

DOCUMENT 1

AIDN NATIONAL NEWSLETTER

Welcome to our first newsletter of 2024



It's difficult to imagine that we are well into January, from the Operations team at AIDN, we hope you had a great Christmas and New Years and had the chance to spend some quality time with family and friends.

This year will become a significant one in the fact that we are expecting the release of the Naval Shipbuilding review, the release of the Integrated Investment Plan, updates on MSPs and DSS panels, further development of both AUKUS Pillar 1 & 2, greater definition of the GWEO Enterprise, and hopefully, the generation of large volumes of work for our membership.

We also anticipate the release of the Governments Defence Industry Development Strategy.

All of this by the end of the second quarter of 2024.

We have of course been waiting for many of these reports for several months.

We know that there must be winners and losers with the IIP, hopefully more winners.

Without the IIP it becomes increasingly difficult, if not impossible, for many of you to undertake vital business planning. The levels of investment required in infrastructure and employees cannot proceed without understanding the business environment you will be operating in.

We at AIDN understand that for many of you Defence contracts have slowed or stopped altogether whilst these reviews are completed, we understand that anticipated order intake has reduced as work is not flowing from the Defence Primes, in some instances because they themselves are seeing a reduction in order intake, and in some cases they are retaining a greater amount of work in-house to ensure they can keep their workforces employed.

It is evident to all that there has been a significant reduction in defence expenditure broadly across all sectors. Unfortunately, the SME community is disproportionately absorbing more of the constraints as the work simply isn't flowing.

Defence itself is unable to progress contracting as money is diverted to ensure that the agencies assigned to delivering the Nuclear Submarine, AUKUS Pillar II, GWEO and Shipbuilding are established. We do not argue that these organisations are required, nor do we argue that these organisations require funding. The issue is a lack of proper investment from Government in the Defence Enterprise to ensure that acquisition programmes are continuing. It seems illogical for Defence to establish these bureaucracies whilst watching the very industry needed to deliver outcomes withering on the vines.

We can only hope that once these reviews and reports are delivered that they are properly funded in the budget and that there is a requirement placed on Defence to get contracts in place as efficiently and quickly as possible.



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It is paramount that in all the Government-to-Government discussions taking place that our government asserts its rights to ensure our industry is included in all the decision making...

Australia's Indigenous Defence Industry, has, in my opinion, been extremely patient with both Government and Defence itself.

However, this patience is not sustainable, nor is it possible for industry to continue to absorb the delays, your bottom lines are becoming increasingly fragile.

Our expectation is that once the IIP is delivered, Government will ensure as much work as possible is retained onshore, and that Australian companies are afforded full and proper access to the required IP and technical information, data, and understanding, so that sensible amounts of work can be transferred to Australian companies.

The Government must ensure that this is the priority for Defence. Government must ensure that Australian companies are front and centre for this work and that the large Defence Primes are contractually obligated to do this.

We cannot have a situation where work is returned offshore or allocated to foreign owned subsidiaries.

We cannot achieve a vibrant, indigenous Australian industrial base that is capable of meeting Australia's sovereign needs unless Government is proactive on this matter.

We have on many occasions called on Government to do this, and again, AIDN is

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calling on Government to commit to this strategy.

There is no logical reason for Government to not back this action plan.

The investment in Australia's Industry must come first. Australia needs to contribute to the global supply chains of our allies. There are critical resourcing issues globally, there are global skill shortages and production lines and organisations are coming under

increased stress to keep up with the demand.

Australia is well placed to be able to offset many of these shortages as we have a capability and capacity that is currently being overlooked.

It is paramount that in all the Government-to-Government discussions taking place that our government asserts its rights to ensure our industry is included in all

the decision making. AIDN has often said that AUKUS needs to be more than an export program for the US and UK Governments. If our government does not ensure that Australian Industry is part of the negotiations, then it will have failed the Australian public.

2024, will be a seismic year for Australia and Australian Industry. AIDN will be there to ensure your rights are front and centre.



Steven Miles, Deputy Premier, Queensland government representatives and stand partners at MRO Asia Pacific 2023.

Deputy Premier touches down for MRO Asia Pacific 2023

In September 2023, the Queensland Government had the privilege of leading a delegation of 10 companies to exhibit on the Queensland Government Pavilion at the MRO Asia Pacific trade show held in Singapore.

