, just to get some indication of what the evaluation was.

Mr Richardson: Sure.

Answer:

An internal audit of *Joint Health Command: Administrative Operation of Garrison Health Services* was finalised in January 2016.

The objective of the audit was to provide limited assurance on the effectiveness and efficiency of the control environment across the administrative operation of garrison health services in Defence. The audit did not review the tendering process of the ADF health services contract.

The audit concluded that the delivery of garrison health services is meeting the intent under the Service Level Agreement and Regional Level Agreement.

The audit made 13 recommendations. To date, 12 recommendations have been completed and the remaining recommendation is scheduled to be completed by 31 December 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Alleged Abusers - Update of Figures for Members Still Serving - Administrative and Disciplinary

Question reference number: 48

Senator: Kakoschke-Moore

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 84.

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KAKOSCHKE-MOORE: As at June 2015, there were 151 alleged abusers still serving in Defence. That number has been updated to 157?

Air Cdre Ehlers: No, what I said is that 157 cases had been referred to Defence. It is not a one-to-one relationship between cases and alleged abusers. It is quite a complex matter because in a number of cases it has been difficult to identify abusers. We will have to take it on notice to refine those numbers. It is just not a level of detail I have brought with me today.

Senator KAKOSCHKE-MOORE: Can you also take on notice the stats that I read out before about the 11 permanent Navy members, the nine in the regular Army and so on—how many of those are still currently serving?

Air Cdre Ehlers: Yes, we can refresh that—absolutely.

Senator KAKOSCHKE-MOORE: If those numbers have decreased—in that some of those members have left—would it be possible for us to know whether their departure from Defence was as a result of the allegations that had been made?

Air Cdre Ehlers: I will include that in the response, absolutely.

Vice Adm. Griggs: We can tell you if there has been administrative or disciplinary action taken. If someone just resigned, we would not be able to make that assessment.

Senator KAKOSCHKE-MOORE: Would I be able to get a breakdown of the reasons for departure— whether it was a resignation or the result of administrative or disciplinary action?

Air Cdre Ehlers: We will do the best we can to get that level of detail. I just have to check on the time periods.

Answer:

As at 2 November 2016, there are 12 members currently serving in the Permanent Navy Force alleged to have committed a sexual assault.

There are nine members in the Australian Regular Army alleged to have committed a sexual assault. Since the previous figures were provided in 2015 under Question on

Notice Number 16 from Budget Estimates, three of the members have separated from the Australian Regular Army voluntarily.

There are two members currently serving in the Permanent Air Force alleged to have committed a sexual assault.

There are no members currently serving in the Australian Public Service alleged to have committed a sexual assault. The previously reported figure of one member has been revised after the allegation was further assessed as not constituting sexual assault.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: DART/SeMPRO New Cases

Question reference number: 49

Senators: Kakoschke-Moore and Lambie

Type of question: asked on Wednesday, 19 October 2016, Hansard page 86

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: And that is over what time line?

Rear Adm. Wolski: This is not over any particular period, because there are historical cases which are also—

Senator LAMBIE: No, no. Since the DART closed. These are new victims coming forward.

Rear Adm. Wolski: No, that is not right. These cases are all of the cases that have been brought to SeMPRO during the period that SeMPRO has been operating.

Senator LAMBIE: Yes, but since the DART has finished. They could not go to the DART, so is that the number of people you have had come to SeMPRO?

Rear Adm. Wolski: No, that is—

Senator KAKOSCHKE-MOORE: I think that was even when DART was still ongoing.

Rear Adm. Wolski: Even when DART was open and able to take reports, SeMPRO was also open. And in fact there is some crossover, no doubt.

Senator KAKOSCHKE-MOORE: Can you provide a breakdown of how recent some of these cases are? I understand there will be a number of historical cases that could date back years or even decades. Is it possible to get a breakdown of that—obviously again without identifying anybody?

Rear Adm. Wolski: I will have to take that on notice.

Answer:

The Sexual Misconduct Prevention and Response Office (SeMPRO) has provided support (between 31 March 2013 and 2 September 2016) to 301 people who have identified as victims of sexual misconduct.

Of these 301 people, 86 contacted SeMPRO in the 2015-16 financial year.

With respect to the timeframe of the alleged incident in comparison to the time of contacting SeMPRO:

- 21 people advised that the incident had occurred more than 12 months ago;

- 42 people advised that the incident had occurred within the previous 12 months;
- less than five advised that the incident had occurred within the previous 72 hours; and
- for the remaining people, the timeframe between incident and contact with SeMPRO was not disclosed.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Conclusion of Assessment of an Alleged Abuse Incident - Member Still Serving

Question reference number: 50

Senator: Kakoschke-Moore

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 86.

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator KAKOSCHKE-MOORE: That is very welcome news. In question on notice No. 39 from budget estimates in June 2015 we asked about the ranks of still-serving alleged abusers and the answer that came back said: The highest rank of a permanent ADF member is ... (Colonel equivalent). The alleged incident occurred more than 20 years ago and was only referred by the Taskforce to Defence in May 2015. This alleged incident is currently under assessment. Are you aware of whether that assessment has been concluded?

Air Cdre Ehlers: Not that specific case, with the information I have here. We will have to take that specifically on notice.

Senator KAKOSCHKE-MOORE: If you could take that on notice, that would be good, and include whether that particular member is still serving.

Vice Adm. Griggs: Given that you have been so specific there, we might have to look at the privacy aspect of that.

Senator KAKOSCHKE-MOORE: Sure. The reason I brought it up was that it was provided in response to a question on notice.

Vice Adm. Griggs: I understand.

Answer:

As the matter is the subject of an ongoing Defence Inquiry, it is not appropriate for Defence to comment or answer any specific questions.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Efficiency Dividend

Question reference number: 51

Senator/Member: Farrell

Type of question: asked on Wednesday, 19 October 2016, Hansard page 88

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator FARRELL: Is the government still applying the efficiency dividend to the Department of Defence?

Mr Richardson: Yes, in the way it always has.

Senator FARRELL: What has been the practical effect of that in the current financial year?

Mr Richardson: It does not relate to the totality of the department's operations. Angela, do you want—

Ms Diamond: In terms of the specific figures, I will actually have to take that on notice, if I could.

Answer:

The most recent efficiency dividend applied to Defence was part of the 2014-15 Budget process. The total accumulated financial impact of efficiency dividends applied to Defence for the 2016-17 budget year is \$255.5 million (2016-17 PBS out turned price basis).

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Sustainable Development Goals - Role of Defence

Question reference number: 52

Senator: Moore

Type of question: Spoken, asked on Wednesday, 19 October 2016, Hansard page 91.

Date set by the committee for the return of answer: 9 December 2016.

Question:

Senator MOORE: I just have one question. Mr Richardson, I want to know about the role of the department in the Sustainable Development Goals response, which is a whole-of-government response. I just want to check whether your department is part of that whole-of-government response and, if so, in what way.

Mr Richardson: Yes, we are, but I cannot—

Senator MOORE: You can whack that on notice if you like.

Mr Richardson: Yes, okay. Thank you.

Senator MOORE: I just want to get a sense of that process.

Answer:

The Department of Defence is part of the whole-of-government response to support how Australia gives effect to the 2030 Agenda for Sustainable Development (2030 Agenda). As a member of the Inter-Departmental Committee on the 2030 Agenda, co-chaired by the Departments of Foreign Affairs and Trade and Prime Minister and Cabinet, Defence will participate in discussions on how the Australian Government will advance and report against the 2030 Agenda, and contribute to Australia's performance reporting.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: HMAS *Tobruk*: Letters from Tasmanian Government to the Commonwealth

Question reference number: 53

Senator: Lambie

Type of question: asked on Wednesday, 19 October 2016, Hansard page 91

Date set by the committee for the return of answer: 9 December 2016

Question:

Senator LAMBIE: I am just wondering whether you—or wherever they come from—would be able to supply me with the letters that came from the Premier or any ministers from the state government in Tasmania in support of HMAS *Tobruk*.

Senator Payne: I am not sure off the top of my head on what proviso or status they were supplied to the Commonwealth. I do not recall whether they were supplied on a confidential basis or otherwise. Let me seek some clarification on that, and I will come back to you.

Answer:

Correspondence from the Tasmanian Government in support of acquiring ex-HMAS *Tobruk* for use as a dive wreck are attached.

- The Premier of Tasmania to the Minister for Defence dated 26 April 2016
- The Premier of Tasmania to Defence dated 13 May 2016



PREMIER OF TASMANIA

E-MAILED
26 APR 2016

Senator the Hon Marise Payne
Minister for Defence
Parliament House
CANBERRA ACT 2600

Dear Minister *Marise*

Thank you for your letter of 31 March 2016 outlining your intention to offer ex-HMA ships Tobruk and Sydney to the states and territories.

My Government has strongly supported a local community-led initiative to secure HMAS Tobruk to be used as a dive wreck at Skeleton Bay, near St Helens in Tasmania. The Tasmanian Government has delivered on a 2014 state election commitment by providing \$50 000 to Break O'Day Council towards the estimated \$65 000 cost of a feasibility study for the proposal.

The feasibility study was positive and in January 2015 I wrote to the then Minister for Defence, the Hon Kevin Andrews MP, regarding the possibility of securing HMAS Tobruk.

In March 2015 the Tasmanian Department of State Growth lodged a Register of Interest Application form with the Department of Defence for the HMAS Tobruk for use as an artificial reef and dive site. That form stipulated that the Tasmanian Government's interest was subject to the Australian Government covering all costs up to and including cost of scuttling, the terms upon which other states have been provided with decommissioned ships to-date.

Importantly, the Member for Lyons, Eric Hutchinson MP, has highlighted that Tasmania is in the unique position of being the only state not to have received a fully funded decommissioned naval vessel as a gift from the Commonwealth. He noted that Queensland, the only other state to have publicly expressed interest in the HMAS Tobruk, is in the enviable position of being the beneficiary of two such vessels.

As you would be aware, the Tasmanian Government is facing significant budget pressures. In attempting to repair the damage done to the budget by the former Labor-Green Government, Tasmania is unable to commit funds to this project.

Further, the East Coast of Tasmania, where the wreck is to be located, is the sixth most tourism-dependent region in the country according to Tourism Research Australia. The HMAS Tobruk being added to the suite of attractions to this region would be a major boost to the vital tourism industry in regional Tasmania.

It is clear that, while financially constrained, Tasmania would benefit greatly from the presence of the dive wreck as proposed. Given that every other state in the Commonwealth has benefitted from the effective 'gifting' of decommissioned naval vessels, I encourage similar treatment for Tasmania.

As such the Tasmanian Department of State Growth will register its interest with the Defence Disposals and Sales Branch. However, as advised in the Register of Interest Application form lodged with the Department of Defence in March 2015, I confirm that the Tasmanian Government is seeking the Tobruk subject to the Australian Government covering all costs up to and including cost of scuttling.

Thank you once again for your letter and I look forward to your further advice.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Will Hodgman', with a stylized flourish at the end.

Will Hodgman MP
Premier



PREMIER OF TASMANIA

E-MAILED
13 MAY 2016

Ms Traci-Ann Byrnes
Assistant Secretary Disposal and Sales
BP25-3-007
Brindabella Business Park
25 Brindabella Circuit
Canberra Airport
CANBERRA ACT 2609

Dear Ms Byrnes

I refer to your letter of 27 April 2016 where you outlined your invitation to submit a proposal for the ex-HMAS Tobruk and ex-HMAS Sydney as a dive reef.

I have recently written to the Minister for Defence, Senator the Hon Marise Payne, on this matter. The Tasmanian Government's position is that:

- our interest in the Tobruk is predicated on the Australian Government meeting all costs up to and including scuttling;
- the Tasmanian Government is not prepared to indemnify the Australian Government in relation to liabilities associated with the vessel;
- given that the fundamental premise of the RFP is that bidders must accept all such costs as well as indemnifying the Australian Government, the Tasmanian Government does not intend to respond to the RFP in its current form, nor to inspect the vessel;
- the Australian Government should review its decision not to fund the preparation and scuttling of the Tobruk, and should review the RFP process; and
- Tasmania is prepared to work cooperatively with the Australian Government to facilitate the location of the vessel as a dive wreck should the Australian Government agree to provide the Tobruk to Tasmania with the Australian Government meeting all costs up to and including scuttling.

Please consider this letter to be a non-compliant response to the RFP.

Future communications regarding this matter should be addressed to Mr David Laskey, Senior Project Manager, Industry and Business Development, Department of State Growth, (03) 61655 115 or via email to david.laskey@stategrowth.tas.gov.au.

Yours sincerely

Will Hodgman MP
Premier

Foreign Affairs, Defence and Trade Legislation Committee

Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: SeMPRO Organisational Structure

Question reference number: 54

Senator: Lambie

Type of question: asked on Wednesday, 19 October 2016, Hansard page 92
Spoken

Date set by the committee for the return of answer: 4 November 2016

Question:

Ms Skinner: There are about 12 to 15 people in the SeMPRO team, comprised of a range of different skill sets, including the team leaders, social workers, educators and people who provide support for case management.

Senator LAMBIE: Are they all civilians or are they in uniform?

Ms Skinner: There is a combination of military personnel and civilians, and then there are some contracts to provide additional support.

Senator LAMBIE: On notice, could you send me the structure of how that is made up.

Ms Skinner: It is probably more useful to outline the sorts of functions, because structures change from time to time.

Senator LAMBIE: I do not need to know the functions; I know what the functions are. All I need to know is from the top to the bottom rank—can I please have that structure on notice.

Ms Skinner: We will provide you with something that does fit that need.

Answer:

The SeMPRO structure is attached.

**Sexual Misconduct
Prevention and Response
Office (SeMPRO)**
CAPT Christine Clarke, RAN

SeMPRO offers support and services to all Defence and ex-Defence personnel who have been affected by sexual misconduct

Response, Support & Research
1 x EL2

Response, Support & Research provides a 24/7 confidential service

Response & Support
1 x EL1, 3 x APS6

Response & Support coordinators are all qualified with extensive experience in responding to trauma, especially sexual assault trauma
Additional APS position allocated for expansion of service to Cadets

Research
1 x APS6

The research officer consolidates sexual misconduct data and reports on changes over time in the volume and circumstances in reported incidents that involved Defence personnel annually in the SeMPRO Supplement to the Defence Annual Report, and to Defence senior leadership

After Hours 24/7 Service
1 x LTCOL (ARES), 2 x MAJ(E) (ARES), 1 x LEUT (RANR)

Response & Support coordinators are all qualified with extensive experience in responding to trauma, especially sexual assault trauma

Prevention & Education
1 x EL2

The Prevention & Education Directorate provides the curriculum in accordance with the Sexual Ethics Education in Defence strategy

Learning & Development
2 x EL1, 1 x LTCOL (ARES)
1 x APS 6, APS 4

The Learning & Development team design, develop, implement and evaluate training packages

Base Presentations & Coordination
1 x WGCDR, 1 x WO2

The Base Presentations & Coordination team are the primary presenters, and coordinate all base visits

Director Governance & Planning
06 ADF Reservist

Governance & Planning manages the framework to ensure close alignment of planning, reporting and other activities to drive continual improvement

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Ministerial Functions

Question reference number: 55

Senator: Bilyk

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

In relation to any functions or official receptions hosted by Ministers or Assistant Ministers in the portfolio since 1 January 2016, can the following please be provided:

- List of functions;
- List of attendees including departmental officials and members of the Minister's family or personal staff;
- Function venue;
- Itemised list of costs;
- Details of any food served;
- Details of any wines or champagnes served including brand and vintage;
- Details of any floral arrangements or other decorations; and
- Details of any entertainment provided.

Answer:

The cost of official receptions hosted by Ministers in the Defence portfolio since 1 January 2016 was \$3752.86 and related to various meetings.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Executive Offices Upgrades

Question reference number: 56

Senator: Bilyk

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

Have the furniture, fixtures or fittings of the Secretary's office, or the offices of any Deputy Secretaries, been upgraded since 1 January 2016? If so, can an itemised list of costs please be provided?

Answer:

There have been no upgrades.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Facilities Upgrades

Question reference number: 57

Senator: Bilyk

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Have the facilities of any of the Department's premises been upgraded since 1 January 2016, for example, staff room refurbishments, kitchen refurbishments, bathroom refurbishments, the purchase of any new furniture, fridges, coffee machines, audio visual facilities or any other equipment including kitchen equipment and utensils?

If so, can a detailed description of the relevant facilities upgrade please be provided together with an itemised list of costs?

Can any photographs of the upgraded facilities please be provided?

Answer:

The Department of Defence is concurrently engaged in the maintenance, refurbishment and construction of many facilities. The Estate Upkeep Program engages in up to 80,000 separate tasks each month. The annual budget of the Estate Upkeep Program is \$380 million per annum.

Defence also manages an Estate Works Program that consists of approximately 800 projects per annum with a cost of approximately \$400 million per annum.

The Facilities component of the Integrated Investment Program consists of approximately 110 projects in the delivery phase. The average annual expenditure over the last five years is approximately \$1.1 billion per annum.

It would be an unreasonable diversion of departmental resources to itemise the detail across the three programs or photograph the items, in the manner requested.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Statutory, Board, Legislated Office and other Significant Vacancies

Question reference number: 58

Senator: Bilyk

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Please provide a list of all statutory, board and legislated office vacancies and other significant appointments vacancies within the portfolio, including length of time vacant and current acting arrangements.

Answer:

The following is a list of statutory vacancies within the Defence portfolio.

| CURRENT VACANCIES AS AT 22 NOVEMBER 2016 | | |
|---|---|---------------------|
| Statutory Appointment | Acting Arrangements | Vacant from: |
| Inspector General ADF | BRIG James Gaynor since 24 December 2015 | 24/12/2015 |

The status of all board vacancies within the Defence Portfolio are available at www.ausgovboards.gov.au.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Media Monitoring

Question reference number: 59

Senator: Bilyk

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

How much has the Department spent on media monitoring since 1 January 2016?
Can a list of all Contract Notice IDs for the Austender website in relation to media monitoring contracts please be provided?

Answer:

From 1 January 2016 to 31 October 2016 the Department of Defence spent \$775,514.07 on media monitoring. The Contract Notice IDs were CN3374222 and CN3374291.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Advertising and Information Campaigns

Question reference number: 60

Senator: Bilyk

Type of question: Provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

How much has the Department spent on advertising and information campaigns since 1 January 2016? Can a list of all Contract Notice IDs for the Austender website in relation to advertising and information campaign contracts please be provided?

Answer:

As reflected in Defence's financial management system, the total amount spent by Defence on advertising between 1 January 2016 and 31 October 2016 was \$58.95 million. Of this, \$27.66 million was for Australian Defence Force Recruitment advertising campaigns and \$29.59 million was for Australian Defence Force Recruitment marketing and advertising material. The remaining \$1.70 million was spent on a variety of items such as Australian Public Service recruitment, live firing notices, general event and public notices.

Defence publishes its contracts and amendments in line with the Commonwealth procurement reporting requirements on the AusTender website (www.tenders.gov.au). To provide details of all Contract IDs would be an unreasonable diversion of departmental resources.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Wikipedia Edits

Question reference number: 61

Senator: Bilyk

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

With reference to an article entitled ‘Investigation launched after public servants, staffers caught making offensive Wikipedia edits’ published by James Massola of Fairfax on 26 October 2016:

- Was the change made to the Nazi SS Wikipedia page performed by a person working in the Defence Department or a Minister’s office? If a Minister’s office, which Minister? (“One of the most concerning changes appears to have been made by someone on the Defence Department network in May this year – the Schutzstaffel (Nazi SS) Wikipedia page was edited to state the organisation was “justified” in killing Jews. The edit removed the word ‘genocide’ and also reduced the number of Jews killed from 6 million to as few as 30”).
- Was the change made to the Zambar, Afghanistan, Wikipedia page performed by a person working in the Defence Department or a Minister’s office? If a Minister’s office, which Minister? (“A 2015 change made on the Defence network to the Zambar, Afghanistan page that stated ‘In May 2002 the Australian Special Air Service (SAS) kicked some serious butt. Over 100 Taliban were killed in the action which was well supported by an AC 130’”).
- What process did the Department follow to investigate these changes?
- What was the outcome of that investigation?

Answer:

Defence has reviewed internet access logs and history of access to Wikipedia at the time of the edits that have been alleged to be made by Defence users.

Defence has identified a number of users who were accessing Wikipedia at the approximate time of the inappropriate changes.

Defence is currently investigating these accesses, investigations are ongoing and it would be inappropriate to comment on the process or outcome of those investigations

at this stage. However, there is no indication that the edits to Wikipedia were made by users in any of the Ministers' offices.

Defence provides access to Wikipedia as an information source for both business related research and for limited personal use which is authorised under Defence policy.

Defence does not condone the changes to Wikipedia that are alleged to have been made by a Defence user. The changes are against both Defence policy and Defence values.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: APS Staffing Levels as at 30 June 2016

Question reference number: 62

Senator: McAllister

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Please provide a breakdown of staffing levels as at 30 June 2016, nationally and for each state and territory, by the following categories:

- Full time equivalent (FTE);
- Head count;
- Gender;
- Ongoing;
- Non-ongoing; and
- Classification level.

Answer:

Defence is unable to provide a breakdown by gender of its Full Time Equivalent APS staffing at 30 June 2016. The table below provides the APS Staffing Levels by headcount at 30 June 2016 broken down as requested.

| Headcount | Ongoing | | | Non Ongoing | | | Total |
|----------------|-------------|--------------|--------------|-------------|-----------|------------|--------------|
| | Female | Male | Total | Female | Male | Total | |
| Overall | 7618 | 10850 | 18468 | 27 | 83 | 110 | 18578 |
| APS1 | 82 | 107 | 189 | 17 | 29 | 46 | 235 |
| APS2 | 639 | 509 | 1148 | 3 | 25 | 28 | 1176 |
| APS3 | 1101 | 572 | 1673 | | 4 | 4 | 1677 |
| APS4 | 1080 | 919 | 1999 | 2 | 1 | 3 | 2002 |
| APS5 | 1320 | 1907 | 3227 | 2 | 1 | 3 | 3230 |
| APS6 | 1911 | 3272 | 5183 | 2 | 4 | 6 | 5189 |
| EL1 | 1106 | 2305 | 3411 | 1 | 6 | 7 | 3418 |
| EL2 | 345 | 1179 | 1524 | | 9 | 9 | 1533 |
| SES1 | 22 | 46 | 68 | | | | 68 |
| SES2 | 11 | 26 | 37 | | 2 | 2 | 39 |
| SES3 | 1 | 7 | 8 | | 2 | 2 | 10 |
| Agency Head | | 1 | 1 | | | | 1 |

| Headcount | Ongoing | | | Non Ongoing | | | Total |
|-------------|-------------|-------------|-------------|-------------|-----------|-----------|-------------|
| | Female | Male | Total | Female | Male | Total | |
| ACT | 3584 | 4038 | 7622 | 4 | 17 | 21 | 7643 |
| APS1 | 36 | 46 | 82 | | | | 82 |
| APS2 | 163 | 171 | 334 | 2 | 6 | 8 | 342 |
| APS3 | 186 | 95 | 281 | | | | 281 |
| APS4 | 472 | 306 | 778 | | | | 778 |
| APS5 | 640 | 554 | 1194 | | | | 1194 |
| APS6 | 1019 | 1115 | 2134 | 2 | 4 | 6 | 2140 |
| EL1 | 787 | 1169 | 1956 | | 2 | 2 | 1958 |
| EL2 | 250 | 510 | 760 | | 1 | 1 | 761 |
| SES1 | 21 | 43 | 64 | | | | 64 |
| SES2 | 9 | 21 | 30 | | 2 | 2 | 32 |
| SES3 | 1 | 7 | 8 | | 2 | 2 | 10 |
| Agency Head | | 1 | 1 | | | | 1 |
| NSW | 1215 | 1666 | 2881 | 2 | 1 | 3 | 2884 |
| APS1 | 6 | 15 | 21 | | | | 21 |
| APS2 | 148 | 110 | 258 | | | | 258 |
| APS3 | 360 | 160 | 520 | | | | 520 |
| APS4 | 203 | 170 | 373 | 1 | | 1 | 374 |
| APS5 | 205 | 417 | 622 | | | | 622 |
| APS6 | 207 | 499 | 706 | | | | 706 |
| EL1 | 72 | 215 | 287 | 1 | | 1 | 288 |
| EL2 | 14 | 80 | 94 | | 1 | 1 | 95 |
| NT | 133 | 134 | 267 | | | | 267 |
| APS1 | 2 | | 2 | | | | 2 |
| APS2 | 16 | 11 | 27 | | | | 27 |
| APS3 | 26 | 8 | 34 | | | | 34 |
| APS4 | 21 | 17 | 38 | | | | 38 |
| APS5 | 34 | 33 | 67 | | | | 67 |
| APS6 | 27 | 44 | 71 | | | | 71 |
| EL1 | 5 | 17 | 22 | | | | 22 |
| EL2 | 2 | 3 | 5 | | | | 5 |
| SES1 | | 1 | 1 | | | | 1 |
| QLD | 604 | 736 | 1340 | | | | 1340 |
| APS1 | 8 | 13 | 21 | | | | 21 |
| APS2 | 107 | 75 | 182 | | | | 182 |
| APS3 | 139 | 56 | 195 | | | | 195 |
| APS4 | 85 | 72 | 157 | | | | 157 |
| APS5 | 96 | 210 | 306 | | | | 306 |
| APS6 | 138 | 202 | 340 | | | | 340 |
| EL1 | 27 | 84 | 111 | | | | 111 |
| EL2 | 4 | 23 | 27 | | | | 27 |
| SES2 | | 1 | 1 | | | | 1 |
| SA | 538 | 1539 | 2077 | | 17 | 17 | 2094 |
| APS1 | 9 | 9 | 18 | | 2 | 2 | 20 |
| APS2 | 57 | 34 | 91 | | 11 | 11 | 102 |
| APS3 | 85 | 49 | 134 | | | | 134 |
| APS4 | 65 | 84 | 149 | | | | 149 |
| APS5 | 68 | 166 | 234 | | | | 234 |
| APS6 | 157 | 525 | 682 | | | | 682 |
| EL1 | 66 | 366 | 432 | | 2 | 2 | 434 |
| EL2 | 30 | 304 | 334 | | 2 | 2 | 336 |
| SES2 | 1 | 2 | 3 | | | | 3 |
| TAS | 34 | 42 | 76 | | 1 | 1 | 77 |

| Headcount | Ongoing | | | Non Ongoing | | | Total |
|--------------------|-------------|--------------|--------------|-------------|-----------|------------|--------------|
| | Female | Male | Total | Female | Male | Total | |
| APS1 | 1 | 6 | 7 | | | | 7 |
| APS2 | 1 | 3 | 4 | | | | 4 |
| APS3 | 8 | 13 | 21 | | | | 21 |
| APS4 | 8 | 2 | 10 | | | | 10 |
| APS5 | 6 | 8 | 14 | | | | 14 |
| APS6 | 7 | 7 | 14 | | | | 14 |
| EL1 | 3 | 2 | 5 | | 1 | 1 | 6 |
| EL2 | | 1 | 1 | | | | 1 |
| VIC | 1308 | 2356 | 3664 | 21 | 41 | 62 | 3726 |
| APS1 | 16 | 15 | 31 | 17 | 27 | 44 | 75 |
| APS2 | 123 | 95 | 218 | 1 | 8 | 9 | 227 |
| APS3 | 267 | 172 | 439 | | | | 439 |
| APS4 | 195 | 228 | 423 | 1 | | 1 | 424 |
| APS5 | 239 | 438 | 677 | 2 | | 2 | 679 |
| APS6 | 303 | 783 | 1086 | | | | 1086 |
| EL1 | 123 | 395 | 518 | | 1 | 1 | 519 |
| EL2 | 41 | 228 | 269 | | 5 | 5 | 274 |
| SES2 | 1 | 2 | 3 | | | | 3 |
| WA | 192 | 295 | 487 | | 6 | 6 | 493 |
| APS1 | 4 | 3 | 7 | | | | 7 |
| APS2 | 24 | 10 | 34 | | | | 34 |
| APS3 | 30 | 19 | 49 | | 4 | 4 | 53 |
| APS4 | 31 | 40 | 71 | | 1 | 1 | 72 |
| APS5 | 32 | 81 | 113 | | 1 | 1 | 114 |
| APS6 | 50 | 85 | 135 | | | | 135 |
| EL1 | 18 | 39 | 57 | | | | 57 |
| EL2 | 3 | 18 | 21 | | | | 21 |
| Overseas | 10 | 44 | 54 | | | | 54 |
| APS6 | 3 | 12 | 15 | | | | 15 |
| EL1 | 5 | 18 | 23 | | | | 23 |
| EL2 | 1 | 12 | 13 | | | | 13 |
| SES1 | 1 | 2 | 3 | | | | 3 |
| Grand Total | 7618 | 10850 | 18468 | 27 | 83 | 110 | 18578 |

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: APS Staff Engagements

Question reference number: 63

Senator: McAllister

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

How many engagements occurred in the 2015-16 financial year, by:

- Classification;
- State or territory;
- Ongoing staff; and
- Non-ongoing staff.

Answer:

There have been 870 engagements for the 2015-16 financial year, including 229 corporate positions and graduate program positions. These are broken down in the table below.

| <i>Engagements</i> | <i>Ongoing</i> | | | <i>Non Ongoing</i> | | | <i>Overall</i> |
|--------------------|----------------|------------|------------|--------------------|-----------|-----------|----------------|
| | Female | Male | Total | Female | Male | Total | Total |
| ACT | 218 | 249 | 467 | 10 | 19 | 29 | 496 |
| APS1 | 13 | 24 | 37 | 4 | 6 | 10 | 47 |
| APS2 | 97 | 119 | 216 | 4 | 5 | 9 | 225 |
| APS3 | 5 | 10 | 15 | | | | 15 |
| APS4 | 27 | 14 | 41 | | | | 41 |
| APS5 | 23 | 22 | 45 | | | | 45 |
| APS6 | 32 | 41 | 73 | 1 | 3 | 4 | 77 |
| EL1 | 10 | 11 | 21 | 1 | 2 | 3 | 24 |
| EL2 | 8 | 7 | 15 | | 1 | 1 | 16 |
| SES1 | 1 | | 1 | | | | 1 |
| SES2 | 2 | | 2 | | 2 | 2 | 4 |
| SES3 | | 1 | 1 | | | | 1 |
| NSW | 29 | 17 | 46 | 1 | 1 | 2 | 48 |
| APS1 | 2 | | 2 | | | | 2 |
| APS2 | 8 | 4 | 12 | | | | 12 |
| APS3 | 13 | 4 | 17 | | | | 17 |
| APS4 | 1 | | 1 | | | | 1 |
| APS5 | 2 | 4 | 6 | | | | 6 |

| <i>Engagements</i> | <i>Ongoing</i> | | | <i>Non Ongoing</i> | | | <i>Overall</i> |
|--------------------|----------------|-------------|--------------|--------------------|-------------|--------------|----------------|
| | <i>Female</i> | <i>Male</i> | <i>Total</i> | <i>Female</i> | <i>Male</i> | <i>Total</i> | <i>Total</i> |
| APS6 | 3 | 3 | 6 | | | | 6 |
| EL1 | | 1 | 1 | 1 | | 1 | 2 |
| EL2 | | 1 | 1 | | 1 | 1 | 2 |
| NT | 8 | 4 | 12 | | | | 12 |
| APS1 | 1 | | 1 | | | | 1 |
| APS2 | 2 | | 2 | | | | 2 |
| APS3 | 1 | | 1 | | | | 1 |
| APS4 | | 1 | 1 | | | | 1 |
| APS5 | 1 | | 1 | | | | 1 |
| APS6 | 3 | 2 | 5 | | | | 5 |
| EL1 | | 1 | 1 | | | | 1 |
| QLD | 22 | 13 | 35 | | | | 35 |
| APS1 | 7 | 2 | 9 | | | | 9 |
| APS2 | 4 | 3 | 7 | | | | 7 |
| APS3 | 2 | | 2 | | | | 2 |
| APS4 | 1 | 1 | 2 | | | | 2 |
| APS5 | 1 | 3 | 4 | | | | 4 |
| APS6 | 7 | 3 | 10 | | | | 10 |
| EL1 | | 1 | 1 | | | | 1 |
| SA | 11 | 15 | 26 | 12 | 51 | 63 | 89 |
| APS1 | 2 | 4 | 6 | 1 | 3 | 4 | 10 |
| APS2 | 2 | 5 | 7 | 11 | 44 | 55 | 62 |
| APS3 | 3 | | 3 | | | | 3 |
| APS5 | | 2 | 2 | | | | 2 |
| APS6 | 3 | 4 | 7 | | | | 7 |
| EL1 | 1 | | 1 | | 2 | 2 | 3 |
| EL2 | | | | | 2 | 2 | 2 |
| TAS | 1 | 1 | 2 | | 1 | 1 | 3 |
| APS5 | | 1 | 1 | | | | 1 |
| APS6 | 1 | | 1 | | | | 1 |
| EL1 | | | | | 1 | 1 | 1 |
| VIC | 42 | 43 | 85 | 29 | 55 | 84 | 169 |
| APS1 | 2 | 9 | 11 | 28 | 42 | 70 | 81 |
| APS2 | 9 | 14 | 23 | | | | 23 |
| APS3 | 8 | 2 | 10 | | 1 | 1 | 11 |
| APS4 | 1 | 2 | 2 | 1 | | 1 | 3 |
| APS5 | 14 | 5 | 19 | | | | 19 |
| APS6 | 5 | 5 | 10 | | | | 10 |
| EL1 | 2 | 5 | 7 | | | | 7 |
| EL2 | 1 | 2 | 3 | | 12 | 12 | 15 |
| WA | 11 | 4 | 15 | | 3 | 3 | 18 |
| APS1 | 1 | 1 | 2 | | | | 2 |
| APS2 | 2 | | 2 | | | | 2 |
| APS3 | 1 | 2 | 3 | | 2 | 2 | 5 |
| APS4 | | 1 | 1 | | 1 | 1 | 2 |
| APS6 | 5 | | 5 | | | | 5 |
| EL1 | 2 | | 2 | | | | 2 |
| Total | 342 | 346 | 688 | 52 | 130 | 182 | 870 |

Note: APS 1 & 2 staff includes corporate positions, cadets and Indigenous Program

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: APS Staff Separations

Question reference number: 64

Senator: McAllister

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

How many separations occurred in the 2015-16 financial year, by:

- a) Classification;
- b) State or territory;
- c) Ongoing staff;
- d) Non-ongoing staff; and
- e) Reason for separation.

