

INTEGRATION OF WOMEN IN THE NAVY AND HMAS SWAN

CHRONOLOGY OF EVENTS

- September 1984
All women who joined the Navy from 3 September 1984 informed that they would be liable for sea service
- 3 November 1986
DI(N) PERS 44 - 2 "Employment of Women in the Defence Force"
DI(N) PERS 23 - 1 "Application of the Sex Discrimination Act to the Australian Defence Force"
DI(N) PERS 23 - 2 "Sexual Harassment"
- 3 July 1989
Dr Wheat commences work at HMAS CERBERUS under contract as a full-time medical practitioner
- 30 May 1990
Press release from the Hon Gordon Bilney MP, Minister for Defence Science and Personnel, "Combat - Related roles for Women"
- 4 June 1990
Message to RAN Personnel issued by the Chief of Naval Staff (VADM M Hudson), "Mixed Gender Awareness - Sexual Harassment"
- 15 February 1991
The Chief of Naval Staff (VADM M Hudson) issues "Protocols on the Employment of Women in the RAN"
- March 1991
The Maritime Commander Australia (RADM K Doolan) issues "Guidelines on the Employment and Treatment of women at Sea"
- 31 July 1991
DI(N) PERS 40 - 15 "Sexual Assault"
- 25 September 1991
DI(N) PERS 5 - 7 "Critical Incident Stress Management"
- 30 October 1991
CMDR Moie commences as Commanding Officer HMAS SWAN
- 19 December 1991
Director of Naval Training and Education gives approval for Mixed Gender Awareness training modules to be trialled

- February/March 1992
Modifications made to SWAN to provide suitable accommodation for female sailors
- 5 March 1992
Navy engineering study into standards of living for male and female personnel in all RAN ships, reports
- 8 March 1992
16 member RANTEWSS team (including 4 women) embarks on SWAN for the K92 and Asia deployments
- 27 March 1992
Dr Wheat joins the Naval Reserve as Lieutenant (RANR)
- Late April 1992
RANTEWSS team stands down for one month
- Early May 1992
Dr Wheat completes NBCD course at HMAS PENGUIN
- 24 May 1992
Dr Wheat embarks on SWAN for the Asia deployment
- 26 May 1992
SWAN departs HMAS STIRLING for the Asia deployment
- 1 - 3 June 1992
SWAN visits Singapore
- 3 - 4 June 1992
SWAN conducts joint exercises with the Singaporean Navy in the South China Sea
- 4 - 10 June 1992
SWAN visits Singapore
- 15 - 18 June 1992
SWAN visits Manila
- 19 - 22 June 1992
SWAN visits San Fernando, the Philippines
- 21 June - 9 August 1992
Chaplain Thiem embarks on HMAS SWAN
- 22 June 1992
DI(N) PERS 16 - 5 "Unacceptable Sexual Behaviour by Members of the Australian Defence Force" issued

- 22 June - 27 July 1992
Dr Wheat embarks on HMAS WESTRALIA
- 25 - 30 June 1992
SWAN visits Sasebo, Japan
- 27 June 1992
Sub-Lieutenants Mary Ganter and Michelle Miller embark on HMAS SWAN
- 30 June - 1 July 1992
SWAN exercises with Japanese Maritime Self Defence Force in the East China Sea
- 30 June 1992
Dr Wheat submits a Posting Preference form indicating a desire for either 2 years continuous full-time service in the Reserves or transfer to the Permanent Naval Force
- 3 - 6 July 1992
SWAN visits Inchon, South Korea
- 8 July 1992
LSEW Connelly and LSEW Flannery see Chaplain Thiem regarding the problems they are encountering with CPO Broad
- Sometime between 3 and 10 July 1992
CAPT Mole interviews LS Flannery, in the presence of CPO Broad, about her complaints with the assessment in her PERS 1
- 10 - 18 July 1992
SWAN visits Hong Kong
LS Flannery, aided by LS Connelly, attempts to have her leg broken by British servicemen
- Officers from SWAN and WESTRALIA visit a restaurant on Lamma Island
- 17 July 1992
CAPT Mole forwards to MHQ the ship's medical journal for 1 January - 30 June prepared by Dr Wheat
- 24 - 27 July 1992
SWAN visits Jakarta
- 24 July 1992
Crew's leave stopped because of a drinking incident