MRO Asia Pacific attracted a record number of 5,397 attendees with 200 exhibitors from 78 countries. The Deputy Premier attended to give his support for the burgeoning Queensland Aerospace sector.

The MRO delegation received in-country briefings from Trade & Investment Queensland (TIQ), the Association of Aerospace Industries Singapore (AAIS) and the Malaysia Aerospace Industry Association (MAIA). The Deputy Premier hosted a networking reception on the Queensland Government Pavilion and announced the Queensland Government's sponsorship for MRO Australasia 2024, which will be held in Brisbane on 13-14 November 2024. The Queensland government team, in collaboration with TIQ's Singapore and Indonesia desks, facilitated B2B meetings and introductions for stand partners.

Connecting life sciences with Defence – Ausbiotech 2023

The Queensland Government was the host state sponsor for Ausbiotech 2023, Australia's largest life sciences conference. Over 1300 delegates from throughout Australia and internationally attended the conference in Brisbane from 1-3 November with the Queensland Government showcasing capabilities in biomedical and other life sciences including through taking delegates on site tours.

Team Queensland showcased capabilities on a Queensland booth featuring the precincts of the Boggo Road Innovation Precinct, Herston Health Precinct, Gold Coast Health and Knowledge Precinct,

Sunshine Coast, Springfield BioPark Australia, and Townsville's TropiQ.

With increasing industry and research collaboration across biomed, sportstech and defence, sessions were hosted within the program such as "Working with defence – engagement and collaboration" with representatives of the Defence Science and Technology Group, Defence Materials Technology Centre and the Joint Health Command participating. The Queensland Defence Science Alliance also chaired a panel session discussing the vital interplay between Defence, industry and academia in developing sovereign capability.



Queensland government representatives and stand partners at Ausbiotech 2023.



AIDN MEMBERSHIP

AIDN is a membership-based industry association for the Defence industry operating Australia wide.

AIDN assists Australian SMEs through identifying and developing business opportunities in national and global supply chains. We facilitate defence and industry engagements relevant to current and proposed Defence and Security projects; provide supply chain development and diversification programs; research and disseminate market intelligence; support business missions and trade shows; and link industry with federal and state/territory government programs, grants in training, innovation, specialisation and export readiness.

How we help members:

- ◆ Help members in their dealings with the Australian Government, Government Departments and Defence prime contractors.
- ◆ Disseminate Australian Government & prime contractor defence policy & procurement information.
- ◆ Independently represent a consolidated Australian SME view to Federal, State/Territory Governments & Defence Prime Contractors.
- ◆ Facilitate networking opportunities for members at tradeshow, exhibitions and conferences and between Federal, State/Territory & Regional Defence Industry bodies.
- ◆ Assist in the development of policies focused on SMEs operating in the Defence & Security sectors.
- ◆ Advocate to Federal & State/Territory Governments, Prime Contractors & Government departments.
- ◆ Inform of, and facilitate, training opportunities relevant to business needs.

If you are interested in AIDN Membership click here:

SAVE THE DATE

Defence Industry Events For 1st Quarter, 2024

FEBRUARY 2024

- 1 2023 AIDN Young Achiever Award Nominations Open
- 20 AIDN QLD, AmCham and Business Chamber Queensland Networking Event
- 20 AIDN ACT 2024 Kick-Off Networking Event
- 20-25 Singapore Airshow 2024
- 21-25 IDEX Abu Dhabi
- 21 AIDN QLD February Member Meeting with CyberCX
- 21 ADM Congress, Canberra
- 21 2024 Defence Industry Briefing - WA
- 22 AIDN SA 'Welcome to 2024' Breakfast Event
- 28 AIDN VIC Shaping 2024 and Beyond Event
- 29 AIDN QLD Women of AIDN Networking Event
- 29 AIDN NSW 2024 Kick-Off and Networking Event hosted by JEDS
- 29 Webinar: Defence Tendering – BidWrite (1st of 3 Series)