Answer:

The number of APS separations in financial year 2015-16 was 2,259. These are broken down as requested in the following table.

| Separations | APS1 | APS2 | APS3 | APS4 | APS5 | APS6 | EL1 | EL2 | SES1 | SES2 | SES3 | Total |
|---|-------------|-------------|-------------|-------------|-------------|-------------|------------|------------|-------------|-------------|-------------|--------------|
| ACT | 21 | 26 | 33 | 128 | 139 | 211 | 461 | 187 | 21 | 9 | 5 | 1241 |
| Ongoing | 11 | 24 | 33 | 128 | 139 | 211 | 461 | 187 | 21 | 9 | 3 | 1227 |
| APS Breach – Code of Conduct | | 1 | 1 | | | | 1 | | | | | 3 |
| APS Complete Non-ongoing Contract | 1 | | | | | | | | | | 1 | 2 |
| APS Death of Employee | | | | | | 1 | 1 | 2 | | | | 4 |
| APS Invalidation Retirement | | | | | 5 | 3 | 11 | | | | | 19 |
| APS Resignation | 6 | 9 | 11 | 56 | 64 | 80 | 73 | 20 | 1 | | | 320 |
| APS Retirement - minimum age | 3 | 6 | 2 | 13 | 7 | 42 | 34 | 18 | | | 1 | 126 |
| APS Separation-Unsatisfactory Performance | | | | 2 | | | 1 | | | | | 3 |
| APS Termination during Probation | 1 | | | | | | | | | | | 1 |
| Retirement-SES only | | | | | | | | | 18 | 6 | 1 | 25 |
| Transfer/Promotion-other Department | | 7 | 15 | 52 | 57 | 62 | 79 | 36 | 2 | 1 | | 311 |
| Voluntary Redundancy | | 1 | 4 | 5 | 6 | 23 | 261 | 111 | | 2 | | 413 |
| Non Ongoing | 10 | 2 | | | | | | | | | 2 | 14 |
| APS Complete Non-ongoing Contract | 9 | 2 | | | | | | | | | 1 | 12 |
| APS Resignation | 1 | | | | | | | | | | 1 | 2 |
| NSW | 2 | 23 | 31 | 18 | 44 | 44 | 67 | 21 | | | | 250 |
| Ongoing | 2 | 23 | 30 | 18 | 43 | 44 | 66 | 18 | | | | 244 |
| APS Breach – Code of Conduct | | | 1 | | 1 | | | | | | | 2 |
| APS Death of Employee | | | 3 | | | 2 | | | | | | 5 |
| APS Invalidation Retirement | | 1 | | | | 3 | | | | | | 4 |
| APS Involuntary Redundancy | | 1 | | | | | | | | | | 1 |
| APS Resignation | 1 | 9 | 15 | 6 | 22 | 19 | 16 | 2 | | | | 90 |
| APS Retirement - minimum age | 1 | 10 | 6 | 10 | 13 | 18 | 5 | 6 | | | | 69 |

| Separations | APS1 | APS2 | APS3 | APS4 | APS5 | APS6 | EL1 | EL2 | SES1 | SES2 | SES3 | Total |
|---|-------------|-------------|-------------|-------------|-------------|-------------|------------|------------|-------------|-------------|-------------|--------------|
| APS Sep-Lack of Qualifications | | | | 1 | | | | | | | | 1 |
| Transfer/Promotion-other Department | | | 3 | 1 | 3 | | | | | | | 7 |
| Voluntary Redundancy | | 2 | 2 | | 4 | 2 | 45 | 10 | | | | 65 |
| Non Ongoing | | | 1 | | 1 | | 1 | 3 | | | | 6 |
| APS Complete Non-ongoing Contract | | | 1 | | 1 | | 1 | 3 | | | | 6 |
| NT | | 5 | 3 | 2 | 5 | 4 | 2 | | | | | 21 |
| Ongoing | | 5 | 3 | 2 | 5 | 4 | 2 | | | | | 21 |
| APS Death of Employee | | | | | 1 | | | | | | | 1 |
| APS Resignation | | 2 | 2 | 1 | 1 | 3 | | | | | | 9 |
| APS Retirement - minimum age | | 2 | | | 2 | 1 | 1 | | | | | 6 |
| APS Sep-Unsatisfactory Performance | | | | 1 | | | | | | | | 1 |
| Transfer/Promotion-other Department | | 1 | 1 | | 1 | | 1 | | | | | 4 |
| QLD | | 10 | 16 | 8 | 20 | 25 | 20 | 8 | | | | 107 |
| Ongoing | | 10 | 16 | 8 | 20 | 24 | 20 | 8 | | | | 106 |
| APS Breach – Code of Conduct | | | 1 | | | | | | | | | 1 |
| APS Death of Employee | | | 1 | | 1 | | | | | | | 2 |
| APS Invalidation Retirement | | | 2 | 1 | 1 | | 1 | | | | | 5 |
| APS Resignation | | 5 | 5 | 4 | 5 | 9 | 6 | 1 | | | | 35 |
| APS Retirement - minimum age | | 4 | 5 | 3 | 10 | 12 | 3 | | | | | 37 |
| APS Separation-Unsatisfactory Performance | | | 1 | | | | | | | | | 1 |
| APS Termination during Probation | | 1 | | | | | | | | | | 1 |
| Transfer/Promotion-other Department | | | 1 | | 1 | 2 | | 2 | | | | 6 |
| Voluntary Redundancy | | | | | 2 | 1 | 10 | 5 | | | | 18 |
| Non Ongoing | | | | | | 1 | | | | | | 1 |
| APS Resignation | | | | | | 1 | | | | | | 1 |

| Separations | APS1 | APS2 | APS3 | APS4 | APS5 | APS6 | EL1 | EL2 | SES1 | SES2 | SES3 | Total |
|---|-------------|-------------|-------------|-------------|-------------|-------------|------------|------------|-------------|-------------|-------------|--------------|
| SA | 2 | 50 | 15 | 5 | 18 | 28 | 44 | 33 | | | | 195 |
| Ongoing | | 11 | 14 | 5 | 18 | 27 | 44 | 30 | | | | 149 |
| APS Death of Employee | | | | | | | | 1 | | | | 1 |
| APS Invalidation Retirement | | 1 | 1 | | 1 | 3 | 1 | 1 | | | | 8 |
| APS Involuntary Redundancy | | | | | | 1 | | | | | | 1 |
| APS Resignation | | 2 | 1 | 2 | 9 | 12 | 8 | 5 | | | | 39 |
| APS Retirement - minimum age | | 3 | 5 | 2 | 6 | 9 | 7 | 8 | | | | 40 |
| APS Separation-Unsatisfactory Performance | | | | | | 1 | | | | | | 1 |
| APS Sep-Unsatisfactory Performance | | | | | | | 1 | | | | | 1 |
| Transfer/Promotion-other Department | | 1 | 5 | 1 | | | | | | | | 7 |
| Voluntary Redundancy | | 4 | 2 | | 2 | 1 | 27 | 15 | | | | 51 |
| Non Ongoing | 2 | 39 | 1 | | | 1 | | 3 | | | | 46 |
| APS Complete Non-ongoing Contract | 2 | 38 | 1 | | | 1 | | 3 | | | | 45 |
| APS Resignation | | 1 | | | | | | | | | | 1 |
| TAS | 1 | | 2 | | 1 | | 1 | 1 | | | | 6 |
| Ongoing | 1 | | 2 | | 1 | | 1 | 1 | | | | 6 |
| APS Death of Employee | | | 1 | | | | | | | | | 1 |
| APS Retirement - minimum age | 1 | | | | 1 | | 1 | 1 | | | | 4 |
| Transfer/Promotion-other Department | | | 1 | | | | | | | | | 1 |
| VIC | 59 | 16 | 34 | 28 | 57 | 65 | 76 | 51 | | 2 | | 388 |
| Ongoing | 2 | 16 | 34 | 28 | 57 | 65 | 75 | 35 | | 2 | | 314 |
| APS Breach – Code of Conduct | | | | 1 | | | | | | | | 1 |
| APS Death of Employee | | | | 1 | | | | | | | | 1 |
| APS Invalidation Retirement | | 2 | 4 | 2 | 1 | 4 | 1 | | | | | 14 |
| APS Resignation | 1 | 4 | 15 | 9 | 29 | 25 | 14 | 5 | | | | 102 |

| Separations | APS1 | APS2 | APS3 | APS4 | APS5 | APS6 | EL1 | EL2 | SES1 | SES2 | SES3 | Total |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|------------|-------------|-------------|-------------|--------------|
| APS Retirement - minimum age | 1 | 5 | 7 | 10 | 17 | 30 | 10 | 4 | | 1 | | 85 |
| Retirement-SES only | | | | | | | | | | 1 | | 1 |
| Transfer/Promotion-other Department | | 4 | 7 | 4 | 6 | 1 | 1 | | | | | 23 |
| Voluntary Redundancy | | 1 | 1 | 1 | 4 | 5 | 49 | 26 | | | | 87 |
| Non Ongoing | 57 | | | | | | 1 | 16 | | | | 74 |
| APS Complete Non-ongoing Contract | 54 | | | | | | 1 | 14 | | | | 69 |
| APS Resignation | 3 | | | | | | | | | | | 3 |
| APS Retirement - minimum age | | | | | | | | 2 | | | | 2 |
| WA | | 3 | 3 | 9 | 7 | 7 | 14 | 5 | | | | 48 |
| Ongoing | | 3 | 2 | 9 | 7 | 7 | 14 | 4 | | | | 46 |
| APS Breach – Code of Conduct | | | | | 1 | | | | | | | 1 |
| APS Resignation | | 2 | | 3 | 2 | 4 | 2 | 2 | | | | 15 |
| APS Retirement - minimum age | | 1 | 2 | 5 | 3 | 3 | | | | | | 14 |
| Transfer/Promotion-other Department | | | | | 1 | | | | | | | 1 |
| Voluntary Redundancy | | | | 1 | | | 12 | 2 | | | | 15 |
| Non Ongoing | | | 1 | | | | | 1 | | | | 2 |
| APS Complete Non-ongoing Contract | | | | | | | | 1 | | | | 1 |
| APS Resignation | | | 1 | | | | | | | | | 1 |
| Overseas | | | | | | | 1 | 1 | 1 | | | 3 |
| Ongoing | | | | | | | 1 | | 1 | | | 2 |
| Transfer/Promotion-other Department | | | | | | | 1 | | 1 | | | 2 |
| Non Ongoing | | | | | | | | 1 | | | | 1 |
| APS Complete Non-ongoing Contract | | | | | | | | 1 | | | | 1 |
| Overall Total | 85 | 133 | 137 | 198 | 291 | 384 | 686 | 307 | 22 | 11 | 5 | 2259 |

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Total Expenditure - Contractors and Consultants

Question reference number: 65

Senator: McAllister

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016.

Question:

What was the total expenditure on contractors and consultants in the 2015-16 financial year?

Answer:

Defence contracts above \$10,000 are published on the AusTender website (www.tenders.gov.au), including details of the consultant or contractor, subject matter of the consultancy or contract, duration, cost of the arrangement and method of procurement.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contracts and Consultancies FY2015/16

Question reference number: 66

Senator: McAllister

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

For each contract or consultancy in the 2015-16 financial year, please outline:

- a) The project or engagement;
- b) The value of the contract;
- c) The name of each firm or contractor engaged; and
- d) The purpose of the contract.

Answer:

Please refer to response provided to Question 65 from the 2016 Supplementary Budget Estimates for Defence.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contractors and Consultants – Firm Names and Total Payments

Question reference number: 67

Senator: Jenny McAllister

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016.

Question:

For each contract or consultancy in the 2015-16 financial year, please outline:

- a) The names of each firm or contractor engaged; and
- b) Total payments made to each contractor or consultant.

Answer:

Please refer to response provided to Question 65 from the 2016 Supplementary Budget Estimates for Defence.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Labour Hire Staff

Question reference number: 68

Senator: McAllister

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

For the 2015-16 financial year, please outline:

- a) How many staff were employed through labour hire arrangements;
- b) Total expenditure on labour hire staff;
- c) The contractors or labour hire firms engaged to supply these staff;
- d) Total payments to each of the organisations that provided staff through either a labour hire arrangement or other contractual arrangement; and
- e) The nature of the work performed by labour hire staff.

Answer:

All Defence contracts above \$10,000 are published on the AusTender website (www.tenders.gov.au), including details of the contract, subject matter of the contract, duration, cost of the arrangement and method of procurement.

To provide a detailed response for contracts for labour hire below \$10,000 would require an unreasonable diversion of departmental resources.

The nature of work performed by labour hire staff typically includes, but is not limited to, services such as service delivery functions (i.e. IT helpdesk, recruitment) maintenance, cleaning and groundkeeping.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Navy Work Force - Certificate IV - Training Contracts - MT2010 - Mental Health - Financial Wastage - Specialist Engineers - Recruitment Drive

Question reference number: 69

Senator Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Given the failure of the Navy Work Force Plan 2007 - 2017 in fulfilling its objectives to recruit and retain personnel with special skills:

1. Please advise what steps are being taken to ensure that the practical components of technical courses offered to military personnel reach the standard of equivalent nationally-recognised qualifications, attainable by civilian members of the general public?
2. As the Minister would be aware, there are currently legal proceedings pending brought by serving or former Naval personnel in the New South Wales Supreme Court, claiming that they were induced to enlist in the Navy based on a false promise that they would receive Certificate IV Engineering training and they were not given that training as promised in their initial listing period of forty-eight (48) months:
 - (a) What measures is the Minister implementing to compensate recruits who signed up to the Navy and did not receive their Certificate IV Engineering training, in breach of promise?
 - (b) How does the Minister justify the Commonwealth's lawyers (noting the responsibility of the Commonwealth to act as a model litigant), filing a Defence that denies that it is bound to honour training contracts with enlisted men?
 - (c) Is the Minister aware that the sailors in the Class Action are now alleging that the Commonwealth is guilty of deceit, in that it did not have any honest intention of making adequate arrangements to, or actually to provide, Certificate IV Engineering Certificate courses to the enlisted men?
3. Having admitted that the MT2010 Training Continuum failed in which Navy recruits were supposed to be offered and in a position to complete a Certificate IV in Engineering within their initial enlistment term of four (4) years, why is the Commonwealth persisting in defending court proceedings which ought to be settled as quickly as possible on fair terms

which recognise the damage caused to former and serving Naval personnel who enlisted on false presence's?

4. Does the Minister know if that Naval recruits who were not offered the course which they enlisted to undertake, were warehoused and grossly under-utilised, to the point that many suffered depression and developed mental health issues as a consequence of their treatment in the service?
5. Has the Minister assessed how much money was wasted on over-recruiting and under-utilising naval personnel, pursuant to the M2010 Programme?
6. Why did the Navy continue to outsource specialist engineering skills which it had particularly enticed new recruits to be trained to perform, thereby denying trainees access to practical experience and training?
7. Given the current recruitment drive by the Navy, for Navy trade technicians, what confidence can prospective recruits have that they will not be treated similarly to the Naval personnel who fell for the M2010 rort and who enlisted between September 2010 and October 2012?

Answer:

1. A response was provided at Supplementary Budget Estimates on 19 October 2016, refer to Hansard page 62.

In addition, the Royal Australian Navy is registered through the Australian Skills Quality Authority as a Registered Training Organisation. This enables the Navy to deliver nationally recognised training, assess National Units of Competency and issue Nationally Recognised Qualifications and Statements of Attainment.

As part of technical training, Navy contracts Scientific Management Associates (Operations) (SMA) to provide specific Nationally Recognised Qualifications. SMA is also registered through the Australian Skills Quality Authority as a Registered Training Organisation. SMA subcontracts to third party providers such as TAFEs and other training institutions, to provide training that is unable to be delivered by Navy/SMA.

Navy aims to gain civil recognition for training programs to support the development and recognition of vocational skills and competencies for its people where it is appropriate and cost effective to do so. Civil accreditation is complementary to the aim of Navy training, which is to provide personnel capable of performing the designated duties of their positions.

Navy, or its contractor, provides the following nationally recognised marine technical and electronic engineering qualifications:

Marine Technician

- MAR20413 – Certificate II in Maritime Operations (Marine Engine Driver Grade 3 Near Coastal)
- MAR30813 – Certificate III in Maritime Operations (Marine Engine Driver Grade 2 Near Coastal)
- MAR40513 – Certificate IV in Maritime Operations (Marine Engine Driver Grade 1 Near Coastal)

- MEM20105 – Certificate II in Engineering
- MEM30305 – Certificate III in Engineering – Fabrication Trade
- MEM30205 – Certificate III in Engineering – Mechanical Trade (Diesel Fitter)
- MEM30205 – Certificate III in Engineering – Mechanical Trade (Refrigeration and Air Conditioning)
- UEE33011 – Certificate III in Electrical Fitting
- UEE43011 – Certificate IV in Electrical Equipment and Systems
- MEM40105 – Certificate IV in Engineering
- MEM50105 – Diploma of Engineering – Advanced Trade

Electronic Technician

- UEE30911 – Certificate III in Electronics and Communications
- UEE40711 – Certificate IV in Electronics and Communications
- UEE50511 – Diploma of Electronics and Communications Engineering

The above nationally recognised qualifications are delivered through a combination of theoretical and practical components, all of which must meet national competency standards, as outlined by Australian Skills Quality Authority and for which Navy has attained Registered Training Organisation status to ensure the training is appropriate. The theoretical components are through courses delivered by Navy or its contractors. The practical components are through work experience within the Navy or through secondments to civilian industry where technicians work alongside their civilian peers who are progressing to award of identical qualifications.

Navy Marine and Electronics Engineers

Navy Marine Engineers and Electronics Engineers must have a minimum of an Australian Qualification Framework Level 6 qualification to undertake the role. The majority of Navy Engineers have a university engineering degree, identical to civilian counterparts.

Assurance

To ensure that the training delivered by Navy achieves the standard of the Nationally Recognised Qualification, Navy undertakes a range of assurance checks, including:

- implementation of a governance system for Navy training;
- ongoing monitoring of training through internal audits;
- audits of Navy training by third parties;
- tracking the progress of sailors through trade profile journals;
- development of targeted practical work experience to meet civilian standards; and
- trade qualification completion tests to ensure the on and off-the-job programs have provided sailors with the required level of skill to be awarded their national qualifications.

The strategies are in accordance with Australian Skills Quality Authority requirements of Navy as a Registered Training Organisation, with these requirements being identical to a civilian training organisation and ensuring the training received is equivalent to what civilians receive.

2. As this matter is currently before the court, it would be inappropriate to comment. This matter is managed by Comcover, the Commonwealth's national insurer in accordance with the *Legal Services Directions 2005*.
Navy continues to work with the affected MT2010 sailors to address their concerns and to ensure that this issue does not adversely impact Navy's ability to meet the Government's capability requirements.
3. As this matter is currently before the court, it would be inappropriate to comment further.
4. Mental health conditions are often caused by an aggregation of a range of events in a person's life. Disaggregating these to establish a causal link between a person's mental health condition and the MT 2010 issue is unlikely to be possible. However, Navy continues to work closely with the affected MT2010 sailors to address their concerns including their ongoing health and welfare.
5. No specific assessment of the resources incurred as a result of the MT2010 program has been conducted. At the time of setting MT2010 recruitment targets, Navy took into account competition from the mining industry for skilled technical personnel. A downturn in the mining industry resulted in Navy retaining more skilled sailors than anticipated. This coincided with Navy experiencing a number of training throughput challenges for MT2010 sailors. To remediate this situation, measures to increase the efficiency and throughput of training have been adopted and these are taking effect.
6. The specialist engineering skills that are outsourced relate to professional services such as naval architecture and hull survey, or for a range of specialist professional services that are routinely procured in support of naval acquisition and sustainment activities undertaken by the Capability Acquisition and Sustainment Group on behalf of Navy. Such specialist professional engineering services being provided by Navy are not directly comparable with the level of trade-apprentice qualified tradesperson services that are present in the Navy Marine Technician workforce.
7. Initiatives that have been implemented in the last three years to improve the efficiency of Marine Technician training and achievement of civilian accreditation include:
 - Commencement of Certificate III trade training was accelerated by 15 months and Certificate IV advanced trade training by 19 months.
 - Introduction of an Electronic Trade Profile Journal (records Certificate III skills progress) providing live tracking of each individual's skills achievement and an indication of skills proving difficult to achieve which are then targeted for intensive programs.
 - A range of outplacement opportunities have been created with industry through; the Air Warfare Destroyer Project, an Army managed outplacement program, and through the Fleet Support Unit.
 - Investment in state of the art technical training equipment.
 - Improved management of postings to promote progression.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Retention of Military Personnel – Technical Training

Question reference number: 70

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

- (1) Can the Minister advise of the retention rate of military personnel who sign up to receive technical training in the services after four years,
- (2) and how many actually receive the training that they are promised?

Answer:

- (1) As at the end of financial year 2015-16, of the 766 permanent ADF personnel who enlisted into technical categories in the 2011-12 financial year, 81.2 per cent (622 personnel) still remained in the permanent ADF workforce four years later.
- (2) Of the 766 permanent ADF personnel who enlisted into technical categories in FY11/12:
 - 642 completed training to be competent in the category to which they enlisted;
 - 91 discharged prior to completion of training – this could be for a variety of reasons including medical, discipline, discharge at own request, retention not in the Service interest etc; and
 - 33 transferred to another employment category.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Outsourcing Commercial Lawyers – Defence against Class Action – Searle v Commonwealth.

Question reference number: 71

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the Minister concerned that large sums of money are being spent on outsourcing commercial lawyers to defend the Class Action proceedings brought by sailors in the matter of Searle v The Commonwealth, to mount a totally unmeritorious Defence, given the disclosures at pages 102 to 105 of the Australian National Auditor's Report No. 17, 2014- 2015, presented to the Australian Parliament on 18 December 2014, "Recruitment and Retention of Specialist Skills in the Navy- Performance Audit", Department of Defence.

Answer:

As this matter is before the court, it would not be appropriate to comment.

Comcover is managing this matter in accordance with the Legal Services Directions 2005.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: \$9 million Contract to ADA – Non-Combat Clothing

Question reference number: 72

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. The contract from 30 April 2015 to 30 April 2018 for the provision Non-combat Clothing was reported as being worth \$9.6 million, is that accurate?
2. Apparently the manufacture in China represented the "best value for money" is that the position of the Department?
3. If so, can you on notice provide the documentation completed by department as part of the tender process which documents all of the financial and non-financial costs considered in making this determination?

Answer:

1. The estimated cost to introduce Army's new Service Dress Uniform is approximately \$9.6 million over two years and does not represent the total value of the Non-Combat Clothing (NCC) contract. At the time of awarding, the NCC contract in 2015, the value was estimated at \$20.9 million (GST inclusive) over three years.
2. Yes.
3. No. The tendered information, including the names and locations of subcontractors proposed by tenderers, is considered inappropriate to disclose as it could disadvantage a tenderer and advantage competitors in current or future business operations. Specifically, the details of a tenderer's commercial strategies are unique to a particular tender or contract, the disclosure of which may, or could reasonably be expected to, prejudice the contractor's ability to negotiate contracts with its subcontractors or adversely affect the future supply of information or services to the Commonwealth.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Non-Combat Uniform – Risk Assessment – Sub-Contractor

Question reference number: 73

Senator: Lambie

Type of question: Written.

Date set by the committee for the return of answer: 9 December 2016

Question:

The Minister stated in Parliament the supplier used: "established sub-contractor arrangements" in China - can you table on notice any risk assessment that was conducted regarding these arrangements including those establishing the credentials of the economic, social and environmental sustainability of the sub-contractors respective' production standards and that of their supply chains?

Answer:

As part of the Non-Combat clothing tender evaluation process, Defence evaluated tenders against specific evaluation criteria which included assessment of risk in relation to:

- past performance of contractual obligations of the tenderer, any proposed sub-contractors and any related bodies corporate; and
- the proposed corporate structure and the financial and corporate viability of the tenderer and sub-contractors to fulfil contract obligations.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: ADA Quote – Triple the cost to manufacture in Australia – Availability of evidence.

Question reference number: 74

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

According to Minister Payne, Australia Defence Apparel, who is the supplier – stated the manufacture in Australia would be triple the cost of the contract as it stands.

1. Can you make available the information provided to the Minister's office (by either the department or the supplier)?
2. Has any assessment been done by the Department of the basis and bona fides of his "estimation" made by the supplier and repeated by Minister Payne in Parliament? If so can you please provide it?

Answer:

1. The Department advised the Minister on 12 September 2016 the following "*Based on recent written advice from ADA, it is estimated that manufacture of the new Army SDU in Australia would be triple the cost. ADA has advised that Australian Industry would be unable to manufacture garments at the rate required to support the Army Service Dress rollout.*"
2. No, Defence has had a long standing and very positive relationship with ADA. They are the Prime Vendor for Defence's Non Combat Clothing and the company is a leading player in the Australian Textile, Clothing and Footwear industry. Defence trusts the advice provided by the company.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Procurement – Policy on Best Value for Money

Question reference number: 75

Senator: Lambie

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

As part of that statement Minister Payne to Parliament Minister Payne argued:

“Commonwealth procurement rules do indeed require Defence to seek value for money and do not allow discrimination based on the country of manufacture. The exception to that is the standard dress uniform, which was granted a government exemption in 2011. That garment is manufactured in Australia by Australian Defence Apparel, using Australian material.”

Earlier this year, Prime Minister Malcolm Turnbull stated on National Television:

“It’s absolutely critical that, as far as possible, every dollar that we spend on Defence procurement is spent here in Australia because that drives Australian economic growth and Australian jobs. It drives Australian technology, it drives advanced manufacturing and all of the spin-offs that comes from that...”

1. Given this commitment by the Prime Minister has the policy to procure non-combat uniforms from Australia been changed? If not, why not?

Answer:

No, the policy has not changed. Defence continues to comply with the Commonwealth Procurement Rules.

Minister Payne corrected her answer to the Senate immediately after Question Time on 13/9/2016 to read “Standard Combat Uniform” and not standard dress uniform as quoted above.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Australia-US Free Trade Agreement – Non-Combat Uniforms.

Question reference number: 76

Senator: Lambie

Type of question: Provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Australia's International obligations regarding procurement include the procurement chapter in the Australia US Free Trade Agreement – but are you aware if whether or not service non-combat uniforms in the US are manufactured there with consistency to the US Defense Federal Acquisition Regulation Supplement, the Defence Procurement Acquisition Policy and the Buy America Act?

Answer:

The procurement of United States military uniforms is conducted in accordance with the Berry Amendment, which restricts the US Department of Defense (DoD) from using funds appropriated or otherwise available to DoD for procurement of food, clothing, fabrics, fibers, yarns, other made-up textiles, and hand or measuring tools that are not grown, reprocessed, reused, or produced in the United States.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Ministerial responsibility for PFOS/PFOA contamination

Question reference number: 77

Senator: Rhiannon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Which Defence Minister has ministerial powers and responsibilities for the PFOS and PFOA contamination issue?

Answer:

Both the Minister for Defence, Senator the Hon Marise Payne, and the Minister for Defence Personnel, the Hon Dan Tehan MP, have responsibility for managing the PFOS and PFOA contamination issue.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PFAS - Exposure testing and support to personnel

Question reference number: 78

Senator: Rhiannon

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

The Offsite Human Health Risk Assessment for the RAAF Base Williamstown Stage 2B Environmental Investigation, published July 2016, examined risks for residents, non-resident council workers and visitors as potential PFAS receptors / ‘exposed communities’.

- (a) What testing has been done to examine the potential exposure levels for all workers, including Defence staff and contractors, who were on-site at any RAAF base around the country, including current and past workers?
- (b) What support has been offered to Defence staffers, contractors, and any other workers at PFAS investigation sites?

Answer:

- (a) The Human Health Risk Assessment (HHRA) assessed the possible human health risks associated with exposure to PFAS impacted soil, groundwater, surface water, sediment and biota (plants and animals, including fish). The HHRA found that risk for residents in the broader investigation area from everyday exposure including from inhalation of dust from soil irrigated with groundwater, incidental ingestion and contact with surface water and groundwater and incidental ingestion and contact with soil and sediment in outdoor activities was ‘low and acceptable’.

The Australian Government is funding a voluntary blood testing program for individuals, including Australian Defence Force personnel, APS staff and contractors, who have lived or worked in the Williamstown and Oakey investigation areas. Blood test results can provide data on the concentration of PFAS in a person's blood and contribute to our understanding of the extent to which they may have been exposed to PFAS.

The Australian Government will consider extending the voluntary blood testing program to properties beyond Williamstown and Oakey once the extent of potential contamination and exposure pathways at those properties are better understood. Any extension to the Voluntary Blood Testing Program will be a decision for the Commonwealth Department of Health.

The Voluntary Blood Testing Program will run concurrently with the epidemiological study and free blood testing will be available to eligible individuals until 31 March 2018. The Australian Government has commissioned the National Centre for Epidemiology and Population Health at the Australian National University (ANU) to examine the potential health effects resulting from PFAS exposure through an epidemiological study. The study aims to provide a clearer understanding of the link between exposure to PFAS and health effects. This will benefit the community as a whole. A second stage of the study is expected to include focus groups, a survey and an epidemiological study related to PFAS exposure of residents in and around affected communities.

- (b) Full-time Australian Defence Force personnel (including Reserves rendering continuous full-time service) should seek testing through their usual Defence garrison health service. If eligible, families of Australian Defence Force personnel can access testing through the Voluntary Blood Testing Program for PFAS.

Information regarding Defence's environmental investigations is available to Australian Defence Force personnel, APS staff and the general public through Defence's internal and external websites. Information regarding available health support mechanisms, including mental health support, is also available from relevant Commonwealth, state, or territory health authorities. Health authorities advise people to consult their general practitioner if they have health concerns as a result of potential exposure to PFAS. The Department of Health has developed a number of fact sheets to support local GPs. The topics include:

- PFAS Advice for GPs
- PFAS Testing Program Information for GPs
- PFAS Pre-Blood Testing Advice for GPs
- PFAS Post-Test Consultation Advice for GPs
- PFAS Blood Testing Advice for Consumers
- PFAS ANU Study

Further information on Health's voluntary blood testing program can be found at:

<https://www.health.gov.au/internet/main/publishing.nsf/Content/ohp-pfas.htm>

Defence provides the same advice to its Australian Defence Force personnel and APS staff. Current and former employees of Defence who suspect that they may have been exposed to PFAS can also access the Defence Exposure Evaluation Scheme.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PFOA – Persistent Organic Pollutants (POPs) Committee decision

Question reference number: 79

Senator: Rhiannon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the department aware that the POPs Committee recently made a decision at a meeting in Rome that “PFOA, its salts and PFOA related compounds are likely... to lead to significant adverse human health and environmental effects such that global action is warranted”?

- a. If the department is not aware please explain why considering Australia is a signatory to the Persistent Organic Pollutants Review Committee to the Stockholm Convention and Australia has a delegate on the POPs review committee?
- b. In light of the POPs Committee decision, has the department considered updating its health advice on contamination at Defence bases and related land?

Answer:

The Department of Defence is aware that perfluorooctanoic acid (PFOA) was the subject of a draft risk profile, discussed at the recent United Nations’ Persistent Organic Pollutants (POPs) Review Committee meeting that took place from 19-23 September 2016 in Rome, Italy. This followed agreement at the previous meeting in 2015 that it met the criteria for consideration under the Convention. Defence is aware that PFOA has now passed two of the three technical stages, and will be considered against the third stage in 2017.

Defence is not the authority on human health affects of PFAS. The Department of Health is the lead agency on the affects of PFAS to human health. Advice from the Department of Health remains unchanged and is based on current knowledge.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PFOS/PFOA – Investigations at Northern Territory bases

Question reference number: 80

Senator: Rhiannon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

On 6 April the Defence Department said it would begin ‘proactively investigating’ the extent of chemicals on and around RAAF bases in the NT at Darwin and Tindal, as well as Robertson Barracks. Please provide an update on those investigations.

- (a) Is it correct that part of a preliminary sampling program covered 12 sites across the country?
- (b) When were those tests done?
- (c) Is it correct that Defence received a draft report on the testing program?
- (d) Considering the Defence Department has said it received a draft report on the testing program, and was reviewing the results of testing done at the RAAF Base Tindal why has the report not been released publicly?
- (e) Has the Defence Department released the report to the local council or the Northern Territory Government? If not why not? If not will the report be publicly released at a later and if so when?
- (f) Who are the stakeholders who are being consulted about this report?
- (g) What is the department consulting about?

Answers:

- (a) Yes. Defence’s preliminary sampling program covered 12 Defence properties across Australia. These properties were: RAAF Base Townsville (QLD), RAAF Base Amberley (QLD), RAAF Base Richmond (NSW), Holsworthy Barracks (NSW), RAAF Base Wagga (NSW), HMAS Creswell/Jervis Bay Range Facility (Jervis Bay Territory), Albury Wodonga Military Area (Bandiana) (VIC), HMAS Cerberus (VIC), HMAS Stirling (Garden Island) (WA), RAAF Base Tindal (NT), RAAF Base Darwin (NT) and Robertson Barracks (NT).
- (b) Sampling at the 12 properties was conducted between April and July 2016, with the exception of HMAS Stirling (Garden Island), which was completed in February 2016.

- (c) Defence received the draft report. The report underwent a technical advisor's review and quality assurance activities, followed by a consultation period with relevant State and Territory departments/agencies, prior to its public release.
- (d) Defence released the final report publicly, via Defence's national per- and poly- fluoroalkyl substances (PFAS) website, on 8 November 2016, after relevant state/territory governments and local councils were provided an opportunity to review the report.
- (e) Refer to (d).
- (f) Defence is consulting with the following stakeholders: local residents and business owners, Australian Defence Force personnel, APS staff and contractors employed at the 12 Defence properties, relevant state/territory governments (including environment protection authorities or equivalent), Commonwealth Government agencies, including the Department of Infrastructure and Regional Development, and relevant local councils.
- (g) Defence is consulting on the results of the preliminary sampling program, the scope and scheduling of future detailed environmental investigations. Defence is not an authority on public health or ecological issues, and the provision of advice on these matters is the role of respective federal and state/territory government authorities. Given this, Defence has encouraged other relevant Commonwealth and Northern Territory Government agencies to participate in consultation: these include the Commonwealth Departments of Health and Human Services as well as Northern Territory Environmental Protection Authority; Health; and Power and Water Corporation.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PFOS/PFOA contamination – Government package

Question reference number: 81

Senator: Rhiannon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

On 14 June 2016 the Turnbull government announced a \$55 million package, to be paid for from the existing Defence budget for:

- containment and remediation of perfluorinated compound (PFC) contamination around the country;
- an epidemiological study to examine the effects of PFC contamination in communities around the country;
- a voluntary blood testing program;
- specialised mental health and counselling services;
- the appointment of a dedicated Community Liaison Office.