27 July 1992

Dr Wheat rejoins HMAS SWAN

4 - 8 August 1992

CAPT Mole is alerted by the Coxswain that Dr Wheat appears upset. CAPT Mole seeks to establish the nature of Dr Wheat's concerns and invites Dr Wheat to submit further written comment.

LEUT Bartlett is reprimanded and removed from his post as Operations Officer. CAPT Mole also directs LCDR Spruce to speak to members of wardroom about their behaviour.

LEUT Bartlett apologises to Dr Wheat

5 - 10 August 1992

SWAN visits Madras, India

15 - 24 August 1992

SWAN visits Lumut, Malaysia

15 August 1992

alleged sexual assault of Dr Wheat by LCDR James

16 August 1992

Dr Wheat and LCDR James visit Ipoh for the day

17 August 1992

Dr Wheat informs the Coxswain that she may have been sexually assaulted. The Coxswain reports this to CAPT Mole who begins preliminary investigations and requests an investigation team from MHQ

19 August 1992

The investigation team comprising CMDR Horobin and LCDR Flynn (policeman) and CAPT Flynn (doctor) arrive in Lumut

20 August 1992

Dr Wheat is interviewed by CMDR Horobin and LCDR Flynn and is medically examined by CAPT Flynn

Dr Wheat moves from SWAN to a hotel

20 - 22 August 1992

CMDR Horobin and LCDR Flynn interview other members of SWAN's crew

22 August 1992

The investigation team interviews LCDR James

Dr Wheat provides a hand written statement of the incident. An edited final version is typed and signed by Dr Wheat

The team returns to Australia

23 August 1992

Dr Wheat returns to HMAS WESTRALIA

24 - 26 August 1992

SWAN exercises with Malaysian Navy in the Malacca Strait

25 August 1992

CAPT Mole interviews LS Connelly about the care arrangements for her daughter and offers to have her flown back to Australia. She declines this offer

26 August - 4 September 1992

SWAN visits Singapore

LCDR A McLaren replaces Dr Wheat for the remainder of the deployment

27 August 1992

CMDR Mole's posting as Commander Australian Submarine Squadron, with the rank of Acting Captain, and to take effect on 18 January 1993, announced

29 August 1992

Dr Wheat returns to Australia. Possibility of a posting to COONAWARRA discussed with Dr Wheat

4 - 7 September 1992

SWAN participates in a combined exercise in the South China Sea

9 - 21 September 1992

SWAN visits Sattahip, Thailand

9 September 1992

CMDR Horobin and LCDR Flynn interview Dr Wheat a second time. They also interview her husband, Mr John Beaumont

16 September 1992

Investigation team's report concluded

18 September 1992

Dr Wheat requests to be transferred from the Reserves to the Permanent Naval Force and from HMAS CERBERUS to HMAS COONAWARRA

21 - 24 September 1992

SWAN exercises with the Thai Navy in the South China Sea

25 September 1992

LCDR TR Hoyle RANR, Deputy Senior Crown Prosecutor, provides first opinion on proceeding to court martial

30 September 1992

Personal Memorandum on sexual harassment from the Maritime Commander Australia (RADM R Walls) issued to all Commanding Officers

Dr Wheat provided with a copy of her statement in relation to the alleged sexual assault, in response to her request

2 October 1992

SWAN returns to HMAS STIRLING

Dr Wheat withdraws her request for transfer to the Permanent Naval Force

3 October 1992

Dr Wheat's 134 Continuous Full Time Service contract as Medical Officer, HMAS SWAN concludes

5 October 1992

Dr Wheat re-submits request for transfer to PNF and posting to COONAWARRA

12 October 1992

Dr Wheat re-submits a request to join the Permanent Naval Force

19 October 1992

Dr Wheat provided with a copy of the transcript between herself and the investigation team, at her request