MARCH 2024

- TBA AIDN NSW Women in Defence Industry Panel Discussion
- 6 ADM 30 Under 30 Awards, Canberra
- 8 AIDN ACT International Women's Day Event
- 8 Women in Manufacturing Breakfast, Brisbane
- 12 Webinar: Behind Closed Doors – Aurora Marketing
- 13 2024 Capability Symposium, Online
- 14 AIDN VIC – CASG Update and Industry Workshop – Lessons from the Desk
- 19 Western Australia Defence Forum, Rockingham
- 21 VDSN – Major General Jason Blaine and CASG Update
- 21 Webinar: Defence Tendering – BidWrite (2nd of 3 Series)
- 21 AIDN QLD March Member Meeting
- 21 AIDN SA – Navy Maritime Discussion
- 28 VDSN – Knowledge Workshop
- 31 VDSN – Security in a POST DSR Aukus World

APRIL 2024

- 4 VDSN – Morning tea with SIAA: Space Update
- 8-10 Sea-Air-Space, Maryland, USA
- 9-11 Undersea Defence Technology (UDT), London, UK
- 11 AIDN SA Industry Visit and Drinks
- 12 AIDN SA Women in Business Breakfast
- 18 AIDN QLD April Member Meeting
- 18 VDSN Regional Visit: La Trobe Manufacturing Association
- 18 Webinar: Defence Tendering – BidWrite (3rd of 3 Series)
- 21 Run Army, Brisbane
- 24 AIDN VIC ANZAC Lunch
- 24 AIDN QLD, MEFS and Eniquest event – Sunshine Coast
- 30 VDSN – AIC and Sovereign Industry
- TBA AIDN NSW Regional event – i3net/Hunter Defence

AmCham Address: Albanese Government's achievements in Defence

By the Hon Pat Conroy MP, Minister for Defence Industry



There are years when it seems like not a great deal happens in defence policy... and then there are months when years happen. And I think the Albanese Government has a justifiable claim

to have achieved the latter.

With the release of the Defence Strategic Review (DSR) we have begun the far-reaching recalibration of Australia's defence that will ensure the ADF is fit-for-purpose to contribute effectively to Australia's national security.

My focus has been on tooling up defence industry and the defence industrial base to deliver on the DSR's priorities – first and foremost, the delivery of a conventionally-armed, nuclear-powered submarine capability to Australia as part of our AUKUS partnership.

Australia is moving at pace along the pathway, meeting the milestones so that we are ready, willing and able to acquire – and eventually, to construct – and make best use of this world-class capability.

I'm acutely aware there can be no submarines in the water without industry to sustain them.

So we've moved swiftly to get the first Australian industry cohort into short-term targeted placements with UK industrial partners – Babcock, BAE Systems, and Rolls Royce.

HENDERSON CONSOLIDATION AND NAVAL SHIPBUILDING

Building the SSN-AUKUS nuclear powered submarines in Australia will be a

transformational uplift for Australian naval shipbuilding and the wider Australian defence industry.

As one of two major shipbuilding hubs in Australia, Henderson is an asset of national importance and pivotal to the build and sustainment of vessels for the ADF.

But the Defence Strategic Review observed that there was not enough work to sustain the number of shipbuilders at Henderson, and the Government agreed to a recommendation to examine industry consolidation options.

Now we have acted on that recommendation through a new strategic partnership with Austal Ltd at Henderson.

This will secure Henderson's future as a vital naval shipbuilding complex with the capacity and capability to meet the evolving needs of our Defence Force.

It will deliver a secure pipeline of work at Henderson, providing industry with greater certainty and helping to secure long-term skilled jobs, infrastructure investment and productivity in the local economy.

This will accelerate and expand the delivery of vessels that will provide Army with the ability to conduct littoral manoeuvre operations, consistent with the recommendations of the Defence Strategic Review.

A sovereign and enduring naval shipbuilding and sustainment industry at Henderson is central to the Government's commitment to ensuring continuous naval shipbuilding in Australia and delivering the capabilities needed to keep Australians safe.

GUIDED WEAPONS AND EXPLOSIVE ORDNANCE ENTERPRISE

At AUSMIN, Secretary Austin made a commitment to "race ahead on accelerating Australia's priority access to munitions through a streamlined acquisition process."

Australia and the US are working together on a flexible guided weapons production capability in Australia, with an initial focus on the potential for co-production of Guided Multiple Launch Rocket Systems (GMLRS) missiles by 2025.

Producing GMLRS missiles in Australia will be a stepping stone towards production of more advanced, longer range weapons in the future.