- (a) Please update on the progress of each item.
- (b) How was the figure of \$55 million arrived at?
- (c) How many dedicated Community Liaison officers are there and when were they appointed. (Are they full time? What do they do?)

Answer:

- (a) Progress is being made to implement the Government's 2016 election commitments as outlined below.

Containment and remediation of PFC contamination around the country - The Department of Defence has made substantial progress with its pro-active program of detailed investigations in accordance with the National Environment Protection (Assessment of Site Contamination) Measure (NEPM). This includes:

- the completion of Environmental Site Assessments and Human Health Risk Assessments for both Williamstown and Oakey. Defence, through its independent environmental consultant, will

regularly review the Human Health Risk Assessment in light of any new information;

- an ecological Risk Assessments for Oakey and Williamtown were released on 9 November and 14 December 2016 respectively; and
- these reports (and recommendations within) state further investigation is required. Updated 2017 versions of the reports will be released in due course.

A review of historical use of legacy firefighting foam has identified 16 other Defence sites for further investigation. Detailed environmental investigations are currently underway at RAAF Base Pearce, WA; RAAF Base East Sale, VIC; and HMAS Albatross, NSW. A detailed environmental investigation commenced at RAAF Base Edinburgh (SA) in November 2016.

The Preliminary Sampling Program to determine the presence of PFAS on, or in the vicinity of, selected properties has been completed at a further 12 Defence sites - RAAF Base Townsville, QLD; RAAF Base Amberley, QLD; RAAF Base Richmond, NSW; Holsworthy Barracks, NSW; RAAF Base Wagga, NSW; Jervis Bay Range Facility/HMAS Creswell, Jervis Bay Territory; Albury Wodonga Military Area (Bandiana), VIC; HMAS Cerberus, VIC; HMAS Stirling (Garden Island), WA; RAAF Base Tindal, NT; RAAF Base Darwin, NT; and Robertson Barracks, NT. The results of these investigations were publicly released by Defence on 8 November 2016. As a result of the preliminary sampling program findings, detailed environmental investigations will be undertaken at each site.

Defence is continuing to investigate long term management and remediation options for PFAS contamination. An Interim Water Treatment Facility to treat the outflow of Lake Cochran on RAAF Base Williamtown is now operational. See response to Senate Budget Estimates Question on Notice 117.

As part of the works to remediate Lake Cochran, Defence intends to construct a diversion drain to prevent further surface water going into Lake Cochran. With the absence of surface water inflow, and only supplemental groundwater inflow, the water body of Lake Cochran will be treated through the Lake Cochran Water Treatment Plant. This will reduce ongoing migration of PFAS from the lake, allowing more effective removal of PFAS-impacted sediment lining the lake.

At Oakey, activities have commenced onsite to remove as much PFAS-impacted sediment within drains as is practical and stockpile the excavated material onsite for subsequent treatment.

Defence is looking at emerging technology for the treatment of groundwater and surface water at Oakey and Williamtown respectively. The technology is expected to be on-site in the first half of early 2017. Additionally, trials relating to soil remediation are ongoing and include technologies such as stabilisation, solidification and in-situ reduction.

Blood Testing Program and Epidemiological Study - The Department of Health is leading the development and implementation of the voluntary blood testing program and epidemiological study, which will be funded by Defence.

The Department of Defence established interim arrangements to reimburse individuals in the Williamstown and Oakey investigation areas who had already obtained blood tests prior to the establishment of a voluntary blood testing program. Defence is still receiving requests for reimbursement or payment of invoices for blood tests conducted prior to 30 November 2016.

From 30 November 2016, the Australian Government is providing free blood tests for Per- and Poly-fluoroalkyl Substances (PFAS) for people who live or work, or who have lived or worked, in the Williamstown, NSW and Oakey, QLD, Investigation Areas and who have potentially been exposed to PFAS.

While there is currently no consistent evidence that exposure to PFAS causes health problems in humans, as part of the response to community concerns, the Government is funding a Voluntary Blood Testing Program, as well as pre- and post-blood test counselling, to ensure people are fully informed on what the result means for them and their families.

Full-time Australian Defence Force personnel (including Reserves rendering continuous full-time service) should seek testing through their usual Defence Garrison health service. If eligible, families of Australian Defence Force personnel can access testing through the Voluntary Blood Testing Program for PFAS.

Further information on Health's voluntary blood testing program can be found at:
<https://www.health.gov.au/internet/main/publishing.nsf/Content/ohp-pfas.htm>

The Voluntary Blood Testing Program will run concurrently with the epidemiological study and free blood testing will be available to eligible individuals until 31 March 2018.

The Australian Government has commissioned the National Centre for Epidemiology and Population Health at the Australian National University (ANU) to examine the potential health effects resulting from PFAS exposure through an epidemiological study.

The study aims to provide a clearer understanding of the link between exposure to PFAS and health effects. This will benefit the community as a whole. A second stage of the study is expected to include focus groups, a survey, and an epidemiological study related to PFAS exposure of residents in and around affected communities.

Further information on Health's epidemiological study can be found at:
[http://www.health.gov.au/internet/main/publishing.nsf/Content/44CB8059934695D6CA25802800245F06/\\$File/PFAS-ANU-Study.pdf](http://www.health.gov.au/internet/main/publishing.nsf/Content/44CB8059934695D6CA25802800245F06/$File/PFAS-ANU-Study.pdf)

Appointment of a Dedicated Community Liaison Officer - Department of Human Services Community Liaison Officers commenced at Williamstown

and Oakey on Monday, 5 September 2016. The Community Liaison Officers proactively meet with members of the community and assist in facilitating access to relevant support programs and services as required. They also offer a point of contact for members of the community to engage with and communicate any concerns that they may have.

Defence has provided \$4.2 million to the Hunter Water Corporation to deliver reticulated water services to properties in the Williamstown investigation area. The project will provide additional town water infrastructure for properties including residential lots, a primary school, a commercial area and tourism facilities. Connections to properties inside the investigation area will be offered in stages, based on the location of the properties. Properties located near existing water mains will be able to connect to Hunter Water Corporation's infrastructure first. To provide access to the water supply in other areas, Hunter Water Corporation will need to complete geotechnical, groundwater and Aboriginal heritage investigations. Hunter Water Corporation expects to complete construction before 30 June 2017.

Defence notes that Hunter Water Corporation's project does not physically connect individual properties to its infrastructure. Defence is working with Hunter Water Corporation to explore the most efficient and effective approach to physically connect individual properties to Hunter Water Corporation's infrastructure. Defence will fund any additional works. Defence is also working with Hunter Water Corporation to determine whether there is scope for its current program of works to be expanded to include properties adjacent to the investigation area, in cases where there is sufficient justification. If progressed, Defence will fund any additional works.

Defence is working with the Toowoomba Regional Council to commence connecting approximately 30 properties in Oakey to town water in the first half of 2017.

- b) \$55 million was set aside by the Government and was based on costs for similar studies; costs for blood testing and community support; and provision for remediation and management activities.

- (c) There are three full-time dedicated Community Liaison Officers – one in Williamstown and one in Oakey, both of whom were appointed on 5 September 2016, and one for RAAF Base Edinburgh appointed in early November 2016. Community Liaison Officers work with Defence to coordinate a range of activities including direct engagement with the community and individuals impacted by the presence of PFAS. Community Liaison Officers meet with community members to provide advice to residents and facilitate access to relevant support programs and ensure residents have an avenue of communication that suits their needs. Community Liaison Officers can work from a variety of locations including Defence bases, community forums, drop in centres and residential homes of community members.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PFOS/PFOA – Community liaison staff

Question reference number: 82

Senator: Rhiannon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

The NSW Government said on 23 December 2015, that it will ‘employ additional community liaison staff to help address concerns of the local community’. Has the department been informed if this is in addition to the staff appointed by the federal government using the Defence budget? If not is the understanding that the NSW government in making this statement was referred to the staff appointed by the federal government?

Answer:

The NSW community engagement officer is in addition to the Department of Human Services Community Liaison Officers.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PFOS/PFOA – NSW Government offer to connect town water and invest in testing equipment

Question reference number: 83

Senator: Rhiannon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the department aware that the NSW government has stated it will connect affected properties to town water and invest in new contamination testing equipment including a new Liquid Chromatography-Mass Spectrometer and in related to this the NSW government stated that they are ‘filling a void that Defence has so far left’?

- (a) Is ‘filling a void that Defence has so far left’ an accurate description of the situation at Williamtown?
- (b) Has the Department of Defence offered the NSW government any financial or other assistance with their efforts to connect affected properties to town water and invest in new contamination testing equipment?

Answer:

The Department of Defence is aware of the NSW Government announcement on 23 December 2015, which stated that it will connect affected properties to town water and invest in new contamination testing equipment including a new Liquid Chromatography-Mass Spectrometer. Defence understands the spectrometer was operational on 16 December 2016. Defence understands that it is currently capable of analysing water and biota with a view to analysing soil late 2016-early 2017. Defence understands the Office of Environment and Heritage intends to ensure that the equipment is accredited by the National Association of Testing Authorities, Australia.

- (a) No. Defence has been providing alternate water supplies to residents of the Williamstown investigation area since October 2015, and continues to do so.

As at October 2016, 89 properties are receiving water assistance, 87 are being provided with bottled water and two are being provided with tank water.

In addition to alternate water supply, Defence is providing significant community support to Williamstown, including:

- assigning a Defence primary point of contact for all issues relating to PFAS management at Williamstown;
 - funding the Department of Human Services Community Liaison Officer, based at RAAF Base Williamstown;
 - funding dedicated mental health and counselling support services delivered by Health;
 - funding the University of Newcastle Family Action Centre to develop and deliver mental health awareness and stress management initiatives for the Williamstown community;
 - providing financial assistance for eligible fishers and businesses affected by the closure of the Fullerton Cove and Tilligerry Creek fisheries. The package was available for just over twelve months, from 4 November 2015 to 25 November 2016, with over \$1.84 million paid as at 13 November 2016; and
 - providing up to date information on the outcomes of the environmental investigation through regular community consultation forums.
- (b) Defence has been progressing the Government's 2016 federal election commitment, and has provided \$3.5 million to Hunter Water Corporation to fund Hunter Water Corporation's project to provide additional town water infrastructure in the Williamstown investigation area. Defence is working with Hunter Water Corporation to:
- explore the most efficient and effective approach to physically connect individual properties to relevant infrastructure, with Defence to fund these additional works; and
 - determine whether there is scope for its current program of works to be expanded to include properties adjacent to the investigation area, in cases where there is sufficient justification. Defence would also fund these additional works.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarine Design and Mobilisation Contract

Question reference number: 84

Senator: Xenophon

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

With respect to the recently signed SEA 1000 design and mobilisation contract: In broad terms, what is the scope of work for the future submarine?

Answer:

Key activities that will take place under the Design and Mobilisation Contract include:

- Design activities:
 - Finalisation of technical plans for the conduct of design work.
 - Design studies to support the selection of key equipment early in the design process.
 - Commencement of the design of the Future Submarine.
- Detailed program planning:
 - To include establishment of supporting schedules and tools.
- Detailed planning for build, test, and integration facilities and infrastructure:
 - To include requirements of the submarine design and build in the plans for test and construction facilities.
- Australian industry involvement:
 - Engagement with Australian industry to maximise its involvement without compromising capability, cost, and schedule.
 - To include the ongoing selection and qualification of suppliers to deliver a sovereign submarine capability.
 - Will also include industry days in November 2016 and nation-wide throughout 2017.
- Ongoing identification, definition and development of transfer of technology to Australia:

- To include development of the transfer of technology training plan (including delivery of first training activities).
- Development of subsequent agreements and contracts to execute the full design process for the Future Submarine, which will extend to the mid-2020s.
- Establishment of an overseas facility and information communications technology to support the full design process.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: SEA 1000 Design and Mobilisation – Major Deliverables Timeframe

Question reference number: 85

Senator: Xenophon

Type of question: Provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

With respect to the recently signed SEA 1000 design and mobilisation contract: What are the delivery time frames for the major deliverables?

Answer:

Deliverables are spread across the three steps of the Design and Mobilisation Contract.

Step 1: Mobilisation and Preliminary Design Studies (first six months):

- conduct of early mobilisation activities including establishment of facilities for the resident project team in Cherbourg;
- commencement of design work; and
- negotiation of a tripartite cooperative agreement between the Commonwealth, DCNS, and Lockheed Martin.

Step 2: Mobilisation and Functional Analysis (from month six to month 12)

- completion of mobilisation activities;
- design studies, and functional analysis; and
- negotiation of strategic partnering agreements and further design contracts.

Step 3: Feasibility and Definition Studies (from month 12 up to year three)

- conduct of feasibility studies; and
- commencement of definition studies.

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines - Intellectual Property under Mobilisation Contract

Question reference number: 86

Senator: Xenophon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

With respect to the recently signed SEA 1000 design and mobilisation contract:

1. What are the intellectual property rights afforded the Commonwealth under the design and mobilisation contract?
2. Does Australia own/share the design rights? And to what extent?

Answer:

1. Please refer to the response to Question on Notice 45 from Supplementary Budget Estimates on 19 October 2016.
2. The intellectual property rights afforded to the Commonwealth under the Design and Mobilisation Contract will enable Australia to maintain the regional superiority of the Future Submarine and establish sovereignty over its operation and sustainment.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines – Australian Industry Capability Component

Question reference number: 87

Senator: Xenophon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

With respect to the recently signed SEA 1000 design and mobilisation contract:

1. What is the Australian Industry Capability component of the current contract?
2. What will be done in Australia?

Answer:

1. Please refer to Defence's response to Question on Notice 45 asked at Supplementary Budget Estimates on 19 October 2016.
2. While it is too early to define the level of Australian industry involvement, the aim through the Australia Industry Capability Plan is to maximize it.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines – Naval Architects on Submarine Project

Question reference number: 88

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

With respect to the recently signed SEA 1000 design and mobilisation contract:
How many government or uniformed naval architects reside within the submarine project?

Answer:

At this early stage Defence has six appropriately qualified naval architects working within the Future Submarine Program.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Cost for Shortfin Barracuda for Australia

Question reference number: 89

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

It is noted from French Senate paper <http://www.senat.fr/rap/a13-158-8/a13-158-814.html> that the cost of procuring 6 Barracuda class nuclear attack submarines is € 9.9 billion in 2013 and that the average unit cost of submarines in the series (excluding development) is 1.3 billion €2013 (€1.0 billion 2006).

1. What is the projected cost of procuring 12 Shortfin Barracuda class conventional submarines for Australia?
2. What is the projected average unit cost of each submarine (excluding development)?

Answer:

1. As announced in the 2016 Integrated Investment Program, the total value of the Future Submarine Program will be over \$50 billion and will be spread over around 40 years.
2. The average unit cost of each Future Submarine will be developed as part of the design process.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines – Project Risks

Question reference number: 90

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

What are the identified project risks at this stage in the program?

Answer:

Program risks reflect the key risks in any program of this nature, including those surrounding capability, cost, schedule, and Commonwealth and industrial capacity:

- **Capability:** Managing the introduction of a regionally superior Future Submarine to ensure no capability gap as the Collins class is withdrawn from service.
- **Cost:** Managing costs over the course of the Program while meeting key capability needs for the Future Submarine.
- **Schedule:** Execution of an achievable schedule for the delivery of the Future Submarine.
- **Commonwealth capacity:** Building and maintaining the skills necessary to remain a fully informed partner throughout each stage of the Future Submarine Program.
- **Industrial capacity:** Building capacity and skills in Australian industry to support the efficient construction and sustainment of the Future Submarine while continuing to sustain the Collins submarine fleet.

Recognition of these risks has shaped a range of steps already taken and underway, including, but not limited to:

- The selection of DCNS and Lockheed Martin Australia as capable and experienced Program partners for the Future Submarine.
- The establishment and justification of stable capability requirements.
- Cost visibility provisions throughout program contracts.
- Establishment of an achievable schedule for delivery of the Future Submarine that limits the service life extension of Collins class submarines to ensure no capability gap.
- The timely entry to contract to progress design of the Future Submarine.

- The engagement of industry in building the Future Submarine Program office to include subject matter experts with technical expertise and submarine program management experience.
- Close engagement with industry to build capacity, and implementation of the initiatives outlined in the Defence Industry Policy Statement.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: SEA 1000 – First Submarine Build in Australia

Question reference number: 91

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Will the first submarine be built in Australia?

Answer:

Yes.

Senate Standing Committee Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines – Discussions with DCNS since contract announcement

Question reference number: 92

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Has there been any discussion with DCNS since contract announcement as to a French build of the first submarines? (Irrespective of the answer to question 92: Will the first submarine be built in Australia).

Answer:

No.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarine Program – Air Independent Propulsion System

Question reference number: 93

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Will the future submarine be fitted with an air independent propulsion system?

Answer:

Final decisions on technology for the Future Submarine will be made in the course of the design process.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarine Program – Battery Technology

Question reference number: 94

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Will the future submarine use lead acid battery technology?

Answer:

Final decisions on technology for the Future Submarine will be made in the course of the design process.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines – DCNS Propulsor Design

Question reference number: 95

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

The Shortfin Barracuda is fitted with a propulsor. Propulsors are normally less efficient at conventional submarine patrol speeds than a propeller is. Has this inefficiency been addressed in the DCNS propulsor design?

Answer:

A submarine propulsor (more accurately described as pumpjets) can provide higher propulsive efficiency than a propeller across the speed range of a submarine, including the patrol speed of large conventional submarines.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Future Submarines – DCNS Leak

Question reference number: 96

Senator: Xenophon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

With respect to security:

1. Has any Defence Security or Australian Signals Directorate personnel visited France since the security leak was revealed?
2. Has the point of leak been identified yet?

Answer:

1. As the leaks were not of Australian data and France is undertaking its own investigation, there is no need for Australian Signals Directorate or Defence Security to visit France regarding the DCNS leak.

A Defence Security and Vetting Service officer visited France in September 2016 in support of a whole-of-government security policy dialogue with France.

2. The French Government will determine the manner in which outcomes of the French investigation are disclosed.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contamination – Compensation and Land Acquisitions

Question reference number: 97

Senator: Xenophon

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

It is understood that the Defence Minister held a meeting in June at the Oakey Army Defence Base with a number of residents effected by local contamination caused by chemicals used by the Department of Defence. At this meeting, Senator Payne committed to negotiate compensation and land acquisitions. When does Defence expect to commence and conclude negotiations?

Answer:

Please refer to Q119 from the 19 October 2016 Senate Standing Committee on Foreign Affairs, Defence and Trade Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Combat Uniforms – Priority Industry Capability

Question reference number: 98

Senator: Xenophon

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Combat Uniforms is a Priority Industry Capability.

1. Noting its importance to Defence, can you advise as to whether
 - a) combat trousers and,
 - b) shirts are ordered regularly enough and with enough volume to sustain the company that makes our combat uniforms. In other words, can a company supplying high tech textiles survive on the contract to supply Combat uniforms alone?
2. If not, what is Defence's approach to supporting the suppliers that makes combat uniform textiles (i.e. preferential treatment for other uniform components)?
3. When was the last time Defence met/spoke with the supplier of the ADF's Combat Uniform textiles to assess the companies health?

Answer:

1. Yes, Australian Defence Apparel (ADA) has sufficient orders to sustain the current capacity at its Bendigo manufacturing factory that makes the combat trousers and shirts.
2. N/A.
3. Defence meets regularly with ADA and most recently visited the Bendigo factory in October 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Correspondence – MAJGEN Coghlan – ADA – Dress Uniform

Question reference number: 99

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

In relation to the correspondence between Major Gen. Coghlan and Australian Defence Apparel (ADA) on the cost of having the dress uniform made in Australia, as referred to during the estimates hearing on 19 October 2016:

1. What was the date of the correspondence from Major Gen. Coghlan?
2. What was the date of the response from ADA?

Answer:

Please refer to the responses to Question on Notice numbers 18 and 25 from 19 October 2016 Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

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ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Potential Subcontractors – Dress Uniform Tender

Question reference number: 100

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Please list any sub-contractors that Australian Defence Power Pty Ltd, the Workwear Group, Bizwear Pty Ltd, Stewart & Heaton Clothing Company Pty Ltd, and Look Try Buy intended to use if they won the most recent dress uniform tender.

Answer:

The tendered information, including the names and locations of subcontractors proposed by tenderers, is considered inappropriate to disclose as it could disadvantage a tenderer and advantage competitors in current or future business operations. Specifically, the details of a tenderer's commercial strategies are unique to a particular tender or contract, the disclosure of which may, or could reasonably be expected to, prejudice the contractor's ability to negotiate contracts with its subcontractors or adversely affect the future supply of information or services to the Commonwealth.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Method of Advice to Minister – Dress Uniform Tender

Question reference number: 101

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. How was the Minister advised of the result of the most recent dress uniform tender?
2. Was it a brief for noting or a brief for decision?
3. What date was the Minister informed?
4. Can Defence provide a copy of the brief?

Answer:

1, 2 and 3. Defence informed the then Minister for Defence, the Hon Kevin Andrews MP, of the outcome of the Non Combat Clothing and Services open tender in a submission for noting on 25 February 2015.

4. No. The noting brief contained tender and contract information which is considered inappropriate to disclose as it could disadvantage tenderers and advantage competitors in current or future business operations. Specifically, the details of a tenderer's commercial strategies are unique to a particular tender or contract, the disclosure of which may, or could reasonably be expected to, prejudice the tenderer's ability to negotiate contracts with its subcontractors or adversely affect the future supply of information or services to the Commonwealth.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Previous Supplier of Dress Uniforms prior to ADA

Question reference number: 102

Senator: Carr

Type of question: Written.

Date set by the committee for the return of answer: 9 December 2016

Question:

What is the name of the company or companies that previously supplied the dress uniforms for the Australia Defence Force, prior to the current contract with Australian Defence Apparel? Please include the following information:

- (a) Where was the manufacturer located?
- (b) Where was the material used for production of the dress uniforms manufactured?
- (c) The name and locations of any subcontractors involved in the tender.

Answer:

(a) Prior to the Non Combat Clothing Deed signature on 30 April 2015, service dress uniform garments were provided by:

- Australian Defence Apparel Pty Ltd of Thomastown, VIC – supplied Navy service dress jackets as well as shirts for all three Services.
- The Workwear Group (formerly Pacific Brands Workwear Group) of Port Melbourne, VIC – supplied trousers, skirts and slacks for Navy.
- Serco Sodexo Defence Services (SSDS) of Southbank, VIC – supplied Made to Measure service dress garments (jackets and lowers) for Army and Air Force. (SSDS continues to supply Air Force service dress uniform garments).

(b) These garments were predominately manufactured overseas by the Australian companies through off-shore supply chains in China, Fiji and Vietnam since at least 2003 under successive governments and in accordance with Commonwealth Procurement Rules.

(c) The supply chain solutions including the names and locations of subcontractors used by contractors, is considered inappropriate to disclose as it could disadvantage a supplier and advantage competitors in their current or future business operations.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: DCNS – Sensor Performance

Question reference number: 103

Senator: Carr

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

In a statement from the Prime Minister and Defence Minister on 26 April 2016, it states that DCNS was chosen as the preferred partner for the Future Submarines project on the basis of the company's ability to provide "superior sensor performance and stealth characteristics."

1. How did the Government come to the conclusion that the French proposal, given it has not yet been designed, has a stealth advantage over potential German or Japanese submarine designs?
2. How was the stealth of the French concept design compared with the Japanese and German concept designs?

Answer:

Proposals received from each of the participants in the Future Submarine Program Competitive Evaluation Process included pre-concept designs and a range of supporting information defined in Data Item Descriptions, all of which was thoroughly assessed by subject matter experts. The outcomes of the evaluation, which were peer reviewed by former United States submarine program managers, informed Government's decision.

The Expert Advisory Panel that oversaw the Competitive Evaluation Process concluded that the process was conducted in a sound manner, was defensible from a probity and accountability perspective, and that the participants had been treated fairly and equitably.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Organisational Chart of Land Systems Division

Question reference number: 104

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

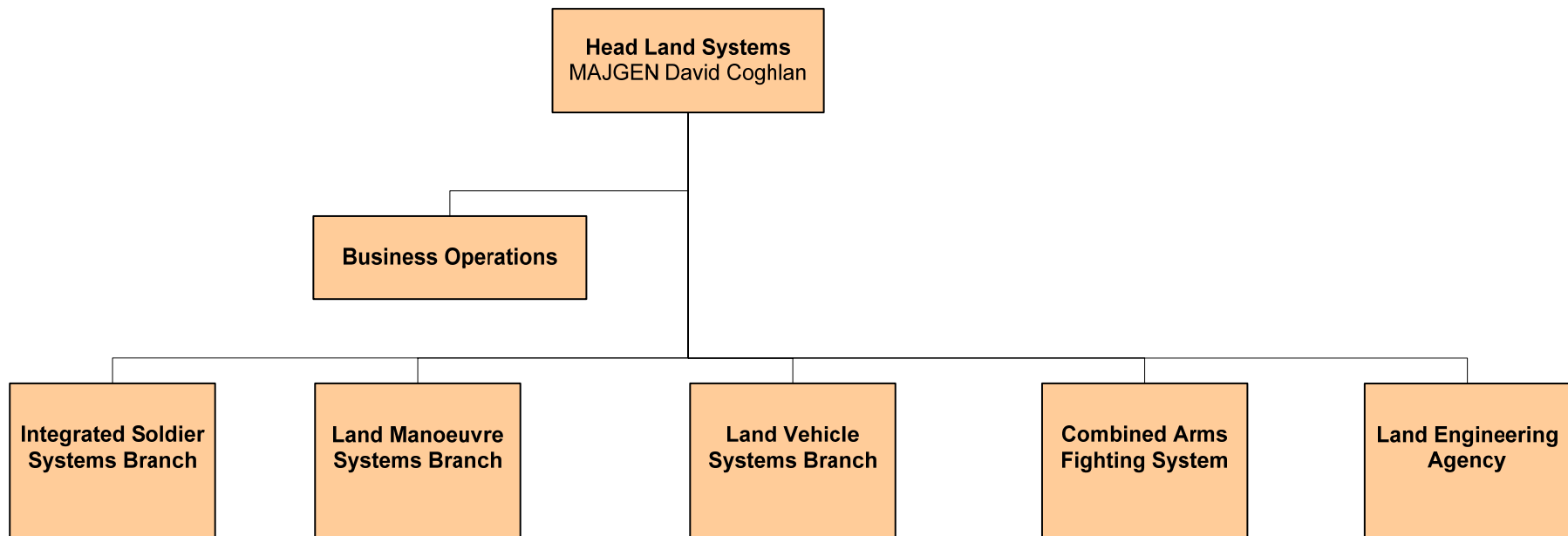
1. Please provide an organisational chart of the Land Systems Division as well as a breakdown of information about staffing in the Division, including:
 - (a) How many staff are based in the Land Systems Division?
 - (b) What level are they?
 - (c) Where are they based?
 - (d) How many staff in the Division are responsible for tenders?
 - (e) How many are responsible for direct engagement with suppliers?

Answer:

- a) As at 4 November 2016, Land Systems Division (LSD) comprises 192 Australian Defence Force (ADF) members and 913 Australian Public Service (APS) staff for a total of 1,105. A copy of the organisational chart is at [Attachment A](#).
- b) LSD staff levels range from:
 - i. Australian Public Service (APS) level 2 through to Senior Executive Service Band 1.
 - ii. ADF members: Army Sergeant through to Major General with a small number of Air Force and Navy personnel at Chief Petty Officer (Navy)/Warrant Officer (Army) level and below.
- c) The majority of LSD staff are based at Victoria Barracks Melbourne, Southbank VIC and Defence Plaza, Melbourne CBD, VIC. Small teams are based at Monegeetta, VIC; Penrith, NSW; and in Meeandah and Townsville, QLD.
- d) The majority of LSD staff have responsibility for aspects of tenders in the form of project management and logistics activities which include procurement and contracting, testing and/or evaluation of tendered products and contract management.
- e) Not all of those staff who have responsibility for tenders will be responsible for direct engagement with suppliers. Direct engagement is more likely to be limited to senior managers, contract managers and those staff responsible for the management of tender activities and subsequent contract management.

Land Systems Division - Structure

Land Systems Division (LSD) acquires and sustains land materiel for the Australian Defence Force.



Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Ministers – 2016 National Industrial Innovation Awards

Question reference number: 105

Senator: Carr

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

Please provide the details of any meetings that Ministers Payne, Pyne or Tehan took during 2016 National Industrial Innovation awards, including:

- o When the meeting occurred
- o Attendees in the meeting
- o The nature and purpose of the meeting.

Answer:

Please refer to response to Question on Notice 16 of the 2016 Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: All Defence Procurement Projects

Question reference number: 106

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Please provide an itemised breakdown detailing all the procurement projects in the Defence portfolios, including the name of the project, the value of the contract, a brief summary of the key deliverables and timeframes for delivery.

Answer:

Defence's Portfolio Budget Statements provide an overview of procurement project information.

The provision of additional information would represent an unreasonable diversion of departmental resources.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: DCNS – Contractual Obligations – Design Mobilisation Contract

Question reference number: 107

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

On Friday 30 September Ministers Payne and Pyne announced that the Government had signed a 'Design and Mobilisation Contract' with DCNS to commence the design phase of the Future Submarines program. In relation to this announcement:

1. What are the Australian Defence Force's contractual obligations?
2. What are DCNS's contractual obligations?
3. Is such a hybrid build option being considered as part of the current Design Mobilisation Contract?
4. Are there any specific elements in the contract on local content and/or Australian industry participation? If so, please provide details.

Answer:

1. The Commonwealth's primary obligations under the Design and Mobilisation Contract include:
 - a. payment for the supplies when these are delivered in accordance with terms and conditions of the Contract and a correct claim for payment has been made;
 - b. providing access to Government facilities in accordance with the contract;
 - c. providing that Government Furnished Material in accordance with the contract;
 - d. complying with French law and security regulations in relation to activities conducted in France;
 - e. complying with confidentiality and intellectual property obligations when disclosing data; and
 - f. complying with French export approvals.
2. DCNS' primary obligations under the Design and Mobilisation Contract include:
 - a. delivery of supplies in accordance with the contract;
 - b. complying with Australian law and security requirements;
 - c. maintaining insurances specified under the contract;

- d. providing full transparency of the costing and pricing of the contract;
and
- e. complying with confidentiality and intellectual property obligations
when disclosing data.

3. No.

4. Yes. Please see response to Question on Notice 45 from the Supplementary Budget Estimates hearing on 19 October 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Australian Content in Future Submarine Project

Question reference number: 108

Senator: Carr

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

How will Defence measure Australian content in the Future Submarines project?

Answer:

Defence will measure Australian industry involvement through Australian Industry Capability Plans that will be further developed by DCNS and Lockheed Martin Australia as the design of the Future Submarine matures.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Australian Steel

Question reference number: 109

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

- (a) Has Defence provided any advice or recommendations to the Department of Industry, or Industry Ministers, regarding the use of Australian steel on naval shipbuilding and submarine projects?
- (b) If so, what was the nature of Defence's advice and when was this provided?
- (c) Has the Department of Industry, at any stage, requested information from Defence about Australian content on the Future Submarines project?
- (d) If so, what was the nature of that request, when was it received, and what advice was provided?

Answer:

The *Defence White Paper* and *Defence Industry Policy Statement* reinforce the Australian Government's commitment to working across Government and with industries to maximise Australian content while delivering critical capability upgrades for the Australian Defence Force.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: ASPI – DCNS Leak – Scorpene Class

Question reference number: 110

Senator: Carr

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

In relation to an article published by the Australian Strategic Policy Institute on 8 April 2016 “Designing the Shortfin Barracuda Block 1A”, subsequently reported in The Australian on 25 October 2016 (“Leaked sub secrets key to Aussie fleet, says builder”):

1. Are there any implications for Australia’s Future Submarine project arising from the compromised Scorpene data? If so, how is this being addressed?
2. How does Defence respond to the claim that Australia’s Future Submarines will have key systems in common with the French designed Scorpene-class submarines that suffered a major leak of confidential data?
3. Is the assessment that some key systems in the Shortfin Barracuda will be based on Scorpene-class submarines correct?

Answer:

1. No.
2. The Future Submarine will be a new design, which will be different from reference designs that are used to inform technical decisions during the Future Submarine design process. The Future Submarine will have a different main motor, battery system, induction system and diesel-generator to the Scorpene.
3. No.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: List of Exemptions – ADF Uniforms

Question reference number: 111

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Please provide a list of all items of Australian Defence Force uniforms that currently have an exemption to be made in Australia.

Answer:

Please refer to the response to Question on Notice number 15 from 19 October 2016 Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Minister visit to ADA – Bendigo or Thomastown

Question reference number: 112

Senator: Carr

Type of question: Written.

Date set by the committee for the return of answer: 9 December 2016

Question:

Please provide a list detailing when Defence Ministers and/or officials have visited Australian Defence Apparel (ADA) in Bendigo or Thomastown over the last 12 months, including:

- (a) The date of the meeting or visit.
- (b) The name of the Minister and/or Defence official attending.
- (c) The purpose and nature of the visit.

Answer:

1.
 - a. 17 May 2016.
 - b. Minister Payne.
 - c. The purpose was to announce a number of Government initiatives.
2.
 - a. 20 May 2016.
 - b. MAJGEN David Coghlan, Head Land Systems.
 - c. The purpose was to tour the Bendigo factory and meet ADA representatives.
3.
 - a. 29 September 2016.
 - b. Minister Pyne and MAJGEN David Coghlan, Head Land Systems.
 - c. The purpose was to tour the Bendigo factory and engage with local workers.

Additionally, Defence officials engage with ADA on a daily basis as part of ongoing contract management.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Shandong Yeliya – ADA – Dress Uniforms

Question reference number: 113

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

In relation to the manufacturer Shandong Yeliya, subcontracted by Australian Defence Apparel (ADA) to make the new Australian Defence Force dress uniforms:

1. Please provide a list of the site or sites where the dress uniforms are being manufactured.
2. Where is the fabric for the new Australian Defence Force dress uniform being sourced from?
3. What is the name of the company or companies supplying the fabric?
4. Have any Australian Defence Force officials or representatives visited the Shandong Yeliya site where the new dress uniforms are being manufactured?
If so:
 - a. When was the visit or visits? (on what date)?
 - b. Who from Defence or the Australian Government attended?
 - c. What was the purpose of the visit(s)?
5. Other than the dress uniforms, does Shandong Yeliya manufacturer any other products for the Australian Defence Force, either as a direct contractor or as a subcontractor? If so, please provide an itemised breakdown detailing the name and nature of the project, including the value of the project.