25 October 1992

Fleet Legal Officer receives Dr Wheat's second statement, dated 9 October 1992, about the alleged assault of 15 August 1992

26 October 1992

LCDR TR Hoyle RANR, after receiving Dr Wheat's statement dated 9 October and interviewing her, provides a second opinion on proceeding to court martial

10 November 1992

Dr Wheat writes to LCDR McConachie, Fleet Legal Officer, stating that she is "still keen to proceed with charges of sexual assault against LCDR James"

12 November 1992

Navy receives LEUT MJ Slattery RANR opinion on proceeding to court martial

Mr John Beaumont writes to Mr Peter Reith MP with his complaints about Navy's treatment of Dr Wheat

16 November 1992

Dr Wheat orally withdraws her request for transfer to the Permanent Naval Force "upon advice that the posting to HMAS COONAWARRA was no longer available"

LCDR James charged with sexual assault of Dr Wheat

17 November 1992

Dr Wheat receives the PR5 raised by CAPT Mole assessing her performance while embarked on SWAN. She refuses to sign it

19 November 1992

Mr John Beaumont writes to Peter Reith MP citing the COONAWARRA posting and the PR5 as examples of Navy's mistreatment of Dr Wheat

20 November 1992

Maritime Commander signs convening document for Court Martial of LCDR James

24 November 1992

CMDR Paul Willee RANR is appointed as legal counsel for Dr Wheat, initially for the court-martial and subsequently for the Board of Inquiry. He has continued as her legal counsel for the Senate inquiry and compensation claims

25 November 1992

Dr Wheat writes to the Minister for Defence Science and Personnel, Gordon Bilney MP, setting out her complaints about Navy's treatment of her. This is referred to the Chief of Naval Staff (VADM I MacDougall) who directs the Maritime Commander Australia (RADM R Walls) and the Assistant Chief of the Naval Staff - Personnel (RADM D Chalmers) to investigate Dr Wheat's allegations

8 December 1992

Paper prepared by Commander Carolyn Brand for the Maritime Commander Australia (RADM R Walls), entitled "Assimilation of Women at Sea"

9 December 1992

Court martial of LCDR James begins

11 December 1992

Personal Memorandum on sexual harassment from the Maritime Commander Australia (RADM R Walls) to all Commanding Officers

The Chief of Naval Staff (VADM MacDougall) refers the letters from Dr Wheat and Mr John Beaumont to the Maritime Commander Australia (RADM R Walls) and the Assistant Chief of the Naval Staff - Personnel (RADM D Chalmers) for their investigation of the allegations made

15 December 1992

Initial Navy contact with Triulzi Collins Solutions concerning gender awareness training

17 December 1992

The Assistant Chief of the Naval Staff - Personnel (RADM D Chalmers) writes to Dr Wheat explaining that if she transfers to the Permanent Naval Force she will lose rank seniority but retain pay seniority and offers her "a one year extension to [her] contract in HMAS CERBERUS or two years continuous full time service on the RANR in HMAS ALBATROSS." He also advises her that "transfer to the PNF requires an unfettered ability to move freely between postings in any locality, and that [she] would be liable for further sea service"

18 December 1992

Court-martial acquits LCDR James of the sexual assault of Dr Wheat

Dr Wheat's contract as a civilian medical practitioner at HMAS CERBERUS expires

21 December 1992

The Board of Inquiry convened by the Maritime Commander Australia (RADM R Walls) begins taking evidence into the events on SWAN

23 December 1992

The Assistant Chief of the Naval Staff - Personnel (RADM D Chalmers) reports to the Chief of Naval Staff on the matters related to conditions of employment in Dr Wheat's letter of 25 November 1993

29 December 1992

Hysterectomy performed on Dr Wheat

January 1993

The Chief of Naval Staff (VADM I MacDougall) holds discussions with Triulzi Collins Solutions and commissions the development of a gender awareness training package for all Navy personnel