Together, we will boost our collective stocks, relieve shared supply chain pressures, supplement US holdings, and expand the combined industrial power of the Alliance.

ADVANCED STRATEGIC CAPABILITIES ACCELERATOR (ASCA)

When the DSR was released, the Government immediately took action to reprioritise Defence's capabilities in line with the Review's recommendations.

One of the six priorities was the need to lift our capacity to rapidly translate disruptive new technologies into ADF capability, in close partnership with Australian industry.

I'm very proud to say that within three months of the release of the DSR we established the Advanced Strategic Capabilities Accelerator – ASCA.

ASCA is a uniquely Australian organisation, designed around faster acquisition and better links between Defence and industry, to deliver the capabilities the soldiers, sailors and aviators of the Australian Defence Force need.

ASCA does things differently.

It takes a mission based approach to problem solving.



One of the six priorities was the need to lift our capacity to rapidly translate disruptive new technologies into ADF capability, in close partnership with Australian industry.

Its focus is to pull through innovation into asymmetric capability, with a new, fast and flexible approach to procurement.

Australian defence industry, including start-ups, small businesses and researchers, have skills and capabilities that are unique.

They have tremendous potential to create and develop asymmetric advantage for Australia – but until now, we haven't found the right way to tap them.

That's the job ASCA has been created to do.

It represents the most significant reshaping of Defence innovation in decades.

DEFENCE INDUSTRY DEVELOPMENT STRATEGY

As I've said before, the recommendations of the Defence Strategic Review are the "what" of Australia's defence planning, and the Defence Industry Development Strategy will be a big part of the "how."

The Strategy will establish the framework



The Defence Industry Development Strategy is going to give Defence, and industry, the clarity needed to get on with building the Australian industrial base and working with the industrial bases of our partners in ways that reinforce our collective resilience.

and principles for the direction of defence industry policy, with a clear plan for implementation.

It will address all the most critical factors affecting our defence industrial base, from workforce, to sovereign industrial capability priorities, to procurement.

And it will look at how we support the sustainable growth of defence exports, which are essential help to build supply chain resilience for ourselves and our partners.

The Defence Industry Development

Strategy is going to give Defence, and industry, the clarity needed to get on with building the Australian industrial base and working with the industrial bases of our partners in ways that reinforce our collective resilience.

CONCLUSION

We have made momentous decisions in 2023.

Now we have to make 2024 a momentous year of delivery.



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Is your organisation a small or medium enterprise (SME) in the defence sector?

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Sovereign Capability is not a buzz word

By the Hon Luke Howarth MP, Shadow Minister for Defence Industry



As in life, as in business, I strongly believe that life is about relationships, and the success of our future defence industry, and subsequent security of Australia, lies within the strength of collective capabilities and collaboration of

Government, the Department of Defence and Industry Stakeholders.

As a Federal Member of Parliament and a former small business owner, it is in my DNA to advocate and build Australian small businesses. As the Shadow Minister for Defence Industry, it is my focus, and priority, to ensure that the businesses who are vital weapons behind our Australian Defence Force not only survive – but thrive.

This is the job of Government and the Ministers of Government departments to lead, to drive results and to generate ideas that will demand results and delivery.

The Minister for Defence Industry's job is to drive results that build the AUSTRALIAN DEFENCE INDUSTRY.

Through my interactions with many of you, the Coalition Defence team have heard and echo the frustration and

growing resignation felt toward the lack of movement and action from this Government. When there are no orders coming in for your business – as a business owner, you take responsibility – for your employees, your stakeholders and the viable future of your business.

Sovereign Capability can't be a buzz word. Real change to turn potential and capability into delivery and action is long overdue.

The Minister must put his money where his mouth is and build our domestic industry with KPI's, action and delivery. This Government can no longer kick decisions down the road under the excuse of more reviews.

The potential within our Sovereign Defence Industry is stagnate and being suffocated by the Albanese Labor Government whose only delivery for the industry is delay and reviews.

With the right support, and policy reform, there is unlimited capacity for the full capability of the Australian Defence Industry to be unleashed.

If the time that has passed since COVID began has taught us anything, it is that we are open to future vulnerabilities if we do not act now to do two things.