Answer:

1. Shandong Yeliya Garment Group, 126 Beigong Street, Weifang City, Shandong, China, 261021.
2. Australian Defence Apparel's fabric subcontractor is Macquarie Textiles in Albury, NSW. The fabric is manufactured in China by a privately owned company. Macquarie Textiles consider its supplier company's name to be commercially sensitive information.
3. Macquarie Textiles, 555 Nurigong Street, South Albury, NSW.
4. No.

5. Other uniforms manufactured by Shandong Yeliya as Australian Defence Apparel's subcontractor include the Mess Dress Uniforms (Army, Navy and Air Force), the Army Utility Jacket, the Garrison Jacket and Tri Service lowers (Trousers, Slacks and Skirts). These items are purchased as part of the Non Combat Clothing contract. Items purchased over the 2015-16 financial year total approximately \$4.5 million.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Audit – Contractors and Subcontractors

Question reference number: 114

Senator: Carr

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. What audits does Defence undertake on its contractors and subcontractors?
2. Please provide a detailed summary including information on:
 - (a) Who undertakes the audits.
 - (b) What an audit entails (ie. desktop audits, site visits, questionnaires etc.).
 - (c) Whether there are there official site inspections.
 - (d) How Defence approves contractors.
 - (e) How Defence approves subcontractors.

Answer:

1. As part of its planned internal audit program, the Audit and Fraud Control Division undertakes internal audits on the governance of selected contracts, including for the provision of base services and health services.

In addition to the audits centrally managed by Audit and Fraud Control Division, the Capability, Acquisition and Sustainment Group (CASG) undertakes a number of additional audits of contractors and subcontractors as follows:

- CASG Directorate of Supplier Quality Assurance Services under reciprocal International Arrangements and Agreements carries out, under delegation, supplier quality audits and surveillance activities with foreign governments.
- CASG Directorate of Work Health and Safety undertakes safety audits of CASG internal business units (these can include a component of contractor safety assurance where applicable).

2(a) Defence's internal audit program is delivered by Audit and Fraud Control Division.

In addition, CASG undertakes a number of audits of contractors and subcontractors through specialist Subject Matter Expert teams staffed by a combination of military, Australian Public Service and external contractor staff.

2(b) Internal audits undertaken by Audit and Fraud Control Division can entail one or a combination of:

- desktop audits;
- document reviews;
- interviews with Defence staff and contractors;
- site visits;
- questionnaires and surveys; and
- substantive testing against samples.

CASG audits of contractors and subcontractors may include one or a combination of the activities above, depending on the nature and methodology of the audit.

2(c). None of the internal audits completed by Audit and Fraud Control Division since July 2015 have included an official site inspection.

CASG may undertake official site inspections depending on the nature and methodology of the audit.

2(d) When undertaking a procurement process Defence, as part of the tender evaluation process, selects a contractor to undertake the work as opposed to “approving a contractor”. The resulting arrangement is either an individual contract or a standing offer.

In order to reduce red tape and improve the timeliness of engaging contractors, Defence has mechanisms for pre-approving aspects of contractor support. These are:

- Approved Contractor on a Defence panel – where a contractor is on a panel with other approved contractors such as the Capability and Acquisition Sustainment – Support Service panel noting being on the panel does not guarantee engagement of a contractor as individual contracts are then let from the panel.
- Approved Contractor Insurance Program - is a procurement reform initiative that involves a periodic centralised review of participating Defence companies' global / group and local insurance programs.

2(e) The majority of Defence procurements are between the Commonwealth (Department of Defence) and the contractor and typically do not include Commonwealth approval of a contractor list of subcontractors. The contractor retains responsibility for selecting subcontractors and for ensuring subcontractor performance.

However, to effectively manage risk, some complex Defence procurement contracts include a clause to:

- specify a specific subcontractor; and
- stop the contractor changing the subcontractor to an unapproved subcontractor without the Commonwealth's knowledge.

An approved subcontractor is usually required where:

- the value of the work being subcontracted is significant and exceeds a specific amount (as a percentage of the total value of work);

- the work being performed under the subcontract relates to a significant aspect of the contract (e.g. design and development activities, modification of systems or equipment system installation or integration); or
- the subcontractor will bring intellectual property to the proposed subcontract or creating intellectual property under the proposed subcontract that is necessary to Defence to use and support the supplies.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Audit – ADA and Shandong Yeliya

Question reference number: 115

Senator: Carr

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Was the subcontractor manufacturing the new Australian Defence Force dress uniforms, Shandong Yeliya, subject to an audit before the tender was awarded to the primary contractor, Australian Defence Apparel (ADA)?

Answer:

No.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contamination – Progress of water treatment plants

Question reference number: 116

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016.

Question:

In a response to a media inquiry published on the 3 September 2016, Defence advised it is funding the operation of a \$9 million water treatment plant to treat the outflow of Lake Cochran into Dawsons Drain at RAAF Base Williamstown, and that "...it is expected the plant will be operational in September 2016 subject to weather and commissioning requirements."

- (a) Can you provide an update on the progress of this water treatment plant's establishment and operation?

If it's not operational:

- (a) What is the cause of the delay?
(b) What is the updated estimated point by which it will be operational?

If it is operational:

- (a) To what extent is the plant filtering PFOS and PFOA from runoff in its current state of operation?

Answer:

The Interim Water Treatment Plant to treat the outflow of Lake Cochran (RAAF Base Williamstown) underwent a commissioning and optimisation period, which commenced in October 2016 and concluded in late November 2016. On 1 December 2016 the Water Treatment Plant became fully operational. The Water Treatment Plan will ensure treated water is below the interim enHealth drinking water criteria for water containing PFAS, before the plant discharges water to Dawsons Drain. The plant will operate for up to 12 months treating the outflow of Lake Cochran while long term remediation options are identified.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contamination – Property acquisition of contaminated sites

Question reference number: 117

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

If the outcome of such a review recommends property acquisition for Williamstown and Oakey, does Defence expect that the same treatment would apply at the remaining sites around Australia? Can the Defence budget manage the cost of property acquisition at all contaminated sites?

Answer:

Please refer to Q119 from the 19 October 2016 Senate Standing Committee on Foreign Affairs, Defence and Trade Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contamination – Cost breakdown of remediation package

Question reference number: 118

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

In June 2016, the Government announced a \$55-million remediation package to deal with the contamination issue, to be funded out of the existing Defence budget.

Can you provide a cost breakdown of measures contained within the package?

Answer:

The Government will provide \$17.53 million over three years from 2016-17 to fund a package of initiatives, including:

- \$4.0 million for an Epidemiology study;
- \$4.5 million for a Voluntary Blood Testing program;
- \$3.5 million for Mental Health and Counselling;
- \$2 million for a Communications strategy;
- \$0.03 million for the independent review of the Environmental Health Standing Committee's (enHealth) interim Guidelines; and
- \$3.5 million has also been provided to Hunter Water Corporation to connect Williamstown area properties to town water.

An additional \$37.47 million has also been provisioned for managing, containing and remediating PFAS contamination at Defence bases, including any additional expenditure required at RAAF Base Williamstown and the Army Aviation Centre Oakey.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Contamination – Property valuations in Williamstown and Oakey areas

Question reference number: 119

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

The recent motion in the Senate in relation to the contamination issues at Williamstown and Oakey was based on information provided in a letter from the Minister for Defence. According to the information in this letter, it stated that Defence had met with lending institutions to discuss property lending policies and valuations in the Williamstown area and that Defence was committed to review the issue of property acquisition once detailed environmental investigations had concluded.

Has Defence met with lending institutions and received advice on property valuations in the Williamstown area?

Has Defence committed to a review of property acquisition at Williamstown and Oakey at the conclusion of its environmental investigation?

If YES:

- a. What information will the review consider?
- b. Who will undertake the review?
- c. When will it occur?
- d. How will the review be undertaken?

Answer:

Defence has engaged with a number of lending institutions and the Australian Property Institute to discuss property lending policies and practices, and how valuations are conducted.

The Department of the Prime Minister and Cabinet's PFAS Taskforce is leading the whole-of-Government response to PFAS contamination across the Commonwealth estate. The Government continues to consider potential options to assist affected communities.

Factors including the establishment of final Health Based Guidance Values, the outcomes of the site investigations, human health and ecological risk assessments (and any impacts on the ability to use property for the purpose for which it was intended), as well as the benefits of having a nationally consistent approach to responding to other potential contaminated sites will inform decisions.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates - 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Defence Enterprise Bargaining – Retention Rates for Engineering and Technical Professions

Question reference number: 120

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

What attraction and retention rates have been considered for engineering and/or technical professions?

Answer:

As at 1 July 2016, the permanent ADF Engineering and Technical workforce separation rate was 6.6 per cent and the Defence APS Engineering and Technical workforce separation rate was 8.9 per cent for ongoing employees. These were below the separation rates being experienced in the total ADF (8.3 per cent) and total Defence APS (11.1 per cent) at that time.

The number of Engineering and Technical personnel recruited in the 2015-16 financial year was 1,045 for the permanent ADF and 55 for the ongoing APS.

Modest increases to demand for Engineering and Technical workforce will be required in some areas of Defence, which will lead to some increases in recruiting requirements.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Defence Enterprise Bargaining – Costs of Bargaining for Defence

Question reference number: 121

Senator: Farrell

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

What has/is the overall cost of bargaining in Defence over the last 3 years broken down by:

- a. Number of employees working on agreement and processes?
- b. Cost of meetings around the country in terms of material and employee time?
- c. Conducting the ballot for the agreement votes?

Answer:

1. The overall cost of bargaining in Defence from 1 January 2014 to 8 November 2016 was \$1,069,113 which includes:
 - a. Defence has an APS Workplace Relations Directorate and within that team there is one EL1 and two APS 6s that are currently working on the development of the new enterprise agreement at an estimated total cost of \$923,068. Other employees, including Senior Executive Service employees, assist on an as required basis, however the costs associated with this are not able to be determined due to the adhoc nature of their involvement.
 - b. Cost of \$107,504 for the development of the enterprise agreement associated with the following:
 - 16 bargaining meetings;
 - travel costs associated with two sets of employee information sessions held nationally at 70 Defence establishments;
 - venue hire; and
 - administrative costs.
 - c. Two employee ballots were held (February and May 2016) for a total cost of \$38,541.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Reduction of workforce

Question reference number: 122

Senator: Farrell

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

On Monday 17 October, Fairfax reported that "...the Defence Department's full time workforce has been cut from 22,284 in 2012 to 17,568 in May 2016 - a 21% reduction and cut of 4716 people".

- a. Are those figures accurate?
- b. Where have the reductions occurred?
- c. How was this determined?

Answer:

(a) Yes.

(b) and (c) Consistent with the Australian Public Service as a whole, Defence has been consciously reducing its APS workforce since 2012 through natural attrition, disciplined recruitment practices and a limited Voluntary Retrenchment program aimed at reducing the number of staff, particularly at middle management levels.

These reductions have occurred in all Groups across Defence and were based on requirements stemming from significant reform to Defence's business practices. These included the implementation of shared services across a number of functions, including human resources, finance and non materiel procurement, and changes to organisational structures.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: APS Freeze and the Impact on the Defence Community Organisation

Question reference number: 123

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the Department aware that the position of family liaison officer, in the Northern Territory within Defence Community Organisation (DCO) was vacant for nine months?

If YES:

- a. Why?
- b. Is there a reason this position was left open during this time?
- c. Why for so long?
- d. How many Defence families were in the NT during this time?
- e. What support was offered to families during this time?
- f. What is being done to prevent this from happening again?

If NO:

- a. Why have NT Defence families been left without support from the Family Liaison Officer
- b. Is the Department aware of reports this is due to the APS pay freeze?

Answer:

The Family Liaison Officer in Darwin resigned with effect 30 October 2015 and the vacancy was subsequently advertised on 24 November 2015.

The successful applicant was advised on 23 February 2016, however declined the position. A second applicant was selected and commenced in the position on 9 June 2016 after obtaining appropriate security and medical clearances and providing notice for their previous position.

During the period that the position was vacant, the Community Development Officer in Darwin and the Family Liaison Officer in Tindal provided ongoing support to Australian Defence Force families in Darwin.

Defence seeks to ensure that the period between an individual resigning from a position and a new replacement commencing is as short as possible. However, in

some instances security, medical and employment notification delay the commencement of new employees.

There were approximately 2,100 dependants (partners and children) of Australian Defence Force members in Darwin and 400 dependants in Tindal during the period in question.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Family Liaison Officer positions in Australia

Question reference number: 124

Senator: Farrell

Type of question: Provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

How many Family Liaison Officers positions are there across Australia?

- a. How many of these positions are currently filled?
- b. What is the average length of time taken to fill vacancies in these positions?

Answer:

There are 23 Family Liaison Officers positions across Australia; currently 20 of those positions are filled. Of the three vacant positions, two will be advertised in November 2016 and one is waiting for the successful applicant to commence.

The average length of time to fill a Family Liaison Officer position is three months, dependant on selection panel availability and the successful applicant completing mandatory pre-employment requirements.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards

Question reference number: 125

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Can the Department advise the purpose of the Individual Welfare Boards (IWBs)?

Answer:

An Individual Welfare Board is a board convened by the member's commander to consider all relevant information regarding a member's care. An Individual Welfare Board provides a mechanism for commanders to better manage their personnel, thereby ensuring that they receive the appropriate support at all levels to meet their individual circumstances.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards – Meetings Held

Question reference number: 126

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

How many IWBs were held in the last 12 months? How many IWBs were held in the last 24 months?

Answer:

Each Service promulgates its own policy for conducting Individual Welfare Boards. The Navy and Air Force do not centrally track the number of Individual Welfare Boards that are held. It would be an unreasonable diversion of resources to obtain this information.

The Army can advise that the total number of Individual Welfare Boards for 2016 (as at 4 November) is 390. Records for 2015 are not available in the timeframe for response. The introduction of a SharePoint based Welfare Board tracking tool earlier in 2016 means that collecting and collating this data will be routine in future.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards

Question reference number: 127

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Can the Department advise the make-up of the IWBs?

Answer:

Membership of the board varies according to Service and the specifics of the individual case, but usually includes the member, the member's commander, the Member Support Coordinator, and the Healthcare Coordinator. The early inclusion of a representative from the Department of Veterans' Affairs on the board is also strongly encouraged.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards

Question reference number: 128

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is it common for military lawyers to attend the IWBs?

- a. How many IWBs have had military lawyers in attendance in the last 12 months, 24 and 36 months?
- b. What is their role?
- c. Is this Defence policy?
- d. Is the individual attending the board allowed to have a lawyer/advocate act on their behalf? If not, why not?

Answer:

Yes, it is common for military lawyers to attend Individual Welfare Boards.

- a. Attendance of military lawyers is not centrally recorded. It would be an unreasonable diversion of resources to review the minutes of each Individual Welfare Board to identify this information.
- b. & c. Each Service has its own policy for Individual Welfare Boards, however are consistent in that military lawyers may attend to provide general advice or to provide advice to the commander or member.
- d. There is no restriction on military lawyers being present at Individual Welfare Boards; however, they would only be there in an advisory capacity, not to advocate on the member's behalf. The purpose of the Individual Welfare Boards is to ensure that a plan is developed to best assist the member; therefore, advocacy is not required.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards - Attendance of LTCOL Lawyer at Nowra July 2016

Question reference number: 129

Senator: Farrell

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

Can the department confirm whether a Lieutenant Colonel lawyer was in attendance at the Individual Welfare Board in Nowra on 22 July 2016?

- (a) If so, why did he attend? What was his role?
- (b) Who invited him to participate and what was their rationale for having him attend?
- (c) Was the client advised that a lawyer would be present or afforded the opportunity to bring his own lawyer/advocate?
- (d) Is this the first time this Lieutenant Colonel has attended an Individual Welfare Board?

Answer:

Yes, there was a Lieutenant Colonel lawyer in attendance at the 22 July 2016 Individual Welfare Board.

- (a) In accordance with Army Health policy, a Legal Officer was present at the Individual Welfare Board to provide all participants, including the ADF member, with legal support if required.
- (b) All attendees, both military and civilian, were invited to attend by the Commanding Officer of Special Operations Headquarters.
- (c) The ADF member was informed that a lawyer was present prior to the Individual Welfare Board commencing and did not object.
- (d) The 22 July 2016 Individual Welfare Board was the first one attended by the Lieutenant Colonel lawyer. The Lieutenant Colonel has not previously attended Individual Welfare Boards due to previous postings.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards – Mental Health Outcomes

Question reference number: 130

Senator: Farrell

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the ADF aware of the IWB meetings resulting in or contributing to adverse mental health outcomes? - If yes, how many in the last 12, 24 and 36 months?

Answer:

In general terms, Individual Welfare Boards are a highly effective mechanism to coordinate the health and welfare needs of members. Mental health conditions are often caused by an aggregation of a range of events in a person's life. Disaggregating these to establish a causal link between a person's mental health condition and an Individual Welfare Board is unlikely to be possible.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards

Question reference number: 131

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Do IWBs take into account the input of the treating mental health professionals or do they only consider in-service psychology assessments in their determinations? - Is there the capacity to include a treating mental health professional (if applicable) in the IWB itself?

Answer:

Individual Welfare Boards (IWB) are command-led with health input as required. Any health information discussed at the IWB is subject to the Defence member's informed consent. Joint Health Command mental health professionals from the multi-disciplinary treating team of the member attend or are represented at the IWB where relevant. The serving member may also give consent for external or private treating mental health professionals to provide information or attend the IWB.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Hearing – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards - Consultation of Members' Treating Health Professionals

Question reference number: 132

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Are the members' treating health professionals of all categories being consulted in the course of IWB?

Answer:

Joint Health Command internal processes ensure that the entire multidisciplinary health team are consulted and their input is represented at an Individual Welfare Board, subject to the Defence member's informed consent.

Each Service promulgates its own policy for conduct of Individual Welfare Boards, however are consistent in that members' treating health professionals are consulted in the course of an Individual Welfare Board where health concerns are relevant.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Hearing – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards

Question reference number: 133

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Does the Department consider the IWB to be successful?

Answer:

Yes, the Individual Welfare Boards are an important mechanism in the management and welfare of members.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Physical Science and Engineering Workforce - Projects

Question reference number: 134

Senator: Farrell

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

- (1) What are the projects this workforce has responsibility for?
- (2) Can we have the breakdown of figures? i.e. what and how many skilled workers are required on each project?
- (3) Have these numbers decreased or increased over the past; 12 months?; 3 years?; 6 years?
- (4) What is the reason for these to increase or decrease?
- (5) Are there enough skilled workers on these projects to ensure they are finished on time and on budget?
 - (a) If Yes; can you explain how?
 - (b) If No; why not?
 - (c) What changes should be made?
- (6) Are these skilled workforce Australian citizens?
 - (a) If No; why not?
- (7) What is the total amount spent on procuring skilled workforce from overseas?

Answer:

- (1) Capability Acquisition and Sustainment Group (CASG) currently manages approximately 180 major projects. The CASG engineering and technical workforce supports all of these.
- (2) A project by project breakdown is not available.
- (3) Across the whole of Defence, the Engineering and Technical and the Science and Technology APS workforce as at 1 October 2011 was 4,603 employees and this has gradually decreased over the last five years to a current workforce of 3,853 employees, as at 1 October 2016. Details of the requested variation over time is:

| As at: | Engineering & Technical (E&T) | Science & Technology (S&T) | TOTAL E&T and S&T |
|-----------------------|--|---|----------------------------------|
| 01 October 2011 | 2,277 | 2,326 | 4,603 |
| 01 October 2013 | 2,230 | 2,190 | 4,420 |
| 01 October 2015 | 2,031 | 2,035 | 4,066 |
| 01 October 2016 | 1,899 | 1,954 | 3,853 |
| % Change Last 5 Years | -16.6% | -16.0% | -16.3% |
| % Change Last 3 Years | -14.8% | -10.8% | -12.8% |
| % Change Last 12mths | -6.5% | -4.0% | -5.2% |

Engineering, Science and Technology APS headcount (Ongoing & Non-ongoing)

- (4) A decrease has occurred because of overall reductions to the Defence APS.
- (5)
- (a) Yes, these resources are made up of military, public service and contractor staff.
- (b)(c) Not applicable.
- (6) Largely yes. Australian citizenship is a requirement for entry to and service in Defence for both ADF and APS personnel. Under limited circumstances non-citizens may be employed on a provisional basis on the condition that they obtain citizenship at the earliest opportunity.
- (7) For critical senior positions requiring specialist skills/knowledge, Defence has engaged the services of recruitment firms, which incorporates identifying potential candidates from across the globe. The indicative costs for 2015-16 for these services is approximately \$115,000 (GST inclusive). For general recruitment where overseas applicants may apply, the vacancy is advertised through normal means such as APSJobs and does not incur additional costs.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Physical Science and Engineering Workforce – Skills Shortfall

Question reference number: 135

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the Department facing any specific skills shortfalls? a. If Yes; i. What type of shortfalls are these? Specifically, engineers, architects, technicians or any others? ii. What is the Department doing to address these? iii. What is the male to female ratio of the workforce?

Answer:

Defence monitors areas of future workforce risk. There are 10 ADF Categories being closely monitored covering the technical, communications, operator, health and engineering workforce, and 13 Defence Australian Public Service (APS) Occupations being monitored in the engineering and technical, health, information and communications technologies, intelligence and security, project management, and science and technology job families.

Multiple initiatives are used to remediate any skills shortages, including: revising workforce structures; enhancing attraction and recruiting; improving Australian Defence Force (ADF) training and the use of ADF Deliberately Differentiated Packages and APS Building Defence Capability Payments to address prolonged recruiting and retention issues in critical skills groups.

At 1 August 2016, the ratio of females and males in the workforce areas being monitored are:

| | Females | Males | Total |
|---|------------|------------|-------------|
| Total categories and occupations | 20% | 80% | 100% |
| ADF Categories | 10% | 90% | 100% |
| APS Occupations | 32% | 68% | 100% |

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: PSE Workforce – Government response to Committee Report

Question reference number: 136

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Is the Department aware the Senate Standing Committee on Foreign Affairs, Defence and Trade tabled its report into the capability of Defence's physical science and engineering (PSE)?

a. If Yes;

i. Has the Department provided the Government with its response to this inquiry, or had any discussions about this? Why has the Government's response to this inquiry been delayed by over 6 months?

Answer:

The Government's response was tabled in Parliament on 8 November 2016.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 Oct 16

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mefloquine

Question reference number: 137

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

What has the Department done to implement its measures to address the concerns of mefloquine?

Answer:

Defence has responded to the concerns raised about the use of mefloquine in Defence by undertaking a number of activities to ensure an appropriate public health approach including:

- the creation of an email address for individuals to contact Joint Health Command directly with their concerns (adf.malaria@defence.gov.au);
- since August 2015, Defence, through Joint Health Command, has answered over 200 requests for information or advice from concerned individuals and will continue to do so;
- the development of a comprehensive web resource for current and ex-serving Australian Defence Force members and their families (www.defence.gov.au/Health/HealthPortal/Malaria/);
- an independent review of published literature on mefloquine and its effects. This review concluded that there is no specific way to diagnose chronic mefloquine effects and no specific treatment except to treat the symptoms, which can resemble those of many other mental health conditions;
- the development and release of clinical guidelines to assist Defence health practitioners with the management of members who are concerned about mefloquine. This has been shared with the Department of Veterans' Affairs and is on the Malaria webpage;
- the release of media statements and internal communications products to encourage individuals who are concerned to seek health care and advice;
- participation in a public forum in Townsville on 13 March 2016 by senior Joint Health Command personnel to actively engage those who believe they

have been adversely affected by mefloquine and explain what Defence has been doing to address the issue;

- a presentation by senior Joint Health Command personnel to the Department of Veterans' Affairs Ex-Service Organisation Round Table Meeting on 12 April 2016;
- the initiation of a review of the Defence policy on anti-malarials to ensure it reflects the most up-to-date information on these medications. This review has confirmed that mefloquine be used as a third line anti-malarial (drug of last resort);
- the public release of the Inspector General Australian Defence Force Inquiry report – *'Issues concerning anti-malarial trials of the drug mefloquine between 2000 and 2002 involving Australian Defence members deploying to East Timor'* on 04 October 2016; and
- continuing to work closely with the Department of Veterans' Affairs to assist them in providing direct support for those servicemen and women who have left the Australian Defence Force, including those who believe that their health problems are related to mefloquine. The Department of Veterans' Affairs has now set up a separate team in its Melbourne office to deal with claims that relate to mefloquine.

Senate Standing Committee on Foreign Affairs, Defence and Trade

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Scoping Study in to Special Forces

Question reference number: 138

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Minister you are your department are no doubt aware of ABC media reports which says: (and I quote) "Supreme Court judge has begun hearing a broad range of allegations, including possible war crimes committed by Australian soldiers during the war in Afghanistan. New South Wales Justice Paul Brereton is helping the Inspector General of the Australian Defence Force (IGADF) as he conducts a secretive and sweeping inquiry into Australia's elite troops, including possible breaches of the Geneva Convention. In April, the Chief of Army Lieutenant-General Angus Campbell confirmed a "range of unsubstantiated, third-person, hearsay stories" warranted "deeper", "independent" consideration, and he had referred them to the IGADF. Little is known about the review, which is run independently to the army chain of command." Minister are these media reports accurate?

Minister the Media also says that: "Defence would not comment on the scope of its inquiry, or how many incidents it was examining, but Sergeant Frost said he believed there would be similar stories and that they should now finally come to light." Can you please give details on the scope of this secretive and sweeping inquiry into Australia's elite troops, – and inform the committee about how many incidents this inquiry is examining?

Answer:

The Inspector General of the Australian Defence Force is conducting a Scoping Inquiry into rumours concerning the culture and behaviour of Special Operations Task Group deployments in Afghanistan during the period 2007 to 2016. As the Inquiry is ongoing, it is inappropriate to comment on the number and nature of the matters under inquiry.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Scoping Study into Special Forces

Question reference number: 139

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Under the terms of this inquiry – will a Senate Committee have the ability – as in the Secret DLA Piper Volume 2 into Defence abuse - to examine the evidence brought before this inquiry?

Would the Minister support independent oversight of this inquiry by a Senate committee – as in the case of the top secret DLA Piper Volume 2 report into defence abuse?

Answer:

Disclosure of the report and any inquiry evidence will be considered once the inquiry is complete.

The DLA Piper review and the Inspector-General of the Australian Defence Force (IGADF) Scoping Inquiry are different processes. The IGADF Scoping Inquiry, as a statutory inquiry, bears no similarity to the DLA Piper Review. There is no need for Senate Committee oversight.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Middle East operations – Geneva Convention

Question reference number: 140

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

- (1) Does the minister agree with my call for her Government to draft, support and place a law before this parliament ... which pre-emptively pardons and absolves any serving or former ADF member who may be accused of war crimes or breaches of the Geneva convention during their service and fight against the Taliban and other Islamic extremists in the Middle East?
- (2) Does the minister agree that Australian citizens and politicians owe an extraordinary debt of gratitude to ADF members who risked their lives killing enemy who do not follow Geneva conventions or any rules of war ... and that extraordinary debt of gratitude could be best expressed by this government supporting a pre-emptive pardon for any ADF member accused of war crimes during their service in the Middle East?
- (3) Does the minister agree that because the parliament was never consulted – before ADF personnel were sent to War in the Middle East ... that the people who are ultimately responsible for any so called “War Crimes” which occurred while killing Taliban and Islamic state fighters – would firstly be the politicians who authorised the deployments to the Middle East?
- (4) Does the minister agree that because of the Taliban and Islamic state fighters subhuman behaviour and vile, disgusting culture and ideology – that they should be exempted from any rules of war or international human rights?
- (5) If a serving or former ADF member is accused of war crimes or breaches of the Geneva convention – will the government immediately provide them free of charge the services of Australia’s most skilled independent legal professionals?

Answer:

- (1) No. Australia respects, promotes and upholds the rule of law in all circumstances, and has an obligation to prosecute serious international crimes. A pardon is only relevant following the conviction of an offence and does not apply to an allegation. No ADF members have been convicted of war crimes resulting from their service in the Middle East. Moreover, a failure by

Australia to properly deal with allegations of war crimes may result in action by the International Criminal Court rather than Australian authorities.

- (2) ADF members are owed a debt of gratitude for their ongoing service to Australia. As noted in my answer above, a pardon is not relevant to accusations of war crimes.
- (3) The decision to deploy the ADF overseas is a matter for the Government. Members of the ADF are required to comply with the law at all times, including on operations. This is a personal responsibility of which all ADF members are aware. All ADF members receive training on their international humanitarian law obligations, and their rules of engagement reflect these obligations.
- (4) Australia's obligations under International Humanitarian Law or International Human Rights Law are not contingent upon the actions, culture or ideology of our adversary.
- (5) Current and former members of the ADF accused of any crimes, including war crimes, committed in the course of their duty may be entitled to Commonwealth funded legal assistance. A determination of individual eligibility will be made on a case-by-case basis.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Deployment - Medication

Question reference number: 141

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. Is it still ADF official medical policy to allow ADF combat personnel to go armed into a war zone while officially receiving anti-psychotic medication?
2. Has the minister and her government taken advice from medical professionals on what sort of effect this medication may have on combat troops performance while the kill Taliban and Islamic state fighters?
3. Would this official ADF policy of allowing combat personnel to receive anti-psychotic medication – adversely affect their performance in battle – and would the anti-psychotic medic interfere with the way they interact with the enemy with regard to war crimes and human rights?
4. Can you provide a list of the medication which has been approved for use of Australian combat troops – including all special forces troops?

Answer:

Please refer to the response to Question on Notice number 21.

It has never been ADF medical policy to allow ADF personnel to deploy while taking anti-psychotic medication.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Scoping Study into Special Forces – Psychological effects

Question reference number: 142

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 09 December 2016

Question:

- (1) Has the Minister considered the extra Veteran suicides – which may occur if the ADF's secretive and sweeping inquiry into Australia's elite troops regarding potential war crimes – continues without the guarantee of a pre-emptive pardon which absolves any serving or former ADF member who may be accused of war crimes?
- (2) What strategies have the minister and the ADF considered in order to lessen any psychological pressure on serving or former members while this secretive war crime inquiry occurs?

Answer:

The ADF takes issues of mental health and suicide seriously. Any current or former serving members experiencing difficulties are encouraged to access available support mechanisms including through Defence and the Veterans and Veterans' Families Counselling Service.

The Inspector General of the Australian Defence Force (IGADF) is conducting a scoping inquiry into rumours concerning the culture and behaviour of Special operations Task Group deployments in Afghanistan during the period 2007 to 2016.

As is appropriate for inquiries of this type, the IGADF inquiry is being conducted in private. This avoids rumour, unsupported by evidence, being placed in the public domain and the impact this may have on current and former serving personnel.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Additional Budget Estimates 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: OKRA - Training

Question reference number: 143

Senator: Lambie

Type of question: Spoken, asked on Wednesday, 19 October 2016.

Date set by the committee for the return of answer: 9 December 2016

Questions:

1. I refer to the 80 Special services soldiers currently in harm's way while they train and assist Iraqi troops and others in their attack on the Islamic state strong hold of Mosul – when did this parliament agree that they should be Iraq in that role?
2. Are any of those special service troops in Iraq the subject of the war crimes allegations?

Answers:

On 14 September 2014, the Government approved the deployment of a 200 person Special Operations Task Group to Iraq in order to provide Advise and Assist support to the Iraqi Security Forces.

The Inspector General ADF is conducting a scoping inquiry into the culture and behaviour of Special Operations Task Group deployments in Afghanistan during the period 2007 to 2016. As the inquiry is ongoing, it would be inappropriate to comment on any aspect of the conduct of the inquiry.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates - 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mental Health Studies

Question reference number: 144

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

What studies have been carried out by the ADF – which examines the decrease of performance and effectiveness of combat personnel – as they spend more time in war or war like zones?

Answer:

The Middle East Area of Operations Prospective Health Study, completed in 2012, collected data on personnel prior to deployment and again after returning home, allowing Defence to determine causes for onset of health concerns. A copy of the report can be found at:

<http://www.defence.gov.au/health/home/milhop.asp#documents>.

The study included examination of life experiences, lifetime trauma exposure and information on previous military service. A sub-set of primarily combat personnel also participated in physical tests and neuro-cognitive assessments.

In 2016, as part of the Transition and Wellbeing Research Programme, this cohort have been followed up for further testing to examine the longitudinal trajectory and risk and protective factors for mental, physical and neuro-cognitive health and wellbeing of ADF personnel. The results of this research will be available in 2018.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Senate Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Combat Personnel

Question reference number: 145

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. During Australia's Army's 15 years of service in the Middle East how many soldiers served in combat compared with the number of combat support groups?
2. What is the average length of time a combat soldier has spent in a war or war like zone?
3. How does that average time spent in a war zone – compare with soldiers of previous conflicts?
4. Are ADF combat personnel still allowed to go armed into a war zone while officially receiving anti-psychotic medication?

Answer:

1. From October 2001 to 30 September 2016, 10,205 ADF members have served in the Middle East in combat roles, while 35,613 have served in the Middle East in combat support roles. The classification of members in combat or combat support roles is based on the type of role that the members are trained for; this may not necessarily correlate to their actual activities during their deployment.
2. From 1 January 1999 to 30 September 2016, the average length of time spent on these operations has been 235 days.
3. The following information has been identified for previous conflicts:
 - for operations in East Timor the average time in the war zone was 151 days;
 - for operations in Rwanda (Operation TAMAR) the average time assigned to the operation was 171 days; and
 - for operations in Somalia (Operation SOLACE) the average time assigned to the operation was 137 days.Information on earlier operations is not available.
4. No.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Independent Welfare Boards – Senior Army Officer

Question reference number: 146

Senator: Lambie

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

Independent Welfare Boards - I know the minister is aware of a number of disturbing allegations about the management of the Army's Individual Welfare Boards or IWB. And once again I thank the Minister for meeting with me and a member of the ADF to hear personally about their complaints about their IWB. I won't talk about this particular matter regarding that IWB – I'd prefer to learn more generally about the IWB process. However, before I get to those lines of inquiry – without naming names I'd just like to know from the Minister if she has acted on my follow up letter - where I've asked her to stand aside a senior Army officer on full pay – until an investigation can determine whether crimes or misconduct happen during that particular IWB? Has the senior officer who led that particular IWB I was concerned about and took to the minister – been stood aside – from their command and any further IWB duties?