18 January 1993

Captain Mole commences posting as Commander of the Australian Submarine Squadron

8 March 1993

The Board of Inquiry delivers its findings to the Maritime Commander Australia (RADM R Walls)

29 March 1993

The Chief of Staff to the Maritime Commander and the Fleet Legal Officer commence briefing tour to all RAN ships and units on "Management of Unacceptable Behaviour"

18 April 1993

Dr Wheat enters into agreement as Contract Medical Practitioner at HMAS CERBERUS

Minister responds to CMDR Willee's request for release of BOI Report, advising that he has approved the release of the Report with conditions to Dr Wheat, her husband and CMDR Willee

28 April 1993

Contract for the Good Working Relationships approved

13 May 1993

The Maritime Commander Australia (RADM R Walls) serves Notices of Cause for Censure on CAPT Mole, LCDR Spruce and LEUT Bartlett relating to SWAN

The Maritime Commander Australia (RADM R Walls) serves a Notice of Cause for Discharge on CPO Broad

1 July 1993

Request by Mr John Langmore MP on behalf of LS Connolly for a copy of the BOI Report not agreed to by Minister

29 July 1993

Dr Wheat writes to the Minister for Defence Science and Personnel, Senator the Hon J Faulkner, seeking a continuation of Commonwealth funding for her legal costs and settlement of the complaints in her letter of 25 November 1992

30 July 1993

The Chief of Naval Staff (VADM I MacDougall) censures CAPT Mole, LCDR Spruce, LEUT Bartlett and CPO Broad

1 August 1993

Dr Wheat resigns as contract medical practitioner from HMAS CERBERUS

23 August 1993

Senator Faulkner responds to Dr Wheat's letter of 25 November 1992 setting out the action Navy has taken following the findings of the Board of Inquiry

26 August 1993

Senator Faulkner invites Dr Wheat to submit a claim for compensation to Navy

Early September 1993

The Board of Inquiry Report is leaked to the Media

9 September 1993

Senator Faulkner and the Chief of Naval Staff (VADM I MacDougall) hold a Press Conference about the events on SWAN and subsequently

VADM I MacDougall offers a public apology to Dr Wheat, Ms Connelly and Ms Flannery during the Press Conference

13 September 1993

Dr Wheat writes to Senator Faulkner seeking the transcripts of the court-martial and Board of Inquiry as well as "[his] commitment to meet [her] reasonable legal expenses in reviewing the court-martial, in advising [her] in respect of obtaining compensation and lastly in assisting [her] in relation to the Senate hearing"

16 September 1993

Senator Faulkner responds to Dr Wheat's letter of 13 September that "subject to the receipt of authorising advice from the Attorney-General's Department" and the removal of personal information "all available parts of the transcript [of the court-martial] will be given to CMDR Willee"

He is prepared to release the transcript of the BOI on "condition that it be used by [Dr Wheat] only for [the] purposes [of preparing her case before the Senate and a possible claim or claims for compensation]". He advises that he has "put in train measures to have legal aid approved, with the usual reasonable costs conditions to apply"

17 September 1993

The Chief of Naval Staff Advisory Committee (CNSAC) endorses the Good Working Relationships Project strategy recommended by Triulzi Collins Solutions for eradicating all forms of inappropriate behaviour in the workplace

29 September 1993

The Senate refers the matter of sexual harassment in the Defence Force, with particular regard to the events on HMAS SWAN, to the Senate Standing Committee on Foreign Affairs, Defence and Trade for inquiry and report

Navy implements "Operation Lifeguard" and opens a toll-free hotline for personnel who are subjected to sexual harassment

29 October 1993

The Chief of Naval Staff (VADM I MacDougall) formally apologises by letter to Dr Wheat

4 February 1994

The Senate Committee on Foreign Affairs, Defence and Trade begins hearings into the matters in the terms of reference

22 February 1994

Dr Wheat lodges with the HREOC a dormant claim against the Commonwealth and members of the Navy