1. Develop at pace, an enhanced and independent sovereign capability, so that we ensure our workforce can span the generations.

2. Ensure domestic manufacturing in Australia is supported and secured.

Big announcements don't fix big gaps in our capability. Gaps which have become blatantly obvious.

Immovable targets for Australian content across every component of our Defence catalogue must be set, measured, reported, and held accountable for our government to deliver to see our industrial base flourish.

The simple fact is there is no urgency, nor action, nor money, from this Government. The Coalition Defence Team under the Leadership of the Hon Peter Dutton MP will take the lead from opposition and hold the Government to account, because quite simply the defence of our nation and the future of our industry is at stake.

As we enter 2024, I thank you for your continued support and collaboration.

I look forward to continuing to work with you and if you wish to contact me at any time, please do not hesitate to reach out to me at luke.howarth.mp@aph.gov.au



Australian Industry & Defence Network Incorporated (AIDN) is the peak industry association for small-to-medium enterprises (SMEs) wishing to do business in the Defence and security sectors. Established in 1995, AIDN represents the interests of Australian SMEs in the Defence and security industry sectors by advocacy, representation and member services.

AIDN is focused on assisting SMEs to gain greater access to information, resources and key decision makers in the public and private sectors of the Australian and international Defence industries.

AIDN National assist the state based chapters to enhance business opportunities with Defence and Defence prime contractors, and initiatives which improve management skills and expertise. Our organisation maintains a regular dialogue with the Federal Government, CASG,

CDIC, Policy Division, and other national organisations in the Defence industry sector.

Gain advantage now through:

- Networking
- Training and Education
- Influence
- Information
- Best Practice
- Exchange of Ideas
- Collaboration
- Relationships



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GOVERNMENT**
PROCUREMENT AGENTS



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DIFFERENTIATION & VISION

MM Defence combines the advantages of being Australia's largest electrical wholesaler (unmatched access to product at competitive pricing) with a niche and tailored approach to the specific needs of Defence.

***Dedicated to Defence,
our ultimate priority is the
provision of all electrical
requirements to the
Department of Defence,
ensuring the highest
standards of service and
response time.***

CAPABILITIES

- Ⓜ National reach to all Defence sites across Australia, leveraging off our 350+ store network.
- Ⓜ Strong relationships with Global and Local Partners;
 - MM Defence leverages off its sister companies in the UK & USA to source hard to find and locally obsolete stock.
 - As a subsidiary of MMEM, MM Defence reaps the benefits of being the largest customer of Schneider Electric in Australia.
- Ⓜ Extensive portfolio of Lloyds/DNV Approved Cable brands.
- Ⓜ Manages several electrical standing offers with the Commonwealth, and our Contracts Team are well versed in this space as well as obsolescence management.

CLIENTS



KEY SUPPLY PARTNERS





Update from the office of AIDN National Chair, Carl Quarterman



The 4th Quarter for 2023 was no different to the rest of 2023 with steady business of the organisation, and many events run. There was the added increase of events celebrating the year end as well as the now Annual Symposium in Canberra.

The annual general meeting for AIDN National was completed on the 30th November following the successful second Showcase event in Canberra. One addition to the AGM was the production of our annual report which demonstrated the next step in showcasing the professional peak industry body that we are.

Following the AGM we have a couple of new faces on the board (Welcome Nathalie, and Joel), and our commitment to the members remains strong. As you know I have been re-elected as national Chair and I'm looking forward to a productive year in 2024. Following the period of reviews and steady changes to Defence industry environment, the first half of 2024 should provide insight into the direction of our



Carl Quarterman at AIDN National Dinner 2023

investment in surface fleet, and the Federal budget will give industry clarity on the direction of spend. Key industry interest will also be in AUKUS relationship development

and GWEO activities with the backdrop of a what now appears to be steady build-up of conflict around the globe. I'm looking forward to a productive 2024 for everyone.