Answer:

The Minister for Defence confirms receipt of Senator Lambie's letter regarding the conduct of a senior Army Officer and can advise the following:

- Army has conducted an initial review into the allegations of mismanagement made by the member of the ADF against the senior Army Officer;
- there are significant discrepancies between the allegations made and the initial review;
- the senior Army Officer has not been stood aside on full pay as there is no evidence of misconduct; and
- due to the discrepancies between the allegations made and the initial review, the matter has been referred to the Inspector-General of the ADF for a comprehensive and independent review of the matter.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Independent Welfare Boards – Purpose, Powers and Findings

Question reference number: 147

Senator: Lambie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

- (1) Can the Chief of Army describe to the committee what IWB are –, what their purpose is – how many people participate – and their roles in that board process?
- (2) Under what head of power – are IWB's authorised?
- (3) How many IWB's are held each year (Take on notice) and for what purposes ?
- (4) Do IWB's have the power to take make rulings which effectively decrease income and take away benefits and entitlements for soldiers who are invited to participate?
- (5) What right of appeal do soldiers have – if IWB rulings adversely affect their careers, pay and entitlements?
- (6) When appearing before IWB – do soldiers have a right to take an advocate with them – or must they appear without any advocates?
- (7) If a soldier is adversely affected by an IWB ruling or decision – could that soldier use civilian law or civil law to seek re-dress?
- (8) Does the Army record and note the findings of IWB?
- (9) Could I have a list of all the IWB conducted by the Army in the last 2 years – the names of all the officers who lead those IWB's – and if the IWB made a decision to reduce pay and entitlements

Answers:

- (1) Individual Welfare Boards are used by Army commanders to manage members with health and welfare issues, by taking into account all factors impacting on a member's health and welfare needs. Welfare Boards bring together unit commanders, specialist advisors and the member to agree to actions to be taken to manage an individual's administration, medical and rehabilitation requirements as they recover from injury or illness. The principal output of an Individual Welfare Board is an Individual Welfare Plan. Membership varies on a case-by-case basis; however, when assembling a Board, commanders are advised to consider an extended membership. Core members that may be considered are:
 - Commanding Officer or delegate (Chair)

- Member undergoing review or delegate
- Unit Welfare Officer (UWO) or Adjutant (Secretary)
- Regimental Sergeant Major
- Health and Wellbeing Officer (HWO) or Health and Wellbeing Warrant Officer (HWWO)
- Member Support Coordinator (MSC)
- Coordinating/treating health professional
- ADF Rehabilitation Coordinator/Rehabilitation Consultant
- Department of Veterans' Affairs representative

A Board may also include the following extended membership if circumstances call for management of diverse wellbeing and welfare needs:

- Supporting/treating Psychology Officer
- Member's immediate commander/supervisor
- ADF Transition Practitioner
- Supporting Physical Training Instructor
- Supporting Legal Officer
- Padre
- Defence Community Organisation Military Support Officer
- Army Personnel Coordination Detachment representative
- Spouse or other family member

- (2) Individual Welfare Boards are convened through the legal authority invested in Commanding Officers through legislation, including the *Defence Act 1903* and the *Defence Force Discipline Act 1982*. The relevant policy is Army Standing Instructions (Personnel) Part 8, Chapter 8.
- (3) As at 7 November 2016, 390 Individual Welfare Boards have been conducted in 2016. The primary reason for the conduct of an Individual Welfare Board is to facilitate the management of complex welfare cases associated with a health condition affecting the member. They may be held for other complex welfare problems, for example where a member may have a spouse that poses a domestic violence threat or is terminally ill.
- (4) The purpose of the Individual Welfare Board is to support the Commanding Officer in their decision making. Decisions relating to soldiers' pay are vested in appropriate delegates, including Commanding Officers, not Individual Welfare Boards.
- (5) The Redress of Grievance system provides a formal process for a member of the Australian Defence Force who has a complaint relating to their service, including career management, pay and entitlements decisions.
- (6) Soldiers have the right to have a legal officer, family member, health professional or other person attend to advocate for them.
- (7) Yes.
- (8) The attendance and agreed outcomes are recorded in the minutes for each Individual Welfare Board, which the member signs.
- (9) This can not be provided for privacy reasons. Decisions relating to soldiers pay are not vested in Individual Welfare Boards but rather are vested in appropriate delegates, including Commanding Officers.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Hearing – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Individual Welfare Boards

Question reference number: 148

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. Have there been any issues identified with the chairing or running of these IWBs in the last 12, 24 or 36 months? If yes, what action has been taken to rectify the issues, reprimand any perpetrators (if applicable) and provide support to individuals impacted?
2. Is the IWB the best way to address the needs of ADF's injured, ill or wounded members particularly noting the weighted rank disparity in the IWB hearings?

Answer:

1. No specific issues have been identified in the Navy or Air Force. The principle issue of concern to the Army is the coordination of the health advice provided to Individual Welfare Boards. Since the introduction of the Health Care Coordination Forum in April 2015, this has improved considerably. A recent review of the Unit Establishment of Army Headquarters has increased the number of staff available for health and welfare governance. These additional staff will be engaged in quality improvement programs across Army's health and welfare services from January 2017.
2. The Individual Welfare Board is considered a useful tool for Commanders in managing the health and wellbeing of their staff.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Defence Enterprise Collective Agreement

Question reference number: 149

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

- (1) Who was responsible for distributing material on the Defence Enterprise Collective Agreement (DECA) during the May vote?
 - a. What was the approval process for the distribution of this content?
 - b. Who approved it?
 - c. Was the Government aware of this content?
 - d. How long was the material available for?
- (2) Can the Department advise if staff have raised concerns they are being pressured to vote yes for the Government's DECA?
 - If YES;
 - a. How were these concerns raised?
 - b. What course of action was taken?
- (3) Can the Department update the Committee on the Defence Enterprise Collective Agreement DECA?

Answer:

- (1) The Enterprise Bargaining team was responsible for the development and distribution of material during the May vote. This material was generally approved at the Band 2 or Band 3 level (First Assistant Secretary People Policy and Culture and Deputy Secretary Defence People). The Government was not aware of this content. Defence Ministers and their staff were kept broadly informed of when bargaining was occurring and the results of the vote. Material was available for the duration of the vote.
- (2) There were no formal concerns raised by employees that they were being pressured to vote 'Yes'.
- (3) The current DECA 2012-2014 will continue to operate until a new agreement is in place.

The proposed Defence Enterprise Agreement has been subject to an unsuccessful employee vote three times (February – March 2016, April – May 2016 and December 2016).

During previous bargaining rounds, some wording changes for the proposed Agreement were agreed; however, there were a number of proposals from bargaining representatives that could not be agreed as they were inconsistent with the Government's Workplace Bargaining Policy.

A planning meeting was held with bargaining representatives on 25 January 2017 to discuss the resumption of bargaining. Bargaining dates are being discussed, but are not yet confirmed.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Defence Abuse Response Taskforce

Question reference number: 150

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

(1) Can the Department advise what DART recommendations they are implementing and a timeline for when this is expected to be finalised?

(2) Can the Department advise any recommendations they are not planning on implementing (if any) and the rationale behind the decision, who made the determination and how they will address the concerns raised which were to be addressed by this recommendation?

(3) Over the course of the DART investigation, a considerable amount of information was obtained in relation to individual cases. While the matrix used by the DART is unable to be used within DVA, what efforts are being made to share this information from the DART process to assist individual's with current claims and future claimants within the DVA?

Answer:

(1 & 2) Defence is considering the DART Final Report recommendations.

(3) Defence supports DVA claims through a standing information sharing Memorandum of Understanding. However, Defence does not have access to information from DART investigations or processes. Information sharing between DVA and DART is a matter that should be referred to DVA, the Defence Force Ombudsman or the Attorney General's Department which provided oversight of DART.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Physical Science and Engineering – Current size

Question reference number: 151

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. What is the current size of the skilled workers? (physical sciences, engineers and skilled technicians) does Defence employ?
2. How many of these are civilian/ADF personnel?
3. Can the Department advise of the gender breakdown of this?
4. How many are Australian citizens?
5. How much does it cost to have overseas contractors to do this job?
6. Does the Department pay for overseas contractors visas?

Answer:

1, 2 and 3 As at 1 August 2016, there were 26,920 ADF and APS personnel employed within the Defence PSE workforce (excluding Reserve Forces).

| | Female | Male | Total |
|--|--------------|---------------|---------------|
| Total ADO PSE Workforce | 3,599 | 23,321 | 26,920 |
| Total APS PSE Workforce ^[1] | 2,369 | 6,865 | 9,234 |
| Total ADF PSE Workforce ^[2] | 1,230 | 16,456 | 17,686 |

^[1] Includes the following Job Families: Intelligence & Security, Science & Technology, Engineering & Technical, Logistics, Information Communication Technologies, Health, Senior Officer and Trades & Labour.

^[2] Includes the following Categories: Engineering & Technical and Information Communication Technologies.

4 Australian citizenship is a requirement for entry to, and service in, Defence for both ADF and APS personnel. Under certain circumstances, non-citizens may be employed on a provisional basis on the condition that they obtain citizenship at the

earliest opportunity. Of the 26,920 ADF and APS personnel identified above, 162 are currently employed on a provisional basis.

5 The term 'physical sciences, engineers and skilled technicians' covers a diverse and large number of roles. Records regarding the use of overseas contractors in these roles are not centrally held or maintained and would require an unnecessary use of resources to determine.

6 If applicable, visa costs for overseas contractors are included as part of normal overheads in commercial arrangements.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mefloquine - DVA-Defence Link Committee

Question reference number: 152

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

1. Has the Department begun discussions in the DVA-Defence Link Committee on Mefloquine?
2. When did this begin?
3. How many people are on this committee?
4. Who is on this committee?
5. What is the committee's process when it is asked to examine issues?
6. What does the Department hope to achieve or understand with the inter-departmental DVA-Defence Links Committee?
7. When does the Department plan on reporting this outcome?
8. Will this report be made public?
9. Are there any foreseeable conflicts of interest with this report?
10. Will the report look at the overall use of mefloquine in the ADF?

Answer:

1. Yes, the Defence DVA Links Steering Committee considered issues relating to the use of mefloquine at its meeting on 1 November 2016.
2. While the meeting of 1 November 2016 was the first time the Committee has formally discussed issues relating to use of mefloquine in the ADF, work has been underway in both the Departments of Defence and Veterans' Affairs to inform the Committee's consideration since July 2016.
3. The Committee comprises nine members, three from Defence and six from Veterans' Affairs.
4. The membership of the Defence DVA Links Steering Committee comprises the:
 - a. Deputy Secretary, Defence People Group (Defence) (Co-chair)
 - b. Chief Operating Officer, (DVA) (Co-chair);
 - c. Deputy President (Repatriation Commission);
 - d. Repatriation Commissioner;
 - e. Head, People Capability (Defence);
 - f. Commander, Joint Health Command (Defence);
 - g. First Assistant Secretary, Health and Community Services (DVA);
 - h. First Assistant Secretary, Rehabilitation and Support (DVA); and
 - i. Principal Medical Adviser, (DVA).

5. The Committee will task the relevant leads within each Department to examine the issue against clear terms of reference provided and report back to the Committee, normally at each scheduled meeting. The Committee will consider the reporting at each meeting, provide additional guidance and direction where required and agree the joint response to be provided to the Government once the examination is complete.
6. The Defence DVA Links Steering Committee aims to ensure that examination of the use of mefloquine in the Australian Defence Force is comprehensive and that the advice to the Government reflects the agreed views and recommendations of both departments.
7. The Defence DVA Links Steering Committee intends to report to the Government before the end of 2016. Any decisions on release of the report will occur after it is finalised.
8. This is a matter for Government.
9. While the report is yet to be finalised, there are no foreseeable conflicts of interest.
10. Yes.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates - 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mefloquine

Question reference number: 153

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Can the Department advise on current ADF members who have been prescribed mefloquine and how many are impacted or have shown adverse effects from the past:

- a. 12 months;
- b. 24 months; and
- c. 36 months.

Can they advise the timelines on these?

Answer:

Over the last three years, 54 ADF members have been prescribed mefloquine. The numbers per year are as follows:

- 2014 – 35
- 2015 – 15
- 2016 (to 31 October) – 4

None of these members are known to have shown adverse effects from mefloquine.

Defence is aware of one current ADF member who attributes their health condition to having taken mefloquine in 2001.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 16

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mefloquine - Health Checks

Question reference number: 154

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Are ongoing health checks made on those personnel who have been prescribed mefloquine?

- a. Yes;
 - i. How does the Department facilitate these health checks?
 - ii. How often do these health checks happen?
 - iii. When did these health checks begin?
 - iv. Are these health checks mandatory?
 - v. Are they required after personnel are no longer serving?
- b. No;
 - i. Why not?
 - ii. Have there been any reports to suggest this should happen?
 - iii. Have ex-service or serving personnel raised concerns about this?

Answer:

Routine health checks are conducted on all Australian Defence Force members. Australian Defence Force members need to be up-to-date for their routine health checks in order to meet their individual readiness requirements. Members who have been prescribed mefloquine are assessed within this process. Members who are prescribed mefloquine are advised of the possible side effects and advised to seek immediate medical attention if these develop or if they have any other health concerns.

The requirement for, and periodicity of, health checks are promulgated through policy and facilitated through electronic personnel management systems. Routine health checks begin on entry to the Australian Defence Force and are mandatory; Reserve members continue to have routine health checks in accordance with Service requirements.

Routine health checks include the following:

- periodic health examinations, which are conducted every 1-5 years, depending on the member's age and Service;
- pre-deployment health assessment;

- return to Australia medical and psychological assessment;
- post deployment medical and psychological assessment; and
- separation health examination, when discharging from full time service.

The separation health examination includes identifying what health conditions occurred during service and facilitates completion of compensation claims, if required, for those conditions.

Defence does not provide health care or assessments to personnel who are no longer serving. Ex-serving members are assessed and cared for by civilian health care providers. From 1 July 2014, the Australian Defence Force post-discharge General Practitioner health assessment became available on the Medicare Benefits Schedule. This health check is an assessment of the ex-member's physical and psychological health and social function, so that appropriate health care, education and other assistance can be arranged to improve their health and wellbeing.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mental Health

Question reference number: 155

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

What is the Department doing to analyse those who are affected by mental illness?

- (a) How does it do this?
- (b) How are records kept?

Answer:

Following the recommendations of *The Review of Mental Health Care in the ADF and Transition through Discharge* (Dunt, 2009) and the ADF Mental Health and Wellbeing Strategy, Defence developed the Mental Health Service Delivery Model. The Mental Health Integration Project was established to ensure the principles of the Mental Health Service Delivery Model are effectively implemented and are appropriately governed, evidenced and reported within Defence. The Mental Health Integration Project provides a single point of entry into mental health services, a multidisciplinary approach to case allocation, and a best-practice approach to case management and coordination.

All ADF members who engage with Garrison mental health services in the ADF have that interaction recorded on the Defence eHealth System. The Defence eHealth System replaces a number of extant healthcare recording systems in the Garrison environment. Defence is able to generate regular statistical reports from the system to support governance of clinical activity and productivity.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates - 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mental Health - Information and Services

Question reference number: 156

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

What information do they have to understand the scale of mental illness?

- a. Where was this information collected from?
- b. How is the Department using this information?

How is the Department using this information to target services to those who are suffering from mental illness?

Answer:

The 2010 Australian Defence Force (ADF) Mental Health Prevalence and Wellbeing Study detailed the prevalence of mental disorders in the ADF compared to an Australian community sample. A copy of the results can be found at:
<http://www.defence.gov.au/Health/DMH/Docs/MHPWSReport-FullReport.pdf>

Over 24,000 ADF members voluntarily completed the ADF Mental Health Prevalence and Wellbeing Study as part of the broader Military Health Outcomes Program.

The research provided the basis for the ADF Mental Health and Wellbeing Strategy and the findings have led to new policy initiatives to increase services to all ADF members. One such initiative is the introduction of a Mental Health Screening Continuum, which extends mental health screening to the non-operational environment. The enhanced screening continuum includes:

- piloting mental health screening in primary health care settings;
- the development of a 'Wellness Portal' which will function as a web interface to allow the completion of an anonymous, self-initiated screen at any time; and,
- expansion of the current Special Mental Health Screen to non-operational as well as operational settings.

This will enable commanders to nominate individuals or groups for periodic screening due to the high risk nature of their duties, regardless of their location.

Defence and Department of Veterans' Affairs are now collaborating on a follow-up research program: the Transition and Wellbeing Research Programme. The research

will provide a comprehensive picture of the mental health and wellbeing status of serving and ex-serving ADF members (including reservists) but also the longitudinal path of disorder and pathways to care for individuals previously diagnosed with a mental disorder in the Study undertaken in 2010. Eight reports from this program will be released progressively from 2017.

Defence also has a Mental Health Screening Surveillance program which examines the operational mental health screens of all Defence members who have deployed on operations. This program then identifies trends in mental distress across time and also deployment, thus providing evidence for the development of specific programs for members who may be at higher risk of developing ongoing issues as a result of their service.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates - 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Mental Illness

Question reference number: 157

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

How does the Department determine its success in dealing with mental illness? How can the Department be sure they are effectively tackling mental illness if they have no statistical information to measure?

Answer:

Defence determines its success in dealing with mental illness through mental health research and surveillance, monitoring and evaluating our mental health strategy and programs, and monitoring the effectiveness of individual treatment plans for those diagnosed with a mental disorder.

Defence collects statistical information on a range of mental health issues within this population. A list of mental health studies conducted since 2000 was provided in the response to Question 22 from Supplementary Budget Estimates on 19 October 2016.

To further enhance the understanding of mental health in Australian Defence Force (ADF) members, Defence and the Department of Veterans' Affairs are now collaborating on the Transition and Wellbeing Research Program. This research will provide a comprehensive picture of the mental health and wellbeing status of serving and ex-serving ADF members, including reservists. Eight reports from this program will be delivered progressively from 2017.

Defence identified the need to continuously improve the quality of mental health care as a key objective of the 2011 ADF Mental Health and Wellbeing Strategy. Progress against the Strategy and the associated 2012 Action Plan, is monitored and supported by the Mental Health Advisory Group, which includes eminent Australian mental health experts.

To establish a standardised approach to current governance and evaluation, Defence recently implemented the Continuous Improvement Framework. This provides a framework for the assessment and evaluation of all mental health programs, including mental health services provided to ADF members, to ensure they continue to meet the needs of ADF members and provide contemporary information and training methods.

The Continuous Improvement Framework is currently being piloted with wider rollout in 2017.

Under the Mental Health and Psychology Services Delivery Model, Defence also conducts clinical case reviews to ensure health care is effectively meeting the needs of individual ADF members.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Exemption of Combat Uniform from Dress Uniform Contract

Question reference number: 158

Senator: Farrell

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

What was the basis for the exemption of the Combat Uniform from the dress uniform contract (taken on notice during estimates page 33 of Hansard).

Answer:

An exemption was granted on 18 August 2011, by the then Acting Chief Executive Officer Defence Materiel Organisation, Mr Warren King.

This exemption was granted on the basis of supporting the then Combat Uniform Priority Industry Capability which relates to “the ability to undertake ongoing development of the combat uniform, specifically multi-spectral and other signature reducing characteristics” and the protection of this technology during fabric production and garment assembly.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Buyout of Workwear Group

Question reference number: 159

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Which company bought Workwear? (taken on notice during estimates page 33 of Hansard)

Answer:

Please refer to the response to Question on Notice number 12 from the 19 October 2016 Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Capacity of ADA – Minister – 2016 National Industrial Innovation Award

Question reference number: 160

Senator: Farrell

Type of question: provided in writing.

Date set by the committee for the return of answer: 9 December 2016

Question:

Was the issue of Australian Defence Apparel (owned by Logistick Unicorp) capacities raised with the Minister at the 2016 National Industrial Innovation Award event in Melbourne? (taken on notice during estimates page 35 of Hansard)

Answer:

The Department of Defence has no record of formal meetings being requested of or taken by portfolio ministers during the 2016 National Industrial Innovation Awards.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Audit – Capacity of subcontractor to provide RFID in uniforms

Question reference number: 161

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Was any audit undertaken on the capacity of the subcontractor to provide RFID in the uniforms? (taken on notice during estimates page 35 of Hansard)

Answer:

Please refer to the response provided to Question on Notice 17 from the 2016 Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Shareholders of Chinese company manufacturing Standard Dress Uniforms

Question reference number: 162

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Who are the shareholders of the Chinese company manufacturing the SDU's? (taken on notice during estimates page 44 of Hansard)

Answer:

Please refer to the response to Question on Notice number 24 from the 19 October 2016 Supplementary Budget Estimates.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: MAJGEN Coghlan – Date advice sought from ADA – Cost differentials

Question reference number: 163

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

When did Major Gen Coghlan seek advice from ADA about cost differentials (taken on notice during estimates page 45 of Hansard)?

Answer:

Please refer to the response Question on Notice number 25.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Sustainable Development Goals

Question reference number: 164

Senator Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

What is the role of the Department in the Sustainable Development Goals response, does it form a part of the whole of government response?

Answer:

The Department of Defence is part of the whole-of-government response to support how Australia gives effect to the 2030 Agenda for Sustainable Development (2030 Agenda). As a member of the Inter-Departmental Committee on the 2030 Agenda, co-chaired by the Departments of Foreign Affairs and Trade and Prime Minister and Cabinet, Defence will participate in discussions on how the Australian Government will advance and report against the 2030 Agenda, and contribute to Australia's performance reporting.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Category of Payment

Question reference number: 165

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

May I have a breakdown by decade of;

- a. Category of Payment by Other Rank or Commissioned Officer / Midshipmen / Officer Cadet. Or Training Cadet e.g. Air Force Cadet or Civilian
- b. Category of Payment by Gender Total Breakdown of;
 - a. Category of Payment by Other Rank or Commissioned Officer / Midshipmen / Officer Cadet. Or Training Cadet e.g. Air Force Cadet or Civilian
 - b. Category of Payment by Gender by Other Rank or Commissioned Officer / Midshipmen / Officer Cadet. Or Training Cadet e.g. Air Force Cadet or Civilian

Answer:

There have not been separate rates of pay specified for female personnel since 1978.

The following pay information is provided:

- Attachment 1 -. ADF Pay Rates 03 March 1978 (pre introduction of equal pay for women).
- Attachment 2 - ADF Pay Rates 22 December 1978.
- Attachment 3 - ADF Pay Rates 13 April 1989.
- Attachment 4 - ADF Pay Rates 7 March 1996.
- Attachment 5 - ADF Pay Rates 9 March 2006.
- Attachment 6 - ADF Pay Rates 3 November 2016.

**Pay rates with effect
3 March 1978**

A-1

ANNEX A TO
INSTRUCTION 0101

OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX E

| Rank | | | Rates of Salary | |
|--------------|---------------|------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Commodore | Brigadier | Air Commodore | 27,607 | 1,058.90 |
| Rear-Admiral | Major-General | Air Vice-Marshal | 32,336 | 1,240.28 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

MALE OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX C, D, E, F OR I

| Rank and Years of Service | | | Rates of Salary | |
|---|--------------------------------------|-------------------------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Acting Sub-Lieutenant (Supplementary List) | Second Lieutenant | Pilot Officer | 10,105 | 387.59 |
| Sub-Lieutenant - Under 1 year | Lieutenant - Under 1 year | Flying Officer - Under 1 year | 10,645 | 408.30 |
| 1 year | 1 year | 1 year | 11,182 | 428.90 |
| Lieutenant - Under 1 year | 2 years | 2 years | 11,713 | 449.27 |
| 1 year | 3 years | 3 years | 12,242 | 469.56 |
| 2 years | Captain - Under 1 year | Flight Lieutenant - Under 1 year | 12,849 | 492.84 |
| 3 years | 1 year | 1 year | 13,455 | 516.08 |
| 4 years | 2 years | 2 years | 14,062 | 539.36 |
| 5 years | 3 years | 3 years | 14,670 | 562.68 |
| 6 years | 4 years | 4 years | 15,275 | 585.89 |
| 7 years | 5 years | 5 years | 15,881 | 609.13 |
| Lieutenant-Commander - Under 1 year | Major - Under 1 year | Squadron Leader - Under 1 year | 16,627 | 637.75 |
| 1 year | 1 year | 1 year | 17,374 | 666.40 |
| 2 years | 2 years | 2 years | 18,119 | 694.98 |
| 3 years | 3 years | 3 years | 18,866 | 723.63 |
| Commander - Under 1 year | Lieutenant Colonel - Under 1 year | Wing Commander - Under 1 year | 19,813 | 759.95 |
| 1 year | 1 year | 1 year | 20,758 | 796.20 |
| Captain - Under 1 year | Colonel - Under 1 year | Group Captain - Under 1 year | 21,838 | 837.62 |
| 1 year | 1 year | 1 year | 22,919 | 879.08 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

NAVAL OFFICERS OF THE SPECIAL DUTIES LIST, ARMY OFFICERS
(OTHER THAN GRADUATES OF AN OFFICER CADET SCHOOL) AND
AIR FORCE OFFICERS WHO, IMMEDIATELY BEFORE APPOINTMENT AS OFFICERS WITH A RANK
SPECIFIED IN THIS ANNEX, WERE MEMBERS WHO HELD A RANK SPECIFIED IN
PART II OF ANNEX G

| Rank and Years of Service | | | Rates of Salary | |
|---------------------------|--------------|---------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Sub-Lieutenant - | Lieutenant - | Pilot Officer | 13,149 | 504.35 |
| Under 1 year | Under 1 year | Flying Officer - | | |
| 1 year | 1 year | Under 1 year | 13,757 | 527.67 |
| Lieutenant - | | 1 year | 14,062 | 539.36 |
| Under 1 year | 2 years | 2 years | 14,366 | 551.02 |
| 1 year | 3 years | 3 years | 14,670 | 562.68 |
| 2 years | Captain - | Flight Lieutenant - | | |
| 3 years | Under 1 year | Under 1 year | 14,973 | 574.31 |
| 5 years | 1 year | 1 year | 15,275 | 585.89 |
| 7 years | 3 years | 3 years | 15,580 | 597.59 |
| | 5 years | 5 years | 15,881 | 609.13 |

- Note: 1. Officers commissioned from the ranks of Corporal and below (or equivalent ranks) receive salary in accordance with Annex B.
2. The rates shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

FEMALE OFFICERS AND OFFICERS WHO ARE MALE NURSES OTHER THAN THOSE DESCRIBED IN ANNEX E OR I

| Rank and Years of Service | | | Rates of Salary | |
|---------------------------|----------------------|---------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| | Second Lieutenant | Pilot Officer | 8,231 | 315.71 |
| Sister or 3rd Officer - | Lieutenant - | Section Officer or | | |
| Under 1 year | Under 1 year | Flying Officer - | | |
| 1 year | 1 year | Under 1 year | 8,663 | 332.28 |
| 2 years | 2 years | 1 year | 9,092 | 348.73 |
| 3 years | 3 years | 2 years | 9,517 | 365.04 |
| Senior Sister or 2nd | | 3 years | 9,945 | 381.45 |
| Officer - | Captain - | Flight Officer or | | |
| Under 1 year | Under 1 year | Flight Lieutenant - | | |
| 1 year | 1 year | Under 1 year | 10,438 | 400.36 |
| 2 years | 2 years | 1 year | 10,932 | 419.31 |
| 3 years | 3 years | 2 years | 11,422 | 438.10 |
| 4 years | 4 years | 3 years | 11,906 | 456.67 |
| 5 years | 5 years | 4 years | 12,391 | 475.27 |
| Superintending Sister | | 5 years | 12,876 | 493.87 |
| or 1st Officer - | Major - | Squadron Officer or | | |
| Under 1 year | Under 1 year | Squadron Leader - | | |
| 1 year | 1 year | Under 1 year | 13,474 | 516.81 |
| 2 years | 2 years | 1 year | 14,070 | 539.67 |
| 3 years | 3 years | 2 years | 14,668 | 562.61 |
| Matron or | | 3 years | 15,264 | 585.47 |
| Chief Officer - | Lieutenant Colonel - | Wing Officer or | | |
| Under 1 year | Under 1 year | Wing Commander - | | |
| 1 year | 1 year | Under 1 year | 16,022 | 614.54 |
| | | 1 year | 16,778 | 643.54 |
| Captain - | Colonel - | Group Officer or | | |
| Under 1 year | Under 1 year | Group Captain - | | |
| 1 year | 1 year | Under 1 year | 17,641 | 676.64 |
| | | 1 year | 18,506 | 709.82 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

MALE AND FEMALE MEDICAL OFFICERS AND DENTAL OFFICERS

| Rank and Years of Service | | | Rates of Salary | |
|--|--|--|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Officer performing year of compulsory residency (from under-graduate scheme) | Officer performing year of compulsory residency (from under-graduate scheme) | Officer performing year of compulsory residency (from under-graduate scheme) | | |
| Lieutenant - | Captain - | Flight Lieutenant - | 12,849 | 492.84 |
| Under 1 year | Under 1 year | Under 1 year | 17,879 | 685.77 |
| 1 year | 1 year | 1 year | 19,334 | 741.58 |
| 2 years | 2 years | 2 years | 20,058 | 769.35 |
| 3 years | 3 years | 3 years | 20,784 | 797.19 |
| 4 years | 4 years | 4 years | 21,514 | 825.19 |
| 5 years | 5 years | 5 years | 22,240 | 853.04 |
| Lieutenant-Commander - | Major - | Squadron Leader - | | |
| Under 1 year | Under 1 year | Under 1 year | 23,828 | 913.95 |
| 1 year | 1 year | 1 year | 24,624 | 944.48 |
| 2 years | 2 years | 2 years | 25,419 | 974.98 |
| 3 years | 3 years | 3 years | 26,215 | 1,005.51 |
| Commander | Lieutenant-Colonel | Wing Commander | 29,528 | 1,132.58 |
| Captain | Colonel | Group Captain | 32,620 | 1,251.18 |
| Commodore | Brigadier | Air Commodore | 29,971 | 1,149.57 |
| Rear-Admiral | Major-General | Air Vice-Marshal | 32,336 | 1,240.28 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

CHAPLAINS

| Rank and Years of Service | | | Rates of Salary | |
|---------------------------|----------------------|------------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Chaplain - | Chaplain 4th Class - | Chaplain - | | |
| Under 1 year | Under 1 year | Under 1 year | 12,849 | 492.84 |
| 1 year | 1 year | 1 year | 13,455 | 516.08 |
| 2 years | 2 years | 2 years | 14,062 | 539.36 |
| 3 years | 3 years | 3 years | 14,670 | 562.68 |
| | Chaplain 3rd Class - | | | |
| 4 years | Under 2 years | 4 years | 15,275 | 585.89 |
| 6 years | 2 years | 6 years | 15,881 | 609.13 |
| 8 years | 4 years | 8 years | 16,423 | 629.92 |
| 10 years | 6 years | 10 years | 16,964 | 650.67 |
| 12 years | 8 years | 12 years | 17,506 | 671.46 |
| 14 years | 10 years | 14 years | 18,048 | 692.25 |
| 16 years | 12 years | 16 years | 18,591 | 713.08 |
| 18 years | 14 years | 18 years | 19,131 | 733.79 |
| 20 years | 16 years | 20 years | 19,675 | 754.66 |
| 22 years | 18 years | 22 years | 20,215 | 775.37 |
| | Chaplain-General | Principal Air Chaplain | 20,758 | 796.20 |

- Note: 1. A chaplain of the Navy, who holds an appointment of Senior Chaplain, is paid a Senior Chaplain's Allowance of \$351 per year (\$13.46 per fortnight) in addition to the appropriate salary shown in this annex.
2. The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

MALE MEMBERS OTHER THAN OFFICERS AND MEMBERS DESCRIBED IN ANNEX I

| Rank and Years of Service | | Rates of Salary | | | | | | | | | | | | | | |
|--|---|---|-------------|--------|---------------|--------|--|--------|-------------|--------|-------------|--------|-------------|--------|--|--|
| Navy | Army | Air Force | Pay level 1 | | Pay level 2 | | Pay level 3 | | Pay level 4 | | Pay level 5 | | Pay level 6 | | | |
| | | | PY \$ | PF \$ | PY \$ | PF \$ | PY \$ | PF \$ | PY \$ | PF \$ | PY \$ | PF \$ | PY \$ | PF \$ | | |
| Part I: | | | | | | | | | | | | | | | | |
| Seaman | Private | Aircraftman | 7,435 | 285.18 | 7,919 | 303.74 | 8,391 | 321.85 | 8,871 | 340.26 | 9,347 | 358.52 | 9,818 | 376.58 | | |
| Able Seaman | Lance Corporal | Leading Aircraftman | 7,620 | 292.27 | 8,102 | 310.76 | 8,573 | 328.83 | 9,054 | 347.28 | 9,524 | 365.30 | 10,001 | 383.60 | | |
| Leading Seaman | Corporal | Corporal | 7,934 | 304.32 | 8,406 | 322.42 | 8,878 | 340.53 | 9,354 | 358.78 | 9,826 | 376.89 | 10,305 | 395.26 | | |
| Part II: | | | | | | | | | | | | | | | | |
| Petty Officer - Under 1 year | Sergeant - Under 1 year | Sergeant - Under 1 year | Per year | | Per fortnight | | | | | | | | | | | |
| 1 year | 1 year | 1 year | 8,305 | | 318.55 | | (on promotion from Level 1) | | | | | | | | | |
| 2 years | 2 years | 2 years | 8,778 | | 336.69 | | (on promotion from Level 2) | | | | | | | | | |
| 3 years | 3 years | 3 years | 9,246 | | 354.64 | | (on promotion from Level 3) | | | | | | | | | |
| 4 years | 4 years | 4 years | 9,720 | | 372.82 | | (on promotion from Level 4) | | | | | | | | | |
| 5 years | 5 years | 5 years | 10,197 | | 391.12 | | (on promotion from Level 5) | | | | | | | | | |
| 6 years | 6 years | 6 years | 10,678 | | 409.57 | | (on promotion from Level 6) | | | | | | | | | |
| Artificer lst Class, Mechanician lst Class, Naval Shipwright lst Class - | Staff Sergeant - | Flight Sergeant - | | | | | | | | | | | | | | |
| Under 1 year | Under 1 year | Under 1 year | 11,158 | | 427.98 | | (on promotion from Sergeant/Petty Officer 5 years and below) | | | | | | | | | |
| 1 year | 1 year | 1 year | 11,634 | | 446.24 | | (on promotion from Sergeant/Petty Officer 6 years) | | | | | | | | | |
| 2 years | 2 years | 2 years | 12,111 | | 464.53 | | | | | | | | | | | |
| Chief Petty Officer - Under 1 year | Warrant Officer Class 2 - Under 1 year | Warrant Officer Class 1 - Under 1 year | 12,591 | | 482.94 | | | | | | | | | | | |
| 1 year | 1 year | 1 year | 13,070 | | 501.32 | | | | | | | | | | | |
| Warrant Officer - Under 1 year | Warrant Officer Class 1 - Under 1 year | Warrant Officer - Under 1 year | 13,585 | | 521.07 | | | | | | | | | | | |
| 1 year | 1 year | 1 year | 14,098 | | 540.75 | | | | | | | | | | | |

Note: 1. The rates of salary payable to a Private (P) are the rates for a Lance Corporal.

2. On promotion to Petty Officer, Sergeant, Artificer 1st Class, Mechanician 1st Class, Naval Shipwright 1st Class, Staff Sergeant or Flight Sergeant, a member progresses from the point shown above by annual increases to the maximum for the relevant rank.

3. The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

FEMALE MEMBERS OTHER THAN OFFICERS AND MEMBERS DESCRIBED IN ANNEX I

| Rank and Years of Service | | Rates of Salary | | | | | | | | | | | | |
|---------------------------|---------------------------|-----------------------|-------------|--------|---------------|--------|-------------|--------|-------------|--------|-------------|--------|-------------|--------|
| Navy | Army | Air Force | Pay level 1 | | Pay level 2 | | Pay level 3 | | Pay level 4 | | Pay level 5 | | Pay level 6 | |
| | | | py \$ | pf \$ | py \$ | pf \$ | py \$ | pf \$ | py \$ | pf \$ | py \$ | pf \$ | py \$ | pf \$ |
| Part I: | | | | | | | | | | | | | | |
| Wran | Private | Aircraftwoman | 7,435 | 285.18 | 7,919 | 303.74 | 8,391 | 321.85 | 8,871 | 340.26 | 9,347 | 358.52 | 9,818 | 376.58 |
| Senior Wran | Lance Corporal | Leading Aircraftwoman | 7,582 | 290.82 | 8,066 | 309.38 | 8,535 | 327.37 | 9,018 | 345.90 | 9,490 | 364.00 | 9,963 | 382.14 |
| Leading Wran | Corporal | Corporal | 7,835 | 300.52 | 8,310 | 318.74 | 8,781 | 336.81 | 9,259 | 355.14 | 9,729 | 373.17 | 10,208 | 391.54 |
| Part II: | | | | | | | | | | | | | | |
| Petty Officer - | Sergeant - | Sergeant - | Per year | | Per fortnight | | | | | | | | | |
| Under 1 year | Under 1 year | Under 1 year | 8,133 | | 311.95 | | | | | | | | | |
| 1 year | 1 year | 1 year | 8,607 | | 330.13 | | | | | | | | | |
| 2 years | 2 years | 2 years | 9,077 | | 348.16 | | | | | | | | | |
| 3 years | 3 years | 3 years | 9,551 | | 366.34 | | | | | | | | | |
| 4 years | 4 years | 4 years | 10,024 | | 384.48 | | | | | | | | | |
| 5 years | 5 years | 5 years | 10,505 | | 402.93 | | | | | | | | | |
| 6 years | 6 years | 6 years | 10,983 | | 421.27 | | | | | | | | | |
| Chief Petty Officer - | Staff Sergeant - | Flight Sergeant - | | | | | | | | | | | | |
| Under 1 year | Under 1 year | Under 1 year | 10,983 | | 421.27 | | | | | | | | | |
| 1 year | 1 year | 1 year | 11,369 | | 436.07 | | | | | | | | | |
| 2 years | 2 years | 2 years | 11,750 | | 450.68 | | | | | | | | | |
| | Warrant Officer Class 2 - | | | | | | | | | | | | | |
| | Under 1 year | | 12,134 | | 465.41 | | | | | | | | | |
| | 1 year | | 12,518 | | 480.14 | | | | | | | | | |
| Warrant Officer - | Warrant Officer Class 1 - | Warrant Officer - | | | | | | | | | | | | |
| Under 1 year | Under 1 year | Under 1 year | 12,928 | | 495.87 | | | | | | | | | |
| 1 year | 1 year | 1 year | 13,338 | | 511.59 | | | | | | | | | |

- Note: 1. The rates of salary payable to a Private (P) are the rates for a Lance Corporal.
2. On promotion to Petty Officer, Sergeant, Chief Petty Officer, Staff Sergeant or Flight Sergeant, a member progresses from the point shown above by annual increases to the maximum for the relevant rank.
3. The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

MEMBERS UNDERGOING TRAINING

| Serial | Training capacities | Rates of Salary | |
|--------|---|-----------------|---------------|
| | | Per year | Per fortnight |
| | | \$ | \$ |
| 1 | Normal entry recruits during basic recruit training | 6,471 | 248.20 |
| 2 | Trainees, including sailors in the Navy who hold the rank of Seaman, who have attained the age of 17 years and who have not completed their category training - | | |
| | 1st year of training | 6,653 | 255.18 |
| | 2nd and subsequent years | 7,806 | 299.41 |
| 3 | Junior trainees, being junior musicians, apprentice musicians and other apprentices - | | |
| | 1st year | 3,726 | 142.92 |
| | 2nd year | 4,879 | 187.14 |
| | 3rd year | 6,653 | 255.18 |
| | 4th year | 7,806 | 299.41 |
| 4 | Sailors in the Navy who hold the rank of Seaman and who have not attained the age of 17 years and junior recruits in the Navy | 3,701 | 141.96 |
| 5 | Cadets at the Royal Military College, Air Cadets at the Air Force Academy and subordinate officers of the Navy who hold the rank of Acting Sub-Lieutenant or a lower rank and who entered the Royal Australian Naval College by way of senior entry - | | |
| | 1st year | 5,346 | 205.05 |
| | 2nd year | 6,035 | 231.48 |
| | 3rd year | 6,724 | 257.91 |
| | 4th year | 7,413 | 284.33 |
| | 5th year | 8,101 | 310.72 |
| | 6th year | 8,791 | 337.19 |
| 6 | Subordinate officers of the Navy who hold the rank of Acting Sub-Lieutenant or a lower rank and who entered the Royal Australian Naval College by way of junior entry - | | |
| | 1st year | 4,114 | 157.80 |
| | 2nd year | 4,729 | 181.39 |
| | 3rd year | 5,346 | 205.05 |
| | 4th year | 6,035 | 231.48 |
| | 5th year | 6,724 | 257.91 |
| | 6th year | 7,413 | 284.33 |
| | 7th year | 8,101 | 310.72 |
| | 8th year | 8,791 | 337.19 |
| 7 | Members, not being members to whom serial 5 or 6 applies, undertaking degree courses - | | |
| | with 3 years to graduation | 6,035 | 231.48 |
| | with 2 years to graduation | 6,724 | 257.91 |
| | in final year | 7,413 | 284.33 |
| 8 | Members of the Navy and Air Cadets not at the Air Force Academy, undertaking diploma courses - | | |
| | 1st year | 4,729 | 181.39 |
| | 2nd year (or matriculation or equivalent entry) | 5,346 | 205.05 |
| | 3rd year | 6,035 | 231.48 |
| | 4th year | 6,724 | 257.91 |
| 9 | Male officer trainees, being officer cadets (Army) and aircrew cadets (Air Force) - | | |
| | if not completed degree course | 6,724 | 257.91 |
| | if completed degree course | 7,413 | 284.33 |
| 10 | Female officer trainees - | | |
| | if not completed degree course | 5,380 | 206.36 |
| | if completed degree course | 5,930 | 227.45 |
| 11 | Members of the Navy, other than members to whom another serial of of this annex applies, who hold the rank of Midshipman of the Supplementary List - | | |
| | 1st year | 6,724 | 257.91 |
| | 2nd year | 7,413 | 284.33 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of February 1978. They are effective on and from 3 March 1978 for members of the Navy and Army and 2 March 1978 for members of the Air Force.

X

Pay rates with effect
22 December 1978

A-1

ANNEX A TO
INSTRUCTION 0101

OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX D

| Rank | | | Rates of Salary | |
|--------------|---------------|------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Commodore | Brigadier | Air Commodore | 29,085 | 1,115.59 |
| Rear-Admiral | Major-General | Air Vice-Marshal | 34,066 | 1,306.64 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.

X

OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX C, D, E OR G

| Rank and Years of Service | | | Rates of Salary | |
|--|----------------------|--|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Acting Sub-Lieutenant or 3rd Officer on Probation | Second Lieutenant | Pilot Officer | 10,645 | 408.30 |
| Sub-Lieutenant, Sister or 3rd Officer - | Lieutenant - | Flying Officer or Flight Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 11,214 | 430.13 |
| 1 year | 1 year | 1 year | 11,780 | 451.84 |
| 2 years | 2 years | 2 years | 12,340 | 473.32 |
| 3 years | 3 years | 3 years | 12,897 | 494.68 |
| Lieutenant, Senior Sister or 2nd Officer - | Captain - | Flight Lieutenant or Flight Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 13,537 | 519.23 |
| 1 year | 1 year | 1 year | 14,175 | 543.70 |
| 2 years | 2 years | 2 years | 14,815 | 568.25 |
| 3 years | 3 years | 3 years | 15,455 | 592.79 |
| 4 years | 4 years | 4 years | 16,093 | 617.27 |
| 5 years | 5 years | 5 years | 16,730 | 641.70 |
| Lieutenant-Commander, Superintending Sister or 1st Officer - | Major - | Squadron Leader or Squadron Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 17,517 | 671.88 |
| 1 year | 1 year | 1 year | 18,304 | 702.07 |
| 2 years | 2 years | 2 years | 19,089 | 732.18 |
| 3 years | 3 years | 3 years | 19,875 | 762.33 |
| Commander, Matron or Chief Officer - | Lieutenant-Colonel - | Wing Commander or Wing Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 20,874 | 800.65 |
| 1 year | 1 year | 1 year | 21,869 | 838.81 |
| Captain - | Colonel - | Group Captain or Group Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 23,007 | 882.46 |
| 1 year | 1 year | 1 year | 24,146 | 926.15 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.

NAVAL OFFICERS, ARMY OFFICERS (OTHER THAN GRADUATES OF AN OFFICER CADET SCHOOL)
AND AIR FORCE OFFICERS WHO, IMMEDIATELY BEFORE APPOINTMENT AS OFFICERS
WITH A RANK SPECIFIED IN THIS ANNEX, WERE MEMBERS WHO HELD A RANK
SPECIFIED IN PART II OF ANNEX F

| Rank and Years of Service | | | Rates of Salary | |
|---|--------------|--|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Acting Sub-Lieutenant or 3rd Officer on Probation | | Pilot Officer | 13,853 | 531.35 |
| Sub-Lieutenant or 3rd Officer - | Lieutenant - | Flying Officer or Section Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 14,493 | 555.90 |
| 1 year | 1 year | 1 year | 14,815 | 568.25 |
| 2 years | 2 years | 2 years | 15,135 | 580.52 |
| 3 years | 3 years | 3 years | 15,455 | 592.79 |
| Lieutenant or Second Officer - | Captain - | Flight Lieutenant or Flight Officer - | | |
| Under 1 year | Under 1 year | Under 1 year | 15,775 | 605.07 |
| 1 year | 1 year | 1 year | 16,093 | 617.27 |
| 3 years | 3 years | 3 years | 16,414 | 629.58 |
| 5 years | 5 years | 5 years | 16,730 | 641.70 |

- Note:**
- Officers commissioned from the ranks of Corporal and below (or equivalent ranks) receive salary in accordance with Annex B.
 - The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.
 - A member of the rank of Petty Officer or higher in the Navy who becomes an officer trainee and is granted the rank of Midshipman is, on appointment to the rank of Acting Sub-Lieutenant or 3rd Officer on Probation, deemed to be a member to whom this annex applies.

MEDICAL OFFICERS AND DENTAL OFFICERS

| Rank and Years of Service | | | Rates of Salary | |
|--|--|--|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Officer performing year of compulsory residency (from under-graduate scheme) | Officer performing year of compulsory residency (from under-graduate scheme) | Officer performing year of compulsory residency (from under-graduate scheme) | 13,537 | 519.23 |
| Lieutenant - Under 1 year | Captain - Under 1 year | Flight Lieutenant - Under 1 year | 18,835 | 722.44 |
| 1 year | 1 year | 1 year | 20,368 | 781.24 |
| 2 years | 2 years | 2 years | 21,132 | 810.54 |
| 3 years | 3 years | 3 years | 21,896 | 839.85 |
| 4 years | 4 years | 4 years | 22,666 | 869.38 |
| 5 years | 5 years | 5 years | 23,430 | 898.68 |
| Lieutenant-Commander - Under 1 year | Major - Under 1 year | Squadron Leader - Under 1 year | 25,104 | 962.89 |
| 1 year | 1 year | 1 year | 25,942 | 995.04 |
| 2 years | 2 years | 2 years | 26,779 | 1,027.14 |
| 3 years | 3 years | 3 years | 27,618 | 1,059.32 |
| Commander | Lieutenant-Colonel | Wing Commander | 31,108 | 1,193.18 |
| Captain | Colonel | Group Captain | 34,366 | 1,318.15 |
| Commodore | Brigadier | Air Commodore | 31,575 | 1,211.10 |
| Rear-Admiral | Major-General | Air Vice-Marshal | 34,066 | 1,306.64 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.

X

CHAPLAINS

| Rank and Years of Service | | | Rates of Salary | |
|---------------------------|----------------------|------------------------|-----------------|---------------|
| Navy | Army | Air Force | Per year | Per fortnight |
| | | | \$ | \$ |
| Chaplain - | Chaplain 4th Class - | Chaplain - | | |
| Under 1 year | Under 1 year | Under 1 year | | |
| 1 year | 1 year | 1 year | 13,537 | 519.23 |
| 2 years | 2 years | 2 years | 14,175 | 543.70 |
| 3 years | 3 years | 3 years | 14,815 | 568.25 |
| | | | 15,455 | 592.79 |
| | Chaplain 3rd Class - | | | |
| 4 years | Under 2 years | 4 years | 16,093 | 617.27 |
| 6 years | 2 years | 6 years | 16,730 | 641.70 |
| 8 years | 4 years | 8 years | 17,301 | 663.60 |
| 10 years | 6 years | 10 years | 17,872 | 685.50 |
| 12 years | 8 years | 12 years | 18,443 | 707.40 |
| 14 years | 10 years | 14 years | 19,014 | 729.30 |
| 16 years | 12 years | 16 years | 19,586 | 751.24 |
| 18 years | 14 years | 18 years | 20,155 | 773.07 |
| 20 years | 16 years | 20 years | 20,728 | 795.05 |
| 22 years | 18 years | 22 years | 21,297 | 816.87 |
| | Chaplain-General | Principal Air Chaplain | 21,869 | 838.81 |

- Note: 1. A chaplain of the Navy, who holds an appointment of Senior Chaplain, is paid a Senior Chaplain's Allowance of \$370 per year (\$14.19 per fortnight) in addition to the appropriate salary shown in this annex.
2. The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.

MEMBERS OTHER THAN OFFICERS AND MEMBERS DESCRIBED IN ANNEX G

| Rank, Pay Level and Years of Service | | | Rates of Salary | | |
|--|--|--|-----------------|--|--------|
| Navy | Army | Air Force | Per Year | Per Fortnight | |
| | | | \$ | \$ | |
| <u>Part I</u> | | | | | |
| Seaman or Wran - Pay Level 1 | Private - Pay Level 1 | Aircraftman or Aircraftwoman - Pay Level 1 | 7,833 | 300.44 | |
| 2 | 2 | 2 | 8,343 | 320.01 | |
| 3 | 3 | 3 | 8,840 | 339.07 | |
| 4 | 4 | 4 | 9,345 | 358.44 | |
| 5 | 5 | 5 | 9,848 | 377.73 | |
| 6 | 6 | 6 | 10,344 | 396.76 | |
| Able Seaman or Senior Wran - Pay Level 1 | Lance Corporal - Pay Level 1 | Leading Aircraftman or Leading Aircraftwoman - Pay Level 1 | 8,028 | 307.92 | |
| 2 | 2 | 2 | 8,535 | 327.37 | |
| 3 | 3 | 3 | 9,031 | 346.39 | |
| 4 | 4 | 4 | 9,539 | 365.88 | |
| 5 | 5 | 5 | 10,034 | 384.87 | |
| 6 | 6 | 6 | 10,536 | 404.12 | |
| Leading Seaman or Leading Wran - Pay Level 1 | Corporal - Pay Level 1 | Corporal - Pay Level 1 | 8,358 | 320.58 | |
| 2 | 2 | 2 | 8,856 | 339.68 | |
| 3 | 3 | 3 | 9,353 | 358.75 | |
| 4 | 4 | 4 | 9,855 | 378.00 | |
| 5 | 5 | 5 | 10,352 | 397.06 | |
| 6 | 6 | 6 | 10,857 | 416.43 | |
| <u>Part II</u> | | | | | |
| | | | | <u>On promotion from pay level</u> | |
| Petty Officer - Under 1 year | Sergeant - Under 1 year | Sergeant - Under 1 year | 1 | 8,750 | 335.62 |
| 1 year | 1 year | 1 year | 2 | 9,248 | 354.72 |
| 2 years | 2 years | 2 years | 3 | 9,741 | 373.63 |
| 3 years | 3 years | 3 years | 4 | 10,240 | 392.77 |
| 4 years | 4 years | 4 years | 5 | 10,743 | 412.06 |
| 5 years | 5 years | 5 years | 6 | 11,250 | 431.51 |
| 6 years | 6 years | 6 years | - | 11,755 | 450.88 |
| Artificer 1st Class, Mechanician 1st Class, Naval Shipwright 1st Class- | Staff Sergeant- Under 1 year | Flight Sergeant - Under 1 year | 0-5 years | 11,755 | 450.88 |
| 1 year | 1 year | 1 year | 6 years | 12,256 | 470.09 |
| 2 years | 2 years | 2 years | - | 12,759 | 489.39 |
| Chief Petty Officer - Under 1 year | Warrant Officer Class 2 - Under 1 year | 3 years | | 13,265 | 508.79 |
| 1 year | 1 year | 4 years | | 13,770 | 528.16 |
| Warrant Officer - Under 1 year | Warrant Officer Class 1 - Under 1 year | Warrant Officer - Under 1 year | | 14,312 | 548.95 |
| 1 year | 1 Year | 1 Year | | 14,852 | 569.67 |

- Note: 1. The rates of salary payable to a Private (P) are the rates for a Lance Corporal.
2. On promotion to Petty Officer, Sergeant, Artificer 1st Class, Mechanician 1st Class, Naval Shipwright 1st Class, Staff Sergeant or Flight Sergeant, a member progresses from the point shown above by annual increases to the maximum for the relevant rank.
3. The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.

MEMBERS UNDERGOING TRAINING

| Serial | Training Capacities | Rates of Salary | |
|--------|---|-----------------|---------------|
| | | Per year | Per fortnight |
| | | \$ | \$ |
| 1 | Normal entry recruits during basic recruit training | 6,817 | 261.47 |
| 2 | Trainees, including sailors in the Navy who hold the rank of Seaman, who have attained the age of 17 years and who have not completed their category training - | | |
| | 1st year of training | 7,009 | 268.84 |
| | 2nd and subsequent years | 8,224 | 315.44 |
| 3 | Junior trainees, being junior musicians, apprentice musicians and other apprentices - | | |
| | 1st year | 3,925 | 150.55 |
| | 2nd year | 5,140 | 197.15 |
| | 3rd year | 7,009 | 268.84 |
| | 4th year | 8,224 | 315.44 |
| 4 | Sailors in the Navy who hold the rank of Seaman and who have not attained the age of 17 years and junior recruits in the Navy | 3,899 | 149.55 |
| 5 | Cadets at the Royal Military College, Air Cadets at the Air Force Academy and subordinate officers of the Navy who hold the rank of Acting Sub-Lieutenant or a lower rank and who entered the Royal Australian Naval College by way of senior entry - | | |
| | 1st year | 5,632 | 216.02 |
| | 2nd year | 6,358 | 243.87 |
| | 3rd year | 7,083 | 271.68 |
| | 4th year | 7,809 | 299.52 |
| | 5th year | 8,534 | 327.33 |
| | 6th year | 9,261 | 355.22 |
| 6 | Subordinate officers of the Navy who hold the rank of Acting Sub-Lieutenant or a lower rank and who entered the Royal Australian Naval College by way of junior entry - | | |
| | 1st year | 4,334 | 166.24 |
| | 2nd year | 4,982 | 191.09 |
| | 3rd year | 5,632 | 216.02 |
| | 4th year | 6,358 | 243.87 |
| | 5th year | 7,083 | 271.68 |
| | 6th year | 7,809 | 299.52 |
| | 7th year | 8,534 | 327.33 |
| | 8th year | 9,261 | 355.22 |
| 7 | Members, not being members to whom serial 5 or 6 applies, undertaking degree courses - | | |
| | with 3 years to graduation | 6,358 | 243.87 |
| | with 2 years to graduation | 7,083 | 271.68 |
| | in final year | 7,809 | 299.52 |
| 8 | Members of the Navy and Air Cadets not at the Air Force Academy, undertaking diploma courses - | | |
| | 1st year | 4,982 | 191.09 |
| | 2nd year (or matriculation or equivalent entry) | 5,632 | 216.02 |
| | 3rd year | 6,358 | 243.87 |
| | 4th year | 7,083 | 271.68 |
| 9 | Officer trainees, of the Army or Air Force, not being members referred to in serial 5, 6, 7 or 8 - | | |
| | If not completed degree course | 7,083 | 271.68 |
| | If completed degree course | 7,809 | 299.52 |
| 10 | Officer trainees of the Navy, not being members referred to in serial 5, 6, 7 or 8 - | | |
| | 1st year | 7,083 | 271.68 |
| | 2nd year | 7,809 | 299.52 |

Note: The rates of salary shown in this annex apply the National Wage Case decision of December 1978. They are effective on and from 22 December 1978 for members of the Navy and Army and 21 December 1978 for members of the Air Force.

**Pay rates with effect
13 April 1989**

A-1

ANNEX A TO
INSTRUCTION 0101

OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX D

| Rank | | | Years of Service and Rates of Salary | | |
|--------------|--------------------|------------------|--------------------------------------|--------------------|-------------------------|
| Navy | Army | Air Force | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | \$ | \$ |
| Commander | Lieutenant Colonel | Wing Commander | Under 1 year | 46,090 | 1,767.84 |
| Captain | Colonel | Group Captain | 1 year | 47,431 | 1,819.27 |
| | | | -- | 53,066 | 2,035.41 |
| Commodore | Brigadier | Air Commodore | -- | 61,788 | 2,369.95 |
| Rear Admiral | Major General | Air Vice Marshal | -- | 71,184 | 2,730.35 |

Note: The rates of salary shown above are effective on and after 13 April 1989.

OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX C, D, E OR G

| Rank | | | Years of Service and Rates of Salary | | |
|----------------------|-------------------|-------------------|--------------------------------------|-----------------|----------------------|
| Navy | Army | Air Force | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | \$ | \$ |
| A/Sub Lieutenant | Second Lieutenant | Pilot Officer | Under 1 year | 22,875 | 877.40 |
| | | | 1 year | 23,681 | 908.31 |
| Sub Lieutenant | Lieutenant | Flying Officer | Under 1 year | 24,486 | 939.19 |
| | | | 1 year | 25,422 | 975.09 |
| | | | 2 years | 26,363 | 1,011.18 |
| | | | 3 years | 27,303 | 1,047.24 |
| Lieutenant | Captain | Flight Lieutenant | Under 1 year | 29,248 | 1,121.84 |
| | | | 1 year | 30,389 | 1,165.61 |
| | | | 2 years | 31,529 | 1,209.33 |
| | | | 3 years | 32,669 | 1,253.06 |
| | | | 4 years | 33,811 | 1,296.86 |
| | | | 5 years | 34,952 | 1,340.62 |
| Lieutenant Commander | Major | Squadron Leader | Under 1 year | 36,964 | 1,417.80 |
| | | | 1 year | 38,173 | 1,464.17 |
| | | | 2 years | 39,380 | 1,510.47 |

Note: The rates of salary shown above are effective on and after 13 April 1989.

NAVAL OFFICERS, ARMY OFFICERS (OTHER THAN GRADUATES OF AN OFFICER CADET SCHOOL)AND AIR FORCE OFFICERS WHO, IMMEDIATELY BEFORE APPOINTMENT AS OFFICERSWITH A RANK SPECIFIED IN THIS ANNEX, WERE MEMBERS WHO HELD A RANKSPECIFIED IN PART II OF ANNEX F

| Rank | | | Years of Service and Rates of Salary | | |
|------------------|------------|-------------------|--------------------------------------|--------------------|-------------------------|
| Navy | Army | Air Force | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | \$ | \$ |
| A/Sub Lieutenant | -- | Pilot Officer | -- | 28,511 | 1,093.57 |
| Sub Lieutenant | Lieutenant | Flying Officer | Under 1 year | 29,314 | 1,124.37 |
| | | | 1 year | 30,120 | 1,155.29 |
| | | | 2 years | 30,926 | 1,186.20 |
| | | | 3 years | 31,730 | 1,217.04 |
| Lieutenant | Captain | Flight Lieutenant | Under 1 year | 32,535 | 1,247.92 |
| | | | 1 year | 33,340 | 1,278.79 |
| | | | 3 years | 34,146 | 1,309.71 |
| | | | 5 years | 34,952 | 1,340.62 |

- Note:
1. The rates of salary shown above are effective on and after 13 April 1989.
 2. Officers commissioned from the ranks of Corporal and below (or equivalent ranks) receive salary in accordance with Annex B.
 3. A member of the rank of Petty Officer or higher in the Navy who becomes an officer trainee and is granted the rank of Midshipman is, on appointment to the rank of Sub Lieutenant deemed to be a member to whom this annex applies.

MEDICAL AND DENTAL OFFICERS

| Rank | | | Years of Service and Rates of Salary | | |
|---|---|---|--------------------------------------|-----------------|----------------------|
| Navy | Army | Air Force | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | \$ | \$ |
| Officer performing year of compulsory residency (from undergraduate scheme) | Officer performing year of compulsory residency (from undergraduate scheme) | Officer performing year of compulsory residency (from undergraduate scheme) | -- | 29,248 | 1,121.84 |
| Lieutenant | Captain | Flight Lieutenant | Under 1 year | 36,616 | 1,404.45 |
| | | | 1 year | 39,479 | 1,514.26 |
| | | | 2 years | 40,909 | 1,569.11 |
| | | | 3 years | 42,342 | 1,624.08 |
| | | | 4 years | 43,773 | 1,678.96 |
| | | | 5 years | 45,204 | 1,733.85 |
| Lieutenant Commander | Major | Squadron Leader | Under 1 year | 48,338 | 1,854.06 |
| | | | 1 year | 49,904 | 1,914.13 |
| | | | 2 years | 51,471 | 1,974.23 |
| | | | 3 years | 53,038 | 2,034.33 |
| Commander | Lieutenant Colonel | Wing Commander | -- | 59,563 | 2,284.61 |
| Captain | Colonel | Group Captain | -- | 65,647 | 2,517.97 |
| Commodore | Brigadier | Air Commodore | -- | 69,294 | 2,657.85 |
| Rear Admiral | Major General | Air Vice Marshal | -- | 71,184 | 2,730.35 |

Note: 1. The rates of salary shown above are effective on and after 13 April 1989.

2. In addition to the salary shown above, an officer performing a year of compulsory residency (from undergraduate scheme) may be entitled to additional salary in accordance with Instruction 0116 - Resident Medical Officers - Additional Salary.

CHAPLAINS

| Rank | | | Years of Service and Rates of Salary | | |
|-----------------------------|-----------------------|---------------------------|--------------------------------------|--------------------|-------------------------|
| Navy | Army | Air Force | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | \$ | \$ |
| Chaplain | Chaplain | Chaplain | Under 1 year | 27,303 | 1,047.24 |
| | | | 1 year | 28,375 | 1,088.36 |
| | | | 2 years | 29,451 | 1,129.63 |
| | | | 3 years | 30,523 | 1,170.75 |
| | | | 4 years | 31,597 | 1,211.94 |
| | | | 6 years | 32,669 | 1,253.06 |
| | | | 8 years | 33,743 | 1,294.25 |
| | | | 10 years | 34,818 | 1,335.48 |
| | | | 12 years | 35,891 | 1,376.64 |
| | | | 14 years | 36,964 | 1,417.80 |
| | | | 16 years | 38,038 | 1,458.99 |
| | | | 18 years | 39,111 | 1,500.15 |
| | | | 20 years | 40,186 | 1,541.38 |
| 22 years | 41,256 | 1,582.42 | | | |
| Principal Naval Chaplain | Principal Chaplain | Principal Air Chaplain | Under 2 years ¹ | 46,090 | 1,767.84 |
| | | | 2 years | 47,431 | 1,819.27 |

Note: The rates of salary shown above are effective on and after 13 April 1989.

MEMBERS OTHER THAN OFFICERS AND MEMBERS DESCRIBED IN ANNEX G

| Rank | | | Pay Level, Years of Service and Rates of Salary | | | |
|--------------------------------|-------------------------------|--|---|------------------|-----------------|----------------------|
| Navy | Army | Air Force | Pay Level | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | | \$ | \$ |
| Part I | | | | | | |
| Seaman or Wran | Private | Aircraftman or Aircraftwoman | 1 | -- | 17,507 | 671.50 |
| | | | 2 | -- | 18,578 | 712.58 |
| | | | 3 | -- | 19,518 | 748.64 |
| | | | 4 | -- | 20,594 | 789.91 |
| | | | 5 | -- | 21,263 | 815.57 |
| | | | 6 | -- | 22,741 | 872.26 |
| | | | 7 | -- | 22,741 | 872.26 |
| Able Seaman or Senior Wran | Private (P) or Lance Corporal | Leading Aircraftman or Leading Aircraftwoman | 1 | Under 1 year | 17,907 | 686.84 |
| | | | 1 | Over 1 year | 18,312 | 702.38 |
| | | | 2 | Under 1 year | 18,982 | 728.08 |
| | | | 2 | Over 1 year | 19,384 | 743.50 |
| | | | 3 | -- | 19,922 | 764.13 |
| | | | 4 | -- | 20,995 | 805.29 |
| | | | 5 | -- | 21,665 | 830.99 |
| 6 | -- | 23,143 | 887.68 | | | |
| 7 | -- | 23,681 | 908.31 | | | |
| Leading Seaman or Leading Wran | Corporal | Corporal | 1 | Under 1 year | 19,118 | 733.29 |
| | | | 1 | Over 1 year | 19,654 | 753.85 |
| | | | 2 | Under 1 year | 20,190 | 774.41 |
| | | | 2 | Over 1 year | 20,728 | 795.05 |
| | | | 3 | Under 1 year | 20,728 | 795.05 |
| | | | 3 | Over 1 year | 21,399 | 820.78 |
| | | | 4 | Under 1 year | 21,801 | 836.20 |
| | | | 4 | Over 1 year | 22,471 | 861.90 |
| | | | 5 | Under 1 year | 22,471 | 861.90 |
| | | | 5 | Over 1 year | 23,143 | 887.68 |
| | | | 6 | Under 1 year | 23,813 | 913.38 |
| | | | 6 | Over 1 year | 24,486 | 939.19 |
| | | | 7 | Under 1 year | 24,486 | 939.19 |
| | | | 7 | Over 1 year | 25,155 | 964.85 |
| Part II | | | | | | |
| Petty Officer | Sergeant | Sergeant | 1 | Under 1 year | 20,728 | 795.05 |
| | | | | Over 1 year | 21,263 | 815.57 |
| | | | | Over 2 years | 21,801 | 836.20 |
| | | | | Over 3 years | 22,336 | 856.72 |
| | | | | Over 4 years | 22,875 | 877.40 |
| | | | | Over 5 years | 23,411 | 897.96 |
| | | | | Over 6 years | 23,946 | 918.48 |
| | | | Over 7 years | 24,486 | 939.19 | |
| | | | 2 | Under 1 year | 21,801 | 836.20 |
| | | | | Over 1 year | 22,336 | 856.72 |
| | | | | Over 2 years | 22,875 | 877.40 |
| | | | | Over 3 years | 23,411 | 897.96 |
| | | | | Over 4 years | 23,946 | 918.48 |
| | | | | Over 5 years | 24,486 | 939.19 |

| Rank | | | Pay Level, Years of Service and Rates of Salary | | | |
|---------------|----------------|-----------------|---|------------------|-----------------|----------------------|
| Navy | Army | Air Force | Pay Level | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | | \$ | \$ |
| Petty Officer | Sergeant | Sergeant | 3 | Under 1 year | 22,471 | 861.90 |
| | | | | Over 1 year | 23,143 | 887.68 |
| | | | | Over 2 years | 23,813 | 913.38 |
| | | | | Over 3 years | 24,486 | 939.19 |
| | | | 4 | Under 1 year | 23,813 | 913.38 |
| | | | | Over 1 year | 24,486 | 939.19 |
| | | | | Over 2 years | 25,155 | 964.85 |
| | | | 5 | Under 1 year | 24,486 | 939.19 |
| | | | | Over 1 year | 25,155 | 964.85 |
| | | | 6 | Under 1 year | 25,827 | 990.62 |
| | | | | Over 1 year | 26,498 | 1,016.36 |
| | | | 7 | Under 1 year | 26,498 | 1,016.36 |
| Over 1 year | 27,169 | 1,042.10 | | | | |
| -- | Staff Sergeant | -- | 1 to 3 | Under 1 year | 25,827 | 990.62 |
| -- | | | | Over 1 year | 26,498 | 1,016.36 |
| | | | | Over 2 years | 27,169 | 1,042.10 |
| | | | | Over 3 years | 27,839 | 1,067.80 |
| -- | -- | Flight Sergeant | 1 to 3 | Under 1 year | 25,827 | 990.62 |
| | | | | Over 1 year | 26,498 | 1,016.36 |
| | | | | Over 2 years | 27,169 | 1,042.10 |
| | | | | Over 3 years | 27,839 | 1,067.80 |
| | | | | Over 4 years | 28,511 | 1,093.57 |
| | | | | Over 5 years | 29,180 | 1,119.23 |
| | | | | Over 6 years | 29,851 | 1,144.97 |
| Over 7 years | 30,523 | 1,170.75 | | | | |
| -- | Staff Sergeant | -- | 4 and 5 | Under 1 year | 26,498 | 1,016.36 |
| | | | | Over 1 year | 27,169 | 1,042.10 |
| | | | | Over 2 years | 27,839 | 1,067.80 |
| -- | -- | Flight Sergeant | 4 and 5 | Under 1 year | 26,498 | 1,016.36 |
| | | | | Over 1 year | 27,169 | 1,042.10 |
| | | | | Over 2 years | 27,839 | 1,067.80 |
| | | | | Over 3 years | 28,511 | 1,093.57 |
| | | | | Over 4 years | 29,180 | 1,119.23 |
| | | | | Over 5 years | 29,851 | 1,144.97 |
| Over 6 years | 30,523 | 1,170.75 | | | | |
| -- | Staff Sergeant | -- | 6 | Under 1 year | 27,839 | 1,067.80 |
| | | | | Over 1 year | 28,511 | 1,093.57 |
| | | | | Over 2 years | 29,180 | 1,119.23 |
| -- | -- | Flight Sergeant | 6 | Under 1 year | 27,839 | 1,067.80 |
| | | | | Over 1 year | 28,511 | 1,093.57 |
| | | | | Over 2 years | 29,180 | 1,119.23 |
| | | | | Over 3 years | 29,851 | 1,144.97 |
| | | | | Over 4 years | 30,523 | 1,170.75 |
| -- | Staff Sergeant | -- | 7 | Under 1 year | 28,511 | 1,093.57 |
| | | | | Over 1 year | 29,180 | 1,119.23 |

| Rank | | | Pay Level, Years of Service and Rates of Salary | | | |
|---------------------|-------------------------|-----------------|---|------------------|-----------------|----------------------|
| Navy | Army | Air Force | Pay Level | Years of Service | Salary Per year | Salary Per fortnight |
| | | | | | \$ | \$ |
| -- | -- | Flight Sergeant | 7 | Under 1 year | 28,511 | 1,093.57 |
| | | | | Over 1 year | 29,180 | 1,119.23 |
| | | | | Over 2 years | 29,851 | 1,144.97 |
| | | | | Over 3 years | 30,523 | 1,170.75 |
| | | | | Over 4 years | 31,193 | 1,196.44 |
| Chief Petty Officer | Warrant Officer Class 2 | -- | 1 to 5 | Under 1 year | 29,314 | 1,124.37 |
| | | | | Over 1 year | 29,986 | 1,150.15 |
| | | | | Over 2 years | 30,656 | 1,175.85 |
| | | | 6 and 7 | Under 1 year | 30,656 | 1,175.85 |
| | | | | Over 1 year | 31,329 | 1,201.66 |
| Warrant Officer | Warrant Officer Class 1 | Warrant Officer | 1 to 5 | Under 1 year | 32,402 | 1,242.82 |
| | | | | Over 1 year | 33,072 | 1,268.52 |
| | | | | Over 2 years | 33,743 | 1,294.25 |
| | | | 6 and 7 | Under 1 year | 33,072 | 1,268.52 |
| | | | | Over 1 year | 33,743 | 1,294.25 |

Note: 1. The rates of salary shown above are effective on and after 13 April 1989.

MEMBERS UNDERGOING TRAINING

| Serial | Training Capacities | Rates of Salary | |
|--------|---|-----------------|---------------|
| | | Per year | Per fortnight |
| | | \$ | \$ |
| 1 | Normal entry recruits during basic recruit training (Notes 1 and 2) - | 14,210 | 545.04 |
| 2 | Trainees, being members undergoing initial category or trade training or initial employment training. (Notes 1, 2 and 4) - | 16,063 | 616.12 |
| 3 | Apprentices: (Notes 1, 2, 5, 6, 8 and 9) - | | |
| | 1st year | 8,649 | 331.74 |
| | 2nd year | 10,709 | 410.76 |
| | 3rd year | 12,768 | 489.73 |
| 4 | (Reserved) | | |
| 5 | Officer cadets of the Army and Air Force and Midshipmen of the Navy undergoing officer training at the Australian Defence Force Academy (Notes 1, 2, 3, 5, 6, 8 and 9) - | | |
| | 1st year | 10,709 | 410.76 |
| | 2nd year | 12,768 | 489.73 |
| | 3rd year | 16,063 | 616.12 |
| | 4th year | 17,093 | 655.62 |
| 6 | (Reserved) | | |
| 7 | Members, not being members to whom serial 5 applies, undertaking degree courses of at least 4 years duration (Notes 1 and 2) - | | |
| | with 3 years to graduation | 12,768 | 489.73 |
| | with 2 years to graduation | 16,063 | 616.12 |
| | in final year | 17,093 | 655.62 |
| 8 | Members of the Navy, and officer cadets, not at the Australian Defence Force Academy undertaking degree courses of 3 or 4 years duration or undertaking matriculation or equivalent studies preparatory to commencing such a degree course (Notes 1, 2, 3, 5, 6, 8 and 9) - | | |
| | during matriculation or equivalent studies | 8,649 | 331.74 |
| | 1st year of course | 10,709 | 410.76 |
| | 2nd year of course | 12,768 | 489.73 |
| | 3rd year of course | 16,063 | 616.12 |
| | 4th year of course | 17,093 | 655.62 |
| 9 | Officer trainees of the Army or Air Force, not being members referred to in serial 5, 7, 8 or 12 (Notes 1, 2 and 3) - | | |
| | if not completed degree course | 16,063 | 616.12 |
| | if completed degree course | 17,093 | 655.62 |
| 10 | Officer trainees of the Navy, not being members referred to in serial 5, 7 or 8 (Notes 1, 2, 3, 5, 6, 8 and 9) - | | |
| | 1st year | 16,063 | 616.12 |
| | 2nd year | 17,093 | 655.62 |

REGIMENTAL SERGEANT MAJOR OF THE ARMY

1. The salary payable to a Warrant Officer Class One who is appointed to the position of Regimental Sergeant Major of the Army shall be:

| | Per Year \$ | Per Fortnight \$ |
|----------------|----------------|---------------------|
| On Appointment | 35,800 | 1,373.15 |
| After 1 Year | 36,469 | 1,398.81 |
| After 2 Years | 37,139 | 1,424.51 |

2. The rates are effective on and from 13 April 1989.

**Pay rates with effect
7 March 1996**

A - 1

ANNEX A TO
INSTRUCTION 0101

OFFICERS OTHER THAN THOSE DESCRIBED IN ANNEX B, C, D OR F

| Rank and Years of Service | | | Rates of Salary |
|--|---|---|--|
| Navy | Army | Air Force | Salary Per Year |
| | | | \$ |
| Acting Sub Lieutenant Under 1 year 1 year | Second Lieutenant Under 1 year 1 year | Pilot Officer Under 1 year 1 year | 28356 29291 |
| Sub Lieutenant Under 1 year 1 year 2 years 3 years | Lieutenant Under 1 year 1 year 2 years 3 years | Flying Officer Under 1 year 1 year 2 years 3 years | 30224 31313 32448 33606 |
| Lieutenant Under 1 year 1 year 2 years 3 years 4 years 5 years | Captain Under 1 year 1 year 2 years 3 years 4 years 5 years | Flight Lieutenant Under 1 year 1 year 2 years 3 years 4 years 5 years | 35999 37405 38807 40208 41615 43019 |
| Lieutenant Commander Under 1 year 1 year 2 years | Major Under 1 year 1 year 2 years | Squadron Leader Under 1 year 1 year 2 years | 45495 46985 48468 |
| Commander Under 1 year 1 year | Lieutenant Colonel Under 1 year 1 year | Wing Commander Under 1 year 1 year | 62120 64239 |
| Captain Under 1 year 1 year | Colonel Under 1 year 1 year | Group Captain Under 1 year 1 year | 72118 74275 |
| Commodore | Brigadier | Air Commodore | 84518 |
| Rear Admiral | Major General | Air Vice Marshal | 102776 |

Note: 1. The rates shown above are effective on and after 7 March 1996.

NAVAL OFFICERS, ARMY OFFICERS (OTHER THAN GRADUATES OF AN OFFICER CADET SCHOOL) AND AIR FORCE OFFICERS WHO, IMMEDIATELY BEFORE APPOINTMENT AS OFFICERS WITH A RANK SPECIFIED IN THIS ANNEX, WERE MEMBERS WHO HELD A RANK SPECIFIED IN PART 2 OF ANNEX E

| Rank and Years of Service | | | Rates of Salary |
|--------------------------------|----------------------------|-----------------------------------|--------------------|
| Navy | Army | Air Force | Salary Per Year |
| | | | \$ |
| Acting Sub Lieutenant | Second Lieutenant | Pilot Officer | 35092 |
| Sub Lieutenant Under 1 year | Lieutenant Under 1 year | Flying Officer Under 1 year | 36079 |
| 1 year | 1 year | 1 year | 37073 |
| 2 years | 2 years | 2 years | 38065 |
| 3 years | 3 years | 3 years | 39055 |
| Lieutenant Under 1 year | Captain Under 1 year | Flight Lieutenant Under 1 year | 40046 |
| 1 year | 1 year | 1 year | 41035 |
| 2 years | 2 years | 2 years | 42028 |
| 3 years | 3 years | 3 years | 43019 |

- Notes: 1. The rates of salary shown above are effective on and after 7 March 1996.
2. Officers commissioned from the ranks of Corporal and below (or equivalent ranks) receive salary in accordance with Annex A.
3. A member of the rank of Petty Officer or higher in the Navy who becomes an officer trainee and is granted the rank of Midshipman is, on appointment to the rank of Sub Lieutenant, deemed to be a member to whom this annex applies.

MEDICAL AND DENTAL OFFICERS

| Rank | | | Rates of Salary |
|---|---|---|--------------------|
| Navy | Army | Air Force | Salary Per Year |
| | | | \$ |
| Officer performing year of compulsory residency (from undergraduate scheme) | Officer performing year of compulsory residency (from undergraduate scheme) | Officer performing year of compulsory residency (from undergraduate scheme) | 35999 |
| Lieutenant Under 1 year level 1 | Captain Under 1 year level 1 | Flight Lieutenant Under 1 year level 1 | 43755 |
| Under 1 year level 2 (Note 3) | Under 1 year level 2 (Note 3) | Under 1 year level 2 (Note 3) | 44616 |
| 1 year | 1 year | 1 year | 45480 |
| 2 years | 2 years | 2 years | 49076 |
| 3 years | 3 years | 3 years | 50815 |
| 4 years | 4 years | 4 years | 53867 |
| 5 years | 5 years | 5 years | 55513 |
| 6 years | 6 years | 6 years | 57312 |
| Lieutenant Commander Under 1 year | Major Under 1 year | Squadron Leader Under 1 year | 61606 |
| 1 year | 1 year | 1 year | 63693 |
| 2 years | 2 years | 2 years | 65783 |
| 3 years | 3 years | 3 years | 67870 |
| Commander | Lieutenant Colonel | Wing Commander | 80018 |
| Captain | Colonel | Group Captain | 90156 |
| Commodore | Brigadier | Air Commodore | 98334 |
| Rear Admiral | Major General | Air Vice Marshal | 102776 |

- Notes: 1. The rates of salary shown above are effective on and after 7 March 1996.
2. In addition to the salary shown above, an officer performing a year of compulsory residency (from undergraduate scheme) may be entitled to additional salary in accordance with Instruction 0116 - Resident Medical Officers - Additional Salary.
3. This rate shall not apply unless the CDF is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory medical/dental officer manpower levels.

CHAPLAINS

| Rank and Length of Service | Salary Per Year |
|------------------------------|--|
| | \$ |
| Chaplain Division 1 | 32448 35999 37405 38807 |
| Chaplain Division 1 (Note 1) | 33606 35999 37405 38807 |
| Chaplain Division 2 | 40208 41615 43019 45495 46985 48468 |
| Chaplain Division 3 | 62120 |
| Chaplain Division 4A | 64239 |
| Chaplain Division 4B | 64239 |
| Chaplain Division 5 | 72113 |

Notes: 1. This rate will apply only to members with a period of experience of not less the 5 years.

MEMBERS OTHER THAN OFFICERS AND MEMBERS DESCRIBED IN ANNEX F

| Rank and Years of Service | | Pay Group and Rates of Salary - Per Year | | | | | | |
|---------------------------|--------------------|--|-------|-------|-------|-------|-------|-------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Navy | Air Force | | | | | | | |
| Seaman | Private | 23137 | 24423 | 25708 | 26993 | 28278 | 29564 | 30850 |
| Able Seaman | Private Proficient | 23600 | 24911 | 26222 | 27533 | 28844 | 30155 | 31467 |
| - | Lance Corporal | 24072 | 25409 | 26746 | 28083 | 29421 | 30758 | 32095 |
| Leading Seaman | Corporal | 26233 | 27297 | 28361 | 29424 | 30488 | 31551 | 32615 |
| Under 1 year | Under 1 year | | | | | | | |
| 1 year | 1 year | 26774 | 27860 | 28945 | 30030 | 31116 | 32201 | 33286 |
| 2 years | 2 years | 27045 | 28141 | 29237 | 30334 | 31430 | 32526 | 33624 |
| Petty Officer | Sergeant | 30175 | 30969 | 31763 | 32558 | 33351 | 34146 | 34939 |
| Under 1 year | Under 1 year | | | | | | | |
| 1 year | 1 year | 30798 | 31608 | 32419 | 33229 | 34039 | 34850 | 35661 |
| 2 years | 2 years | 31109 | 31927 | 32746 | 33565 | 34383 | 35201 | 36020 |
| - | Staff Sergeant | 33754 | 34642 | 35530 | 36418 | 37307 | 38194 | 39082 |

Note: 1. The rates of salary shown above are effective on and after 7 March 1996.

Pay Group and Rates of Salary - Per Year

Rank and Years of Service

| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|
| | | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Navy | Air Force | | | | | | | |
| Chief Petty Officer | Warrant Officer Class 2 | 35677 | 36605 | 37163 | 37721 | 38278 | 38836 | 39393 |
| Under 1 year | Under 1 year | | | | | | | |
| 1 year | 1 year | 36412 | 37360 | 37929 | 38498 | 39067 | 39636 | 40205 |
| 2 years | 2 years | 36780 | 37737 | 38312 | 38887 | 39461 | 40036 | 40612 |
| Warrant Officer | Warrant Officer Class 1 | | | | | | | |
| Under 1 year | Under 1 year | 41251 | 41251 | 41251 | 41251 | 41251 | 41251 | 41251 |
| 1 year | 1 year | 42101 | 42101 | 42101 | 42101 | 42101 | 42101 | 42101 |
| 2 years | 2 years | 42527 | 42527 | 42527 | 42527 | 42527 | 42527 | 42527 |
| WO-N | RSM-A | | | | | | | |
| Under 1 year | Under 1 year | | | 45377 | | | | |
| 1 year | 1 year | | | 46312 | | | | |
| 2 years | 2 years | | | 46780 | | | | |

Note: 1. The rates of salary shown above are effective on and after 7 March 1996.

MEMBERS UNDERGOING TRAINING

| Serial | Training Capacities | Rates of Salary |
|--------|--|-----------------|
| | | Per Year \$ |
| 1 | Normal Entry recruits during basic training (Notes 1 and 2) | 17739 |
| 2 | Members undergoing initial category or trade training or initial employment training (Notes 1, 2 and 4) | 20052 |
| 3 | Apprentices (Notes 1, 2, 5, 6, 8 and 9) | |
| | 1st year | 10797 |
| | 2nd year | 13368 |
| | 3rd year | 15939 |
| 4 | Trainee, other than a member referred to in Serial 2 or 3, undertaking a Certificate of Technology course (Notes 1, 2, 5, 8 and 9) | |
| | 1st year | 13368 |
| | 2nd year | 15939 |
| | 3rd year | 20052 |
| 5 | Member undertaking a degree course in conjunction with officer training, or matriculation or equivalent studies preparatory to commencing such a degree course (Notes 1, 2, 3, 5, 6, 8 and 9) | |
| | While undertaking matriculation | 10797 |
| | 1st year | 13368 |
| | 2nd year | 15939 |
| | 3rd year | 20052 |
| | 4th year | 21338 |
| 6 | Member participating in the undergraduate entry scheme (Notes 1 and 2) | |
| | with 4 years to graduation | 13368 |
| | with 3 years to graduation | 15939 |
| | with 2 years to graduation | 20052 |
| | in final year | 21338 |
| 7 | Member undergoing officer training and not undertaking a degree course - in the case of a member of the Army undergoing an 18 month course of military studies - (Notes 1, 2, 3, 7 and 9) | |
| | for the first 6 months of the course | 20052 |
| | for the final 12 months of the course | 21338 |

| Serial | Training Capacities | Rates of Salary | |
|-------------|--|-----------------|--|
| | | Per Year \$ | |
| 7 Cont'd | Member undergoing Officer training and not undertaking a degree course - | | |
| | in the case of any other member of the Army or a member of the Air Force - (Notes 1, 2 and 3) | | |
| | without a degree | 20052 | |
| | with a degree | 21338 | |
| | in the case of a member of the Navy - (Notes 1, 2, 3, 5, 6, 8 and 9) | | |
| | 1st year | 20052 | |
| | 2nd year | 21338 | |

Notes:

- The rates of salary shown above are effective on and after 7 March 1996.
- See Instruction 0114 for the provisions relating to the payment of Trainee's Dependant Allowance to members undergoing training.
- A member referred to in Serials 5 or 7 who, immediately before becoming an officer trainee, was an other rank member whose rate of salary including Service Allowance, where entitled (see Instruction 0201 paragraph 6) was higher than that listed in Serial 5 or 7 is to continue to be paid at the higher rate, under provisions whereby the level of his or her salary is maintained as if he or she had continued to remain an other rank member and escalating by salary and allowance increases such as cost of living adjustments from time to time. This escalation occurs until the rate of salary the member is otherwise entitled to under this Annex exceeds the escalating rate.
- A member who, immediately before commencing to undergo training in a capacity specified in Serial 2 was entitled to be paid salary in accordance with Annex F, shall continue to be paid salary at that rate for the period during which the member is under training.

Dates of Commencement and Charge

- Trainee entrants appointed/enlisted for a course of training to which an annual rate change applies (Serials 3, 4, 5 and 7) will be paid the first year rate applicable to the course of training from the date of entry into the service.
- Where a course of training involves an annual rate change, the date of change to the higher rate will be 1 January. However, should the member commence mid-year then the date of change to the higher rate will be 1 July.
- For members undergoing the course of training referred to in Serial 7 the date of change to the higher rate will be:
 - for the January entry - the date of commencement of the second term;
 - for the July entry - 1 January of the following year.
- Where members are appointed/enlisted as first year entrants for a course of training which involves an annual rate change, and are advanced to a higher year of training in recognition of previous studies, the first year rate will apply from the date of entry into the Service and the rate appropriate to the year of training to which they are advanced will apply from the date of commencement of the academic studies of the higher year.

ADF Allowance Rates - 9 March 2006

| | |
|----------------------|---------------|
| Flight Duties | \$/day |
| Rate | 16.03 |

| | |
|----------------|--------------|
| Service | \$ pa |
| Rate | 9,691 |

| | |
|--------------|---------------|
| Field | \$/day |
| Tier 1 | 42.87 |
| Tier 2 | 25.15 |

| | |
|-------------------|----------------|
| Separation | \$ rate |
| Continuous (pa) | 658 |
| Daily Rate | 6.52 |

| | |
|--|--------------|
| Submarine Service | \$ pa |
| Qualification & Skill Element | 8,484 |
| Disability | |
| Completed less than 3 yrs | 14,092 |
| Completed 3 but less than 6 yrs | 19,658 |
| Completed 6 but less than 11 yrs | 23,589 |
| Completed 11 or more years | 25,997 |

| | |
|----------------------------------|---------------|
| Seagoing | \$ pa |
| Completed less than 3 yrs | 9,396 |
| Completed 3 but less than 6 yrs | 14,561 |
| Completed 6 but less than 11 yrs | 19,658 |
| Completed 11 or more years | 22,606 |
| | \$/day |
| Boarding Party Element | 44.14 |

| | |
|----------------------------------|---------------|
| Hard Lying | \$/day |
| Seagoing Surface | |
| Completed less than 3 yrs | 25.74 |
| Completed 3 but less than 6 yrs | 39.89 |
| Completed 6 but less than 11 yrs | 53.86 |
| Completed 11 or more years | 61.94 |
| Seagoing Submarine | |
| Completed less than 3 yrs | 38.61 |
| Completed 3 but less than 6 yrs | 53.86 |
| Completed 6 but less than 11 yrs | 64.63 |
| Completed 11 or more years | 71.23 |

| | |
|--|----------------|
| Adventurous Training Instructor | \$ rate |
| Instructor (pa) | 4,921 |
| Leader (per day) | 35.16 |

| | |
|---------------------------|---------------|
| Arduous Conditions | \$/day |
| Hot Conditions | 3.02 |
| Confined Spaces | 4.60 |
| Hazardous Chemicals | 9.71 |

| | |
|----------------------------|----------------|
| Diving | \$ rate |
| Qualified Diver (per day) | 47.09 |
| Treatment in RCC (per day) | 32.30 |
| Diving Instr (pa) | 4,786 |
| Trainee (per day) | 26.91 |

| | |
|---|----------------|
| Clause 12A.1 Experimental Diving | \$ rate |
| Per Dive | |
| Grade 1 | 155.86 |
| Grade 2 | 259.81 |
| Grade 3 | 422.18 |
| Grade 4 | 844.34 |
| Additional Rate per hr | |
| Grade 1 | 15.59 |
| Grade 2 | 28.56 |
| Grade 3 | 45.46 |
| Grade 4 | 142.89 |

| | |
|-------------------------|----------------|
| Submarine Escape | \$ rate |
| Instructor (pa) | 7,145 |
| Trainee Instructor (pa) | 4,762 |
| Trainee other (per day) | 28.56 |
| Open water ascent <90m | 129.90 |
| Open water ascent >90m | 259.81 |

| | | | | |
|-------------------------------------|--------------|--------------|---------------|------------|
| Language Proficiency (\$ pa) | Lower | Inter | Higher | Adv |
| Group 1 | 795 | 1,593 | 2,387 | 3,187 |
| Group 2 | 1,195 | 2,387 | 3,981 | 5,568 |
| Group 3 | 1,593 | 3,187 | 5,568 | 7,956 |

| | | |
|---|----------------|-------------------|
| Special Action Forces Allowance | \$ pa | \$ pa |
| | Q&S | Disability |
| Trainee Special Forces member | 9,952 | 17,563 |
| Qualified Special Forces member | 17,563 | 23,416 |
| Medic or Ammo Tech | | 11,123 |
| Support member | | 5,856 |
| Member of 152 Sig Sqn on continuous full-time service | 1,756 | 5,856 |
| Designated Special Duty (daily rate) | | 177 |

| | | |
|---|--------------|--------------|
| Specialist Operations Allowance | \$ pa | \$ pa |
| <i>(see Determination 19/2002 for full definition of who is covered by each Item)</i> | | |

| | | |
|-----------------------------------|----------------|-------------------|
| Part 1 - TAG East/Commando | Q&S | Disability |
| Item 1: Trainee TAG East member | 7,025 | 17,563 |
| Item 2: Qualified TAG East member | 9,952 | 23,416 |
| Item 2A: Trainee Commando | 1,756 | 5,856 |
| Item 3: Qualified Commando | 3,514 | 9,366 |
| Item 4: Member of 126 Sig Sqn | 1,756 | 5,856 |
| Item 4A: A medic or Ammo Tech | | 11,123 |
| Item 5: Support member | | 5,856 |

| | | |
|------------------------------------|--------------|--------------|
| Part 2 - Clearance Divers | \$ pa | \$ pa |
| Item 6: CD qual | 4,098 | |
| Item 7: CD qual (adv) | 6,558 | |
| Item 8: CD trainee | | 8,782 |
| Item 9: CD qual CDT in AS | | 15,221 |
| Item 10: CD qual (see definitions) | | 11,123 |
| Item 11: CD qual (see definitions) | | 9,952 |
| Item 12: CD qual (see definitions) | | 8,782 |
| Item 13: Support member | | 5,856 |

| | | |
|--|--------------|--------------|
| Part 3 - Incident Response Regiment | \$ pa | \$ pa |
| Item 14: IRR trained | 1,756 | |
| Item 15: IRR trained (addit spec) | 2,927 | |
| Item 16: Render safe | | 11,123 |
| Item 17: Med, decon or search | | 9,952 |
| Item 18: Incident site role (see defn) | | 8,782 |
| Item 19: Support member | | 5,856 |

| | |
|--|---------------|
| Part 4 - Unpredictable Explosives | \$ pa |
| Item 20: Render safe, cont. roster | 11,123 |
| Item 21: Render safe, cyclic roster | 5,856 |
| Item 22: Search roster | 2,927 |
| | \$/day |
| Item 22A: Render safe/dispose, high risk | 93.60 |
| Item 22B: Search, high risk | 46.81 |

| | |
|---|---------------|
| Part 5 - Designated Special Duty | \$/day |
| Item 23: Member on duty | 177 |

| | | |
|--|--------------|--------------|
| Part 6 - Members Serving in 1 Commando Regiment | \$ pa | \$ pa |
| Item 24: Member of 301 Signals Squadron | 1,756 | 5,856 |

| | |
|--|-------------------|
| Clause 12.1 - Additional disability allowance for deep diving | Occurrence |
| Per dive | 233.32 |
| Additional hourly rate | 23.95 |

| | | |
|---|--------------|--------------|
| Flying | \$ pa | \$ pa |
| Disability - Brigadier (E) | | 5,307 |
| Disability - Colonel (E) and below | | 6,192 |
| Q&S - Brigadier (E) | | 20,333 |

| | | |
|------------------------------------|-----------------------------|--------------------|
| Q&S | Offrs - COL(E)/below | Other Ranks |
| Completed less than 2 years | 3,101 | 1,979 |
| Completed 2 but less than 4 years | 5,168 | 4,360 |
| Completed 4 but less than 6 years | 9,307 | 5,944 |
| Completed 6 but less than 8 years | 17,576 | 7,531 |
| Completed 8 but less than 10 years | 25,844 | 9,115 |
| Completed 10 or more years | 28,606 | 10,749 |

| | | | |
|--|-------------------|--------------|---------------|
| Paratrooper | Occurrence | \$ pa | \$/day |
| Free Fall Instr at PTS | | 8,406 | 23.03 |
| Parachute Jump Instr at PTS | | 6,799 | 18.63 |
| Parachute Jump Instr - other unit | | 4,698 | 12.87 |
| Parachute Jump Master | | 4,141 | 11.35 |
| Free Fall Paratrooper | | 3,585 | 9.82 |
| 3 RAR, 4 RAR, PTS, 1 CDO, 126 Sig Sqn, SASR, equiv o/s unit | | 2,966 | 8.13 |
| Other para units | | 1,484 | 4.07 |
| On occurrence (per descent - max 30/yr) | 30.92 | | |
| HAPO Descent - jumper (per day) | 272.01 | | |
| HAPO Descent - non-jumper (per day) | 136.00 | | |
| Free Fall Instr in non-para posting (up to 3 yrs after) | | 1,855 | |
| Parachute Jump Instr in non-para posting (up to 3 yrs after) | | 1,484 | |



ADF Permanent Pay Rates - 3 November 2016

The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 2% increase from 3 November 2016
- Recruit Instructor allowance from 10 March 2016
- Field Allowance amendment from 25 February 2016
- Senior Dental Officer amendments from 25 November 2015

The tables show salaries and allowances for ADF members. The **base salary rates** (ie not inclusive of Service Allowance: **Permanent Force - \$13,717 pa**) are shown.

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:

* Intranet - intranet.defence.gov.au/PeopleConnect

* Internet - www.defence.gov.au/dpe/pac

Trainees

| No | Item | \$ pa |
|---------------------|------------------------------|--------|
| 1 | Recruit - basic training | 36,571 |
| 2 | Initial employment trg | |
| | 0-6 months | 41,795 |
| | 6-12 months | 44,407 |
| | 12 months + | 47,020 |
| 3 | Degree and Off trg or prep: | |
| | Matriculation or equivalent: | 25,540 |
| | 1st year of training | 31,215 |
| | 2nd year of training | 36,891 |
| | 3rd year of training | 42,566 |
| 4 | Undergrad entry scheme: | |
| | with 4 years to grad | 31,215 |
| | with 3 years to grad | 36,891 |
| | with 2 years to grad | 42,566 |
| | in final year | 48,242 |
| | 1st postgrad legal yr | 56,755 |
| 1st postgrad med yr | 71,848 | |

| No | Item | \$ pa | |
|-----------------|-------------------------------------|--------------------------|--------|
| 5 | Officer Tertiary Rct Scheme: | | |
| | 5 or 6 years to grad | 25,540 | |
| | with 4 years to grad | 31,215 | |
| | with 3 years to grad | 36,891 | |
| | with 2 years to grad | 42,566 | |
| | in final year | 48,242 | |
| 6 | Officer training, no degree course: | | |
| | • Army or RAAF: | | |
| | without a degree (0-6 months) | 42,566 | |
| | without a degree (6 + months) | 48,242 | |
| | with a degree | 48,242 | |
| • Navy: | without a degree (1st year) | 42,566 | |
| | without a degree (2nd year) | 48,242 | |
| | with a degree | 48,242 | |
| | 7 | Graduate medical scheme: | |
| | | 1st year | 60,443 |
| 2nd year | | 62,594 | |
| 3rd year | | 64,840 | |
| 4th year | | 67,123 | |
| 1st postgrad yr | 71,848 | | |

Warrant Officers Class 1

| Rank | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------|------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| WO1 - Tier C | 0 | - | - | - | - | - | - | - | 107,070 | 112,242 | 117,821 |
| WO1 - Tier B | 0 | - | - | - | 89,954 | 93,754 | 97,858 | 102,286 | 107,070 | 112,242 | 117,821 |
| WO1 - Tier A | 1 | 78,165 | 80,706 | 83,963 | 87,475 | 91,276 | 95,376 | 99,810 | 104,593 | 109,761 | 115,343 |
| | 0 | 76,552 | 79,090 | 82,346 | 85,866 | 89,664 | 93,762 | 98,195 | 102,979 | 108,147 | 113,728 |

Senior Officers

| Navy | Army | RAAF | Point | 1 | 2 | 3 |
|------|--------|---------|----------|---------|---------|---------|
| VADM | LTGEN | AIRMSHL | salary | 390,024 | 390,024 | 390,024 |
| | | | position | - | 37,493 | 72,293 |
| RADM | MAJGEN | AVM | Incr | 1 | 2 | 3 |
| | | | 1 | 243,731 | - | - |
| | | | 0 | 230,975 | - | - |
| CDRE | BRIG | AIRCDRE | 1 | 195,180 | 207,061 | 211,032 |
| | | | 0 | 189,501 | 201,036 | 204,890 |

Service Warrant Officers

| Rank | \$ pa |
|--------------|---------|
| WO1 - Tier D | 117,821 |

Other Ranks

| Navy | Army | RAAF | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|--------|------|------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| CPO | WO2 | FSGT | 1 | 71,995 | 74,533 | 77,790 | 81,308 | 85,108 | 89,208 | 93,639 | 98,424 | 103,590 | 109,173 |
| | | | 0 | 70,508 | 73,046 | 76,304 | 79,821 | 83,620 | 87,722 | 92,152 | 96,937 | 102,103 | 107,685 |
| PO | SSGT | SGT | 0 | 68,143 | 70,681 | 73,937 | 77,455 | 81,253 | 85,356 | 89,784 | 94,569 | 99,737 | 105,320 |
| | | | 2 | 63,545 | 66,083 | 69,342 | 72,859 | 76,658 | 80,759 | 85,189 | 89,974 | 95,142 | 100,723 |
| | | | 1 | 62,223 | 64,762 | 68,018 | 71,537 | 75,335 | 79,438 | 83,864 | 88,651 | 93,820 | 99,402 |
| LS | CPL | CPL | 0 | 60,927 | 63,466 | 66,724 | 70,241 | 74,040 | 78,142 | 82,571 | 87,356 | 92,524 | 98,107 |
| | | | 2 | 54,926 | 57,465 | 60,720 | 64,238 | 68,039 | 72,138 | 76,568 | 81,353 | 86,520 | 92,103 |
| | | | 1 | 53,776 | 56,316 | 59,573 | 63,090 | 66,888 | 70,989 | 75,421 | 80,205 | 85,371 | 90,952 |
| | LCPL | | 0 | 52,649 | 55,188 | 58,445 | 61,962 | 65,759 | 69,863 | 74,293 | 79,078 | 84,245 | 89,829 |
| | | | 0 | 48,430 | 50,968 | 54,223 | 57,743 | 61,541 | 65,643 | 70,072 | 74,857 | 80,023 | 85,607 |
| | | | 0 | 47,429 | 49,969 | 53,225 | 56,742 | 60,542 | 64,646 | 69,073 | 73,857 | 79,026 | 84,606 |
| AB | PTE(P) | LAC | 0 | 46,448 | 48,990 | 52,244 | 55,762 | 59,562 | 63,663 | 68,095 | 72,877 | 78,045 | 83,629 |
| SMN | PTE | AC | 0 | 46,448 | 48,990 | 52,244 | 55,762 | 59,562 | 63,663 | 68,095 | 72,877 | 78,045 | 83,629 |

Officers

| Navy | Army | RAAF | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| CAPT | COL | GPCAPT | 1 | 149,117 | 153,365 | 158,267 | 162,514 | 167,252 | 172,561 | 177,891 | 183,654 | 189,424 | 193,278 |
| | | | 0 | 144,875 | 149,123 | 154,028 | 158,273 | 163,010 | 168,321 | 173,646 | 179,415 | 185,184 | 189,037 |
| CMDR | LTCOL | WGCDR | 1 | 127,375 | 131,624 | 136,531 | 140,776 | 145,512 | 150,820 | 156,150 | 161,919 | 167,684 | 171,539 |
| | | | 0 | 123,216 | 127,465 | 132,371 | 136,617 | 141,352 | 146,662 | 151,988 | 157,759 | 163,525 | 167,380 |
| LCDR | MAJ | SQNLDR | 2 | 92,152 | 96,399 | 101,303 | 105,552 | 110,288 | 115,597 | 120,925 | 126,693 | 132,459 | 136,314 |
| | | | 1 | 89,237 | 93,488 | 98,389 | 102,635 | 107,372 | 112,682 | 118,011 | 123,778 | 129,547 | 133,398 |
| | | | 0 | 86,313 | 90,564 | 95,466 | 99,712 | 104,448 | 109,758 | 115,086 | 120,857 | 126,624 | 130,476 |
| LEUT | CAPT | FLTTLT | 5 | 81,464 | 85,714 | 90,618 | 94,865 | 99,601 | 104,910 | 110,238 | 116,008 | 121,776 | 125,628 |
| | | | 4 | 78,690 | 82,940 | 87,844 | 92,092 | 96,828 | 102,136 | 107,464 | 113,231 | 119,001 | 122,854 |
| | | | 3 | 75,909 | 80,158 | 85,061 | 89,308 | 94,045 | 99,356 | 104,683 | 110,451 | 116,220 | 120,071 |
| | | | 2 | 73,144 | 77,396 | 82,298 | 86,543 | 91,282 | 96,590 | 101,916 | 107,687 | 113,456 | 117,307 |
| SBLT | LT | FLGOFF | 1 | 70,379 | 74,626 | 79,529 | 83,777 | 88,514 | 93,824 | 99,150 | 104,918 | 110,686 | 114,541 |
| | | | 0 | 67,603 | 71,848 | 76,751 | 80,999 | 85,735 | 91,044 | 96,375 | 102,142 | 107,908 | 111,763 |
| | | | 3 | 62,876 | 67,123 | 72,025 | 76,274 | 81,007 | 86,316 | 91,646 | 97,416 | 103,183 | 107,038 |
| | | | 2 | 60,592 | 64,840 | 69,744 | 73,989 | 78,726 | 84,035 | 89,365 | 95,133 | 100,902 | 104,753 |
| ASLT | 2LT | PLTOFF | 1 | 58,347 | 62,594 | 67,499 | 71,746 | 76,482 | 81,789 | 87,119 | 92,889 | 98,656 | 102,509 |
| | | | 0 | 56,197 | 60,443 | 65,348 | 69,596 | 74,331 | 79,642 | 84,969 | 90,734 | 96,505 | 100,359 |
| | | | 1 | 54,351 | 58,601 | 63,505 | 67,750 | 72,486 | 77,797 | 83,123 | 88,891 | 94,660 | 98,513 |
| 0 | 52,505 | 56,755 | 61,656 | 65,904 | 70,640 | 75,949 | 81,280 | 87,045 | 92,816 | 96,668 | | | |

Other Rank Appointed as Officer - Transitional (Closed to New Entrants)

| Navy | Army | RAAF | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|------|--------|------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| LEUT | CAPT | FLTTLT | 3 | 81,464 | 85,714 | 90,618 | 94,865 | 99,601 | 104,910 | 110,238 | 116,008 | 121,776 | 125,628 |
| | | | 2 | 79,507 | 83,755 | 88,658 | 92,906 | 97,643 | 102,950 | 108,280 | 114,047 | 119,814 | 123,670 |
| | | | 1 | 77,543 | 81,790 | 86,698 | 90,942 | 95,678 | 100,990 | 106,315 | 112,085 | 117,850 | 121,705 |
| | | | 0 | 75,589 | 79,838 | 84,744 | 88,992 | 93,726 | 99,035 | 104,360 | 110,131 | 115,901 | 119,753 |
| SBLT | LT | FLGOFF | 3 | 73,637 | 77,885 | 82,788 | 87,034 | 91,772 | 97,081 | 102,410 | 108,176 | 113,945 | 117,798 |
| | | | 2 | 71,679 | 75,927 | 80,830 | 85,079 | 89,813 | 95,123 | 100,451 | 106,219 | 111,990 | 115,840 |
| | | | 1 | 69,721 | 73,972 | 78,873 | 83,120 | 87,859 | 93,166 | 98,493 | 104,262 | 110,029 | 113,884 |
| | | | 0 | 67,759 | 72,008 | 76,909 | 81,156 | 85,892 | 91,201 | 96,529 | 102,298 | 108,068 | 111,918 |
| ASLT | 2LT | PLTOFF | 0 | 65,808 | 70,057 | 74,957 | 79,206 | 83,942 | 89,251 | 94,581 | 100,347 | 106,116 | 109,969 |

ADF Allowance Rates - 3 November 2016

| Service | \$ pa | \$/day |
|---------|--------|--------|
| Service | 13,717 | - |
| Trainee | 10,288 | - |
| Reserve | - | 28.19 |

| Submarine Escape Disability | \$ pa | \$/day |
|-----------------------------|-------|--------|
| Rate | 6,679 | 39.84 |
| Open water ascent <90m | - | 181.26 |
| Open water ascent >90m | - | 362.50 |

| Maritime Disability | \$ pa | \$/day |
|---------------------|--------|--------|
| Major Fleet Unit | 11,966 | 32.78 |
| Minor War Vessel | 14,142 | 38.74 |
| Submarine | 17,950 | 49.18 |

| Sustainability | \$ pa | \$/day |
|----------------------------------|--------|--------|
| Completed 3 but less than 6 yrs | 10,878 | 29.80 |
| Completed 6 but less than 11 yrs | 17,405 | 47.68 |
| Completed 11 or more years | 19,581 | 53.65 |

| Boarding Party | \$ pa | \$/day |
|----------------|-------|--------|
| | - | 65.70 |

| Unpredictable Explosives | \$ pa | \$/occur |
|------------------------------|--------|----------|
| Low Risk Search | 4,141 | 32.78 |
| High Risk Search | 9,552 | 79.60 |
| Render Safe | 15,520 | 130.61 |
| Render Safe (non continuous) | 8,640 | - |

| Paratrooper | \$ pa | \$/day |
|--|--------|--------|
| Free Fall Instructor | 11,966 | 32.78 |
| PJI at PTS | 9,552 | 26.17 |
| PJI - other unit | 6,679 | 18.30 |
| Jump master | 5,779 | 15.83 |
| Free Fall Paratrooper | 5,004 | 13.71 |
| FFI in non-para posting (<3 yrs after) | 2,730 | - |
| Paratrooper duties | - | 39.84 |
| 1 CDO, 2 CDO, 4 Sqn, PTS, SASR, SOER, SOLS, equiv o/s unit | 4,141 | 11.35 |
| Other para units | 2,070 | 5.67 |
| PJI in non-para posting (<3 yrs after) | 2,070 | - |
| HAPO Descent - jumper | - | 379.53 |
| HAPO Descent - non-jumper | - | 189.76 |

| Clearance Diver | \$ pa | \$/day |
|-------------------------------|--------|--------|
| CD Team | 21,237 | 58.18 |
| CD Other | 15,520 | 42.52 |
| CD Trainee | 11,966 | 32.78 |
| CD Support Member and AMWCDTG | 6,679 | 18.30 |

| Deep Dive | \$/Occur | \$/Add Hr |
|-------------------------|----------|-----------|
| Per dive | 325.55 | - |
| Hourly rate - max 5 hrs | - | 33.43 |

| Experimental Dive | \$/On-Occur | \$/Add hr |
|-------------------|-------------|-----------|
| Grade 1 | 217.48 | 21.75 |
| Grade 2 | 351.28 | 39.84 |
| Grade 3 | 589.09 | 63.43 |
| Grade 4 | 1,178.09 | 199.38 |

| Special Forces Disability | \$ pa | \$/day |
|---------------------------|-------|--------|
|---------------------------|-------|--------|

| | | |
|---|--------|-------|
| Qual SF incl SFSS Regimental posted or similar foreign | | |
| Cdo, TAG CD | 32,673 | 67.14 |
| SAS | 40,840 | 67.14 |

| | | |
|--|--------|-------|
| SFSS within SOCOMD or similar foreign | | |
| Support 1B | 6,679 | 18.30 |
| Support 1C | 9,552 | 26.17 |
| Support 2/3 | 24,506 | 67.14 |

| | | |
|---|--------|-------|
| Cbt Controller/Officer | 24,506 | 67.14 |
| SF incl SFSS posted to SF School | | |
| Cdo, SAS, TAG CD, Trainee, SF Instruct | 24,506 | 67.14 |
| SF Support 2/3 | 15,520 | 42.52 |

| | | |
|--------------------------------|---|--------|
| Designated Special Duty | | |
| Tier A | - | 245.82 |
| Tier B | - | 158.39 |
| Tier C | - | 95.02 |

| | | |
|-----------------------------------|-------|---|
| Sustainability | | |
| Qual SF Posted to SF Instr | | |
| Cdo | 4,446 | - |
| SASR | 9,552 | - |

| | | |
|--|--------|---|
| Qual SF Posted Outside Special Force Regt | | |
| Cdo | 15,520 | - |
| SASR | 19,581 | - |
| Disablement Tech Outside SOCOMD | 6,679 | - |

| Field | \$/day |
|--------|--------|
| Tier 1 | 65.70 |
| Tier 2 | 38.74 |

| Separation | \$ pa |
|---------------------------|-------|
| MWD(U) | 2,730 |
| MWD (Continuous exposure) | 726 |

| Arduous Conditions Navy SSS | \$ pa |
|---------------------------------|-------|
| Safety Officer/Conducting Staff | 726 |

| Diving | \$/rate |
|---------------------------|---------|
| Instructor (pa) | 6,679 |
| Qualified Diver (per day) | 65.70 |
| Trainee / RCC (per day) | 49.04 |

| Recruit Instructor | \$ pa |
|----------------------|-------|
| Sustainability | 6,679 |
| Disability allowance | 8,640 |

| Adventurous Training Instructor | \$/rate |
|---------------------------------|---------|
| Instructor (pa) | 6,679 |
| Leader (per day) | 49.04 |

| Flying Disability | \$/rate |
|-------------------|---------|
| Annual | 8,640 |
| Daily | 23.67 |

| Language Proficiency | \$ pa |
|----------------------|-------|
| Lower | |
| Group 1 | 1,110 |
| Group 2 | 1,668 |
| Group 3 | 2,223 |

| | |
|---------------------|-------|
| Intermediate | |
| Group 1 | 2,223 |
| Group 2 | 3,333 |
| Group 3 | 4,446 |

| | |
|---------------|-------|
| Higher | |
| Group 1 | 3,333 |
| Group 2 | 5,557 |
| Group 3 | 7,769 |

| | |
|----------------|--------|
| Advance | |
| Group 1 | 4,446 |
| Group 2 | 7,769 |
| Group 3 | 11,101 |

ADF Specialist Pay Rates - 3 November 2016

| Aviation Officers | | | |
|--|--------|---------|--------|
| Class | Level | \$ pa | \$/day |
| 4. COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2 | AS 29 | 178,763 | 489.76 |
| | AS 28 | 176,299 | 483.01 |
| | AS 27 | 173,834 | 476.26 |
| | AS 26 | 171,366 | 469.50 |
| | AS 25 | 168,903 | 462.75 |
| 3. Aircrew FTE | AS 24 | 166,436 | 455.99 |
| | AS 23 | 163,971 | 449.24 |
| | AS 22 | 161,508 | 442.49 |
| | AS 21 | 159,042 | 435.73 |
| | AS 20 | 156,577 | 428.98 |
| 2. Aircrew JBAC Detach Cmd FTE | AS 19 | 154,112 | 422.22 |
| | AS 18 | 151,645 | 415.47 |
| | AS 17 | 149,180 | 408.71 |
| 1. Aircrew All JBAC FTE | AS 16 | 145,483 | 398.58 |
| | AS 15 | 141,785 | 388.45 |
| | AS 14 | 138,089 | 378.33 |
| | AS 13 | 134,390 | 368.19 |
| | AS 12 | 130,692 | 358.06 |
| | AS 11 | 126,994 | 347.93 |
| | AS 10 | 123,297 | 337.80 |
| | AS 9 | 119,598 | 327.67 |
| | AS 8 | 115,902 | 317.54 |
| | AS 7 | 112,204 | 307.41 |
| | AS 6 | 108,507 | 297.28 |
| | AS 5 | 104,807 | 287.14 |
| | AS 4 | 101,111 | 277.02 |
| | AS 3 | 97,412 | 266.88 |
| | AS 2 | 93,716 | 256.76 |
| AS 1 | 90,015 | 246.62 | |
| AS 0 | 86,318 | 236.49 | |

| Medical Procedural Specialist | | | | | |
|-------------------------------|-----------------|-----------------|-------|---------|--------|
| Navy | Army | RAAF | Level | \$ pa | \$/day |
| LCDR and below | MAJ and below | SQNLDR below | 6 | 328,520 | 900.05 |
| | | | 5 | 320,165 | 877.16 |
| | | | 4 | 309,723 | 848.56 |
| | | | 3 | 295,908 | 810.71 |
| | | | 2 | 283,613 | 777.02 |
| | | | 1 | 273,169 | 748.41 |
| | | | entry | 262,724 | 719.79 |
| CMDR and above | LTCOL and above | WGCDR and above | 6 | 342,237 | 937.64 |
| | | | 5 | 333,881 | 914.74 |
| | | | 4 | 323,439 | 886.13 |
| | | | 3 | 309,625 | 848.29 |
| | | | 2 | 297,329 | 814.60 |
| | | | 1 | 286,886 | 785.99 |
| | | | entry | 276,441 | 757.37 |

| Chaplains | | | |
|-----------|--------|---------|--------|
| Class | Level | \$ pa | \$/day |
| Div 5 | CL 3-2 | 161,628 | 442.82 |
| | CL 3-1 | 159,275 | 436.37 |
| Div 4 | CL 3-2 | 147,603 | 404.39 |
| | CL 3-1 | 143,273 | 392.53 |
| Div 3 | CL 3-2 | 135,409 | 370.98 |
| | CL 3-1 | 131,357 | 359.88 |
| Div 2 | CL 3-3 | 107,728 | 295.15 |
| | CL 3-2 | 105,616 | 289.36 |
| | CL 3-1 | 103,544 | 283.68 |
| | CL 2-4 | 101,514 | 278.12 |
| | CL 2-3 | 99,525 | 272.67 |
| | CL 2-2 | 97,575 | 267.33 |
| | CL 2-1 | 95,662 | 262.09 |
| Div 1 | CL 2-3 | 93,787 | 256.95 |
| | CL 2-2 | 90,626 | 248.29 |
| | CL 2-1 | 87,557 | 239.88 |
| | CL 1-2 | 84,586 | 231.74 |
| | CL 1-1 | 81,696 | 223.82 |

Notes:
 * For higher duties or temporary duty only.

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:
 * Internet - www.defence.gov.au/dpe/pac
 * Intranet - intranet.defence.gov.au/PeopleConnect

| Legal Officers | | | | | |
|----------------|---------|---------|--------|---------|--------|
| Navy | Army | RAAF | Level | \$ pa | \$/day |
| RADM | MAJGEN | AVM | LL5-2 | 245,699 | 673.15 |
| | | | LL5-1 | 232,870 | 638.00 |
| | | | LL5-0 | 220,041 | 602.85 |
| CDRE | BRIG | AIRCDRE | LL5-2 | 208,778 | 571.99 |
| | | | LL5-1 | 202,710 | 555.37 |
| | | | LL5-0 | 196,642 | 538.75 |
| CAPT | COL | GPCAPT | LL-A | - | 490.34 |
| | | | LL-B | - | 475.17 |
| | | | LL 5-2 | 191,030 | 523.37 |
| | | | LL 5-1 | 184,517 | 505.53 |
| | | | LL 4 | 178,976 | 490.35 |
| | | | LL 3* | 170,713 | 467.71 |
| | | | LL-A | - | 490.34 |
| | | | LL-B | - | 475.17 |
| | | | LL 5 | 178,976 | 490.35 |
| | | | LL 4-2 | 173,437 | 475.17 |
| | | | LL 4-1 | 167,276 | 458.29 |
| | | | LL 3-2 | 162,451 | 445.07 |
| LL 3-1 | 157,725 | 432.12 | | | |
| CMDR | LTCOL | WGCDR | LL-A | - | 489.81 |
| | | | LL-B | - | 474.64 |
| | | | LL 4-4 | 150,541 | 412.44 |
| | | | LL 4-3 | 146,741 | 402.03 |
| | | | LL 4-2 | 143,163 | 392.23 |
| | | | LL 4-1 | 139,809 | 383.04 |
| | | | LL 3-4 | 134,460 | 368.38 |
| | | | LL 3-3 | 126,265 | 345.93 |
| | | | LL 3-2 | 122,172 | 334.72 |
| | | | LL 3-1 | 113,754 | 311.65 |
| | | | LL 2-4 | 97,587 | 267.36 |
| | | | LL 2-3 | 96,399 | 264.11 |
| LL 2-2 | 93,488 | 256.13 | | | |
| LL 2-1 | 90,564 | 248.12 | | | |
| LEUT | CAPT | FLTLT | LL-A | - | 489.81 |
| | | | LL-B | - | 474.64 |
| | | | LL 3-2 | 106,012 | 290.44 |
| | | | LL 3-1 | 97,587 | 267.36 |
| | | | LL 2-6 | 85,714 | 234.83 |
| | | | LL 2-5 | 82,940 | 227.23 |
| | | | LL 2-4 | 80,158 | 219.61 |
| | | | LL 2-3 | 77,396 | 212.04 |
| | | | LL 2-2 | 74,626 | 204.45 |
| | | | LL 2-1 | 71,848 | 196.84 |
| | | | LL 1 | 69,486 | 190.37 |
| SBLT | LT | FLGOFF | LL 1 | 60,443 | 165.60 |

| Dental Officers | | | | | |
|-----------------|-------|---------|--------|---------|--------|
| Navy | Army | RAAF | Level | \$ pa | \$/day |
| CDRE | BRIG | AIRCDRE | DL4 | 215,317 | 589.91 |
| | | | DL3 | 203,797 | 558.35 |
| CAPT | COL | GPCAPT | DL 4 | 203,646 | 557.93 |
| | | | DL 3 | 192,125 | 526.37 |
| CMDR | LTCOL | WGCDR | DL 4 | 187,498 | 513.69 |
| | | | DL 3 | 176,896 | 484.65 |
| LCDR | MAJ | SQNLDR | DL 2* | 157,325 | 431.03 |
| | | | DL 4 | 164,388 | 450.38 |
| | | | DL 3-3 | 154,426 | 423.08 |
| | | | DL 3-2 | 149,591 | 409.84 |
| | | | DL 3-1 | 144,896 | 396.98 |
| | | | DL 2-3 | 136,038 | 372.71 |
| | | | DL 2-2 | 131,737 | 360.92 |
| LEUT | CAPT | FLTLT | DL 2-1 | 127,561 | 349.48 |
| | | | DL 4 | 149,856 | 410.56 |
| | | | DL 3-3 | 140,719 | 385.53 |
| | | | DL 3-2 | 136,280 | 373.37 |
| | | | DL 3-1 | 131,974 | 361.57 |
| | | | DL 2-3 | 123,846 | 339.30 |
| | | | DL 2-2 | 119,900 | 328.49 |
| | | | DL 2-1 | 116,067 | 317.99 |
| | | | DL 1-2 | 90,539 | 248.05 |
| | | | DL 1-1 | 87,169 | 238.82 |

| Medical Officers | | | | | | | | |
|------------------|---------|---------|--------|---------|--------|--------|---------|--------|
| Navy | Army | RAAF | Level | \$ pa | \$/day | | | |
| RADM | MAJGEN | AVM | ML 4 | 281,674 | 771.71 | | | |
| | | | ML 3 | 261,408 | 716.19 | | | |
| CDRE | BRIG | AIRCDRE | ML 4 | 257,581 | 705.70 | | | |
| | | | ML 3 | 237,313 | 650.17 | | | |
| | | | ML 4-4 | 245,908 | 673.72 | | | |
| | | | ML 4-3 | 241,143 | 660.67 | | | |
| | | | ML 4-2 | 236,380 | 647.62 | | | |
| CAPT | COL | GPCAPT | ML 4-1 | 231,618 | 634.57 | | | |
| | | | ML 3-5 | 225,661 | 618.25 | | | |
| | | | ML 3-4 | 218,517 | 598.68 | | | |
| | | | ML 3-3 | 211,371 | 579.10 | | | |
| | | | ML 3-2 | 204,225 | 559.52 | | | |
| | | | ML 3-1 | 197,078 | 539.94 | | | |
| | | | ML 2-7 | 187,018 | 512.38 | | | |
| | | | ML 2-6 | 179,874 | 492.81 | | | |
| | | | ML 2-5 | 172,727 | 473.22 | | | |
| | | | ML 2-4 | 165,582 | 453.65 | | | |
| | | | ML 2-3 | 159,257 | 436.32 | | | |
| | | | ML 2-2 | 157,100 | 430.41 | | | |
| | | | ML 2-1 | 152,878 | 418.84 | | | |
| | | | CMDR | LTCOL | WGCDR | ML 4-4 | 233,998 | 641.09 |
| | | | | | | ML 4-3 | 229,235 | 628.04 |
| ML 4-2 | 224,471 | 614.99 | | | | | | |
| ML 4-1 | 219,708 | 601.94 | | | | | | |
| ML 3-5 | 213,752 | 585.62 | | | | | | |
| ML 3-4 | 206,607 | 566.05 | | | | | | |
| ML 3-3 | 199,462 | 546.47 | | | | | | |
| ML 3-2 | 192,317 | 526.90 | | | | | | |
| ML 3-1 | 185,171 | 507.32 | | | | | | |
| ML 2-7 | 175,110 | 479.75 | | | | | | |
| ML 2-6 | 167,964 | 460.18 | | | | | | |
| ML 2-5 | 160,818 | 440.60 | | | | | | |
| ML 2-4 | 153,673 | 421.02 | | | | | | |
| ML 2-3 | 147,348 | 403.69 | | | | | | |
| ML 2-2 | 145,193 | 397.79 | | | | | | |
| ML 2-1 | 140,968 | 386.21 | | | | | | |
| LCDR | MAJ | SQNLDR | ML 4-4 | 210,792 | 577.51 | | | |
| | | | ML 4-3 | 206,030 | 564.47 | | | |
| | | | ML 4-2 | 201,266 | 551.41 | | | |
| | | | ML 4-1 | 196,502 | 538.36 | | | |
| | | | ML 3-5 | 190,547 | 522.05 | | | |
| | | | ML 3-4 | 183,402 | 502.47 | | | |
| | | | ML 3-3 | 176,257 | 482.90 | | | |
| | | | ML 3-2 | 169,111 | 463.32 | | | |
| | | | ML 3-1 | 161,966 | 443.74 | | | |
| | | | ML 2-7 | 151,905 | 416.18 | | | |
| | | | ML 2-6 | 144,759 | 396.60 | | | |
| | | | ML 2-5 | 137,613 | 377.02 | | | |
| ML 2-4 | 130,467 | 357.44 | | | | | | |
| ML 2-3 | 124,143 | 340.12 | | | | | | |
| ML 2-2 | 120,134 | 329.13 | | | | | | |
| ML 2-1 | 116,242 | 318.47 | | | | | | |
| ML 1-2 | 93,614 | 256.48 | | | | | | |
| ML 1-1 | 90,564 | 248.12 | | | | | | |
| LEUT | CAPT | FLTLT | ML 4-4 | 200,075 | 548.15 | | | |
| | | | ML 4-3 | 195,312 | 535.10 | | | |
| | | | ML 4-2 | 190,547 | 522.05 | | | |
| | | | ML 4-1 | 185,784 | 509.00 | | | |
| | | | ML 3-5 | 179,830 | 492.68 | | | |
| | | | ML 3-4 | 172,686 | 473.11 | | | |
| | | | ML 3-3 | 165,539 | 453.53 | | | |
| | | | ML 3-2 | 158,393 | 433.95 | | | |
| | | | ML 3-1 | 151,247 | 414.38 | | | |
| | | | ML 2-7 | 141,187 | 386.81 | | | |
| | | | ML 2-6 | 134,042 | 367.24 | | | |
| | | | ML 2-5 | 126,895 | 347.66 | | | |
| | | | ML 2-4 | 119,751 | 328.08 | | | |
| | | | ML 2-3 | 111,387 | 305.17 | | | |
| | | | ML 2-2 | 107,751 | 295.21 | | | |
| ML 2-1 | 104,219 | 285.53 | | | | | | |
| ML 1-2 | 83,958 | 230.02 | | | | | | |
| ML 1-1 | 81,121 | 222.25 | | | | | | |
| Resident | | | - | 71,848 | 196.84 | | | |

ADF Reserve Pay Rates - 3 November 2016

Other Ranks (\$ per day)

| Navy | Army | RAAF | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|--------|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | | | RAA | RAB | RAC | RAD | RAE | RAF | RAG | RAH | RAI | RAJ |
| CPO | WO2 | FSGT | 1 | 197.25 | 204.20 | 213.12 | 222.76 | 233.17 | 244.41 | 256.55 | 269.65 | 283.81 | 299.10 |
| | | | 0 | 193.17 | 200.13 | 209.05 | 218.69 | 229.10 | 240.33 | 252.47 | 265.58 | 279.73 | 295.03 |
| | SSGT | | 0 | 186.69 | 193.65 | 202.57 | 212.21 | 222.61 | 233.85 | 245.98 | 259.09 | 273.25 | 288.55 |
| PO | SGT | SGT | 2 | 174.10 | 181.05 | 189.98 | 199.61 | 210.02 | 221.26 | 233.39 | 246.50 | 260.66 | 275.95 |
| | | | 1 | 170.47 | 177.43 | 186.35 | 195.99 | 206.40 | 217.64 | 229.76 | 242.88 | 257.04 | 272.33 |
| | | | 0 | 166.92 | 173.88 | 182.81 | 192.44 | 202.85 | 214.09 | 226.22 | 239.33 | 253.49 | 268.79 |
| LS | CPL | CPL | 2 | 150.48 | 157.44 | 166.36 | 175.99 | 186.41 | 197.64 | 209.78 | 222.88 | 237.04 | 252.34 |
| | | | 1 | 147.33 | 154.29 | 163.21 | 172.85 | 183.25 | 194.49 | 206.63 | 219.74 | 233.89 | 249.18 |
| | | | 0 | 144.24 | 151.20 | 160.12 | 169.76 | 180.16 | 191.41 | 203.54 | 216.65 | 230.81 | 246.11 |
| | LCPL | | 0 | 132.68 | 139.64 | 148.56 | 158.20 | 168.61 | 179.84 | 191.98 | 205.09 | 219.24 | 234.54 |
| AB | PTE(P) | LAC | 0 | 129.94 | 136.90 | 145.82 | 155.46 | 165.87 | 177.11 | 189.24 | 202.35 | 216.51 | 231.80 |
| SMN | PTE | AC | 0 | 127.25 | 134.22 | 143.13 | 152.77 | 163.18 | 174.42 | 186.56 | 199.66 | 213.82 | 229.12 |

Warrant Officers (\$ per day)

| Rank | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| WO1 - Tier C | | | | | | | | | RXR | RXS | RXT |
| | 0 | - | - | - | - | - | - | - | 293.34 | 307.51 | 322.80 |
| WO1 - Tier B | | | | | RXD | RXE | RXF | RXG | RXH | RXI | RXJ |
| | 0 | - | - | - | 246.45 | 256.86 | 268.10 | 280.24 | 293.34 | 307.51 | 322.80 |
| WO1 - Tier A | | RWA | RWB | RWC | RWD | RWE | RWF | RWG | RWH | RWI | RWJ |
| | 1 | 214.15 | 221.11 | 230.04 | 239.66 | 250.07 | 261.30 | 273.45 | 286.56 | 300.72 | 316.01 |
| | 0 | 209.73 | 216.68 | 225.61 | 235.25 | 245.65 | 256.88 | 269.03 | 282.13 | 296.29 | 311.58 |

Other Rank Appointed as Officer - Transitional (Closed to New Entrants) (\$ per day)

| Navy | Army | RAAF | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | | | RSA | RSB | RSD | RSF | RSI | RSJ | RSK | RSL | RSM | RSN |
| LEUT | CAPT | FLTLT | 3 | 223.19 | 234.83 | 248.27 | 259.90 | 272.88 | 287.42 | 302.02 | 317.83 | 333.63 | 344.19 |
| | | | 2 | 217.83 | 229.47 | 242.90 | 254.54 | 267.52 | 282.05 | 296.66 | 312.46 | 328.26 | 338.82 |
| | | | 1 | 212.45 | 224.08 | 237.53 | 249.16 | 262.13 | 276.68 | 291.27 | 307.08 | 322.88 | 333.44 |
| | | | 0 | 207.09 | 218.73 | 232.18 | 243.81 | 256.78 | 271.33 | 285.92 | 301.73 | 317.54 | 328.09 |
| SBLT | LT | FLGOFF | 3 | 201.75 | 213.38 | 226.82 | 238.45 | 251.43 | 265.98 | 280.58 | 296.37 | 312.18 | 322.73 |
| | | | 2 | 196.38 | 208.02 | 221.45 | 233.09 | 246.06 | 260.61 | 275.21 | 291.01 | 306.82 | 317.37 |
| | | | 1 | 191.02 | 202.66 | 216.09 | 227.73 | 240.71 | 255.25 | 269.84 | 285.65 | 301.45 | 312.01 |
| | | | 0 | 185.64 | 197.28 | 210.71 | 222.35 | 235.32 | 249.87 | 264.46 | 280.27 | 296.08 | 306.62 |
| ASLT | 2LT | PLTOFF | 0 | 180.30 | 191.94 | 205.36 | 217.00 | 229.98 | 244.52 | 259.13 | 274.92 | 290.73 | 301.28 |

Officers (\$ per day)

| Navy | Army | RAAF | Incr | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|-------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | | | RGA | RGB | RGD | RGF | RGI | RGJ | RGK | RGL | RGM | RGN |
| CAPT | COL | GPCAPT | 1 | 408.54 | 420.18 | 433.61 | 445.24 | 458.22 | 472.77 | 487.37 | 503.16 | 518.97 | 529.53 |
| | | | 0 | 396.92 | 408.56 | 421.99 | 433.62 | 446.60 | 461.15 | 475.74 | 491.55 | 507.35 | 517.91 |
| CMDR | LTCOL | WGCDR | 1 | 348.97 | 360.61 | 374.06 | 385.69 | 398.66 | 413.21 | 427.81 | 443.61 | 459.41 | 469.97 |
| | | | 0 | 337.58 | 349.22 | 362.66 | 374.29 | 387.27 | 401.81 | 416.41 | 432.22 | 448.01 | 458.58 |
| LCDR | MAJ | SQNLDR | 2 | 252.47 | 264.11 | 277.54 | 289.18 | 302.16 | 316.70 | 331.30 | 347.10 | 362.90 | 373.46 |
| | | | 1 | 244.48 | 256.13 | 269.56 | 281.19 | 294.17 | 308.72 | 323.32 | 339.12 | 354.92 | 365.47 |
| | | | 0 | 236.47 | 248.12 | 261.55 | 273.18 | 286.16 | 300.71 | 315.30 | 331.12 | 346.92 | 357.47 |
| LEUT | CAPT | FLTLT | 5 | 223.19 | 234.83 | 248.27 | 259.90 | 272.88 | 287.42 | 302.02 | 317.83 | 333.63 | 344.19 |
| | | | 4 | 215.59 | 227.23 | 240.67 | 252.31 | 265.28 | 279.82 | 294.42 | 310.22 | 326.03 | 336.59 |
| | | | 3 | 207.97 | 219.61 | 233.04 | 244.68 | 257.66 | 272.21 | 286.80 | 302.61 | 318.41 | 328.96 |
| | | | 2 | 200.39 | 212.04 | 225.47 | 237.10 | 250.09 | 264.63 | 279.22 | 295.03 | 310.84 | 321.39 |
| | | | 1 | 192.82 | 204.45 | 217.89 | 229.53 | 242.50 | 257.05 | 271.64 | 287.45 | 303.25 | 313.81 |
| | | | 0 | 185.21 | 196.84 | 210.28 | 221.92 | 234.89 | 249.44 | 264.04 | 279.84 | 295.64 | 306.20 |
| SBLT | LT | FLGOFF | 3 | 172.26 | 183.90 | 197.33 | 208.97 | 221.94 | 236.48 | 251.08 | 266.89 | 282.69 | 293.25 |
| | | | 2 | 166.01 | 177.64 | 191.08 | 202.71 | 215.69 | 230.23 | 244.84 | 260.64 | 276.44 | 286.99 |
| | | | 1 | 159.85 | 171.49 | 184.93 | 196.56 | 209.54 | 224.08 | 238.68 | 254.49 | 270.29 | 280.85 |
| | | | 0 | 153.96 | 165.60 | 179.04 | 190.67 | 203.65 | 218.20 | 232.79 | 248.59 | 264.40 | 274.96 |
| ASLT | 2LT | PLTOFF | 1 | 148.91 | 160.55 | 173.99 | 185.62 | 198.59 | 213.14 | 227.73 | 243.54 | 259.34 | 269.90 |
| | | | 0 | 143.85 | 155.49 | 168.92 | 180.56 | 193.53 | 208.08 | 222.68 | 238.48 | 254.29 | 264.84 |

Trainees (\$ per day)

| Rank | RET |
|---|--------|
| Recruit - basic training | 100.19 |
| PTE (E), not completed cat trg/mil trade test | 114.51 |
| | RT8 |
| Officer Training Unit - without degree | 116.62 |
| | RT9 |
| Officer Training Unit - degree | 132.17 |

Senior Officers (\$ per day)

| Navy | Army | RAAF | Incr | 1 | 2 | 3 |
|------|--------|---------|------|----------|--------|--------|
| ADM | GEN | ACM | | RG1 | | |
| | | | 0 | 1,625.69 | | |
| | | | | RGK | RGM | RGN |
| VADM | LTGEN | AIRMSHL | 0 | 1,068.56 | | |
| RADM | MAJGEN | AVM | 1 | 667.76 | | |
| | | | 0 | 632.81 | | |
| CDRE | BRIG | AIRCDRE | 1 | 534.74 | 567.29 | 578.17 |
| | | | 0 | 519.18 | 550.78 | 561.34 |

Notes:

* PMKEYS pay grade codes are displayed in red.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: ADF Payroll and ADF pensions to former members

Question reference number: 166

Senator/Member: Farrell

Type of question: provided in writing

Date set by the committee for the return of answer: 9 December 2016

Question:

What is the current total annual payroll for Uniformed Members of the Australian Defence Force? What is the current total annual payout of pensions to former uniformed members of the Australian Defence Force?

Answer:

The total payment for wages and salaries for 2015-16 for members of the Australian Defence Force was \$4,731.5 million (Defence Annual Report 2015-16, Volume 2, page 21).

The total payment for Income Support Pensions in 2015-16 was \$2,480.1 million.

The total payment for Disability Support Pensions in 2015-16 was \$1,537.2 million.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Publication of Rapke Report

Question reference number: 167

Senator: Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Can the Government advise if it will be publishing the Rapke Report?

Answer:

The Government does not intend to publicly release the full Rapke Report. A redacted version of the report is available through the National Archives of Australia. The redactions relate to children's names and associated information that may identify them and are consistent with former ministerial undertakings and confidentiality assurances given personally to a number of the children by Judge Rapke at the time of his investigations in 1971.

Senate Standing Committee on Foreign Affairs, Defence and Trade

Senate Supplementary Budget Estimates – 19 October 2016

ANSWER TO QUESTION ON NOTICE

Department of Defence

Topic: Government Release of 2nd Volume of DLA Piper Inquiry

Question reference number: 168

Senator Farrell

Type of question: Written

Date set by the committee for the return of answer: 9 December 2016

Question:

Can the Government advise if it will be releasing the second volume of the Piper Inquiry?

Answer:

The Department of Defence is not aware of plans to release the second volume.