Sovereign Defence Industry Capability


BAE Systems Australia

 90% AIC

JORN - over \$470m in Acquisition and \$520m in sustainment

 \$100 Million


Our Global Access Program has facilitated \$100m worth of contracts for Australian businesses since 2012

 Over \$700 Million

Over \$700m spent per year with our supply chain, and over \$500m with Australian suppliers

 \$1.2 Billion

Creation of more than \$1.2bn of economic value each year

 1,650 Suppliers

1,600 Companies and businesses within our Australian supply chain

 110 Graduates

Around 110 stem and early career graduate roles will be filled in 2023


 \$1 Million

\$1 million commitment to STEM outreach partnerships, new internal STEM influencers Program

40 operational sites across
Australia with a skilled workforce
of over 5500

 \$86 Million


Economic contribution to WA and NSW from the \$1.5bn extension LIF contract.

 2.3 Jobs Boost


For every BAE Systems employee, 2.3 jobs are supported in our supply chain and community.

 1000 apprentices


1000 apprentices/graduates to be employed over the life of the HCFP

 \$44.6 Million

Invested in R&D of future tech across our business in 2021

 \$1 Billion

Projected GDP contribution of the Hunter Class Frigate Program by 2028

 10% Veteran

10% Veteran workforce and we actively seek to engage with Veteran owned business.

AIDN Welcomes new National Board for 2024

AIDN National Members elected their new Board Directors at the AIDN National AGM held on Thursday, 30 November 2023.

CHAIR – CARL QUARTERMAN



(Re-electing Board Member)

Carl Quarterman is returning for his 2nd term as AIDN National Board Chair. He is currently the Managing Director of the

third-generation family-owned Queensland Gaskets in Brisbane, bringing over 20 years of experience in the engineering and defence industry and numerous State Government Ministerial Advisory roles to the AIDN National Board. A passionate and ardent advocate of Australian Manufacturing, Carl is leading his company into the modern era of high technology manufacturing and has fulfilled many roles across the AIDN Executive, including Queensland State Committee.

DEPUTY CHAIR – SARAH PAVILLARD



(Re-electing Board Member)

Sarah Pavillard is the Founder and CEO of ADROITA in Sydney, a future focused Defence engineering, professional services

and business strategy consultancy driven by the purpose of Engineering Success for Sovereign Capability. A former RAN Officer, Sarah is also a Board Member of the Submarine Institute of Australia and brings over 25 years of uniformed and civilian defence industry experience to the Board.

TREASURER – ALEXANDER ROBINSON



(Ongoing Board Member)

Alexander Robinson, former RAAF pilot trainee, is currently the Defence & Aviation Client Engagement Manager at Ocean

Software, based in Melbourne, an organisation committed to optimising

flight training and operations. A respected aviation journalist and commentator, Alexander has been an AIDN Victoria Committee Member and brings 20+ years of defence aviation, training and communications expertise to the Board.

SECRETARY – NATHALIE SARLIN



(Newcoming Board Member)

Nathalie Sarlin is the Co-Founder and General Manager of Buzzworks in Brisbane, a veteran-owned company serving

Defence and Defence

Industry with military systems integration, tender/technical support, military equipment design and rapid prototyping to evolve their combat systems. As the Australian Defence Industry Female Defence Leader of the Year for 2023, Nathalie is passionate about growing and championing opportunities for women in the Australian Defence Industry. She is also a former lawyer who brings a wealth of experience from growing a start-up to a small-to-medium enterprise, business strategy and growth through to governance, intellectual property and other legal advisory skills to the Board.

Board Members –

Sarah Cullens (Ongoing Board Member), Peter Freed (Ongoing Board Member), Joel Nevin (Newcoming Board Member)

JOEL NEVIN



(Newcoming Board Member)

Joel Nevin has previously held various positions in the Banking and Finance sector in Perth and Melbourne across

front line and head office environments. She was involved in the implementation of productivity improvement programs along with roles in a major program that involved in design, test and implementation of new software platforms for a large Australian financial institution. Prior to leaving this sector, Joel held the position of Project Manager, leading teams to implement organisational change

across 50 locations in metropolitan and regional areas. Following the success of previous programs, Joel co-founded Blacktree Technology and established the project management and administration functions to support the company as it provided technical solutions to complex radio and satellite communications problems in challenging environments in Australasia. During her career, Joel has undertaken several executive positions while being particularly passionate about the importance of Australian SMEs in the Defence Industry and supporting Veteran employment.

SARAH CULLENS



(Ongoing Board Member)

Sarah Cullens is the Founder and Managing Director of Precision Public Affairs, a bipartisan government relations firm based in Canberra and brings

almost 25 years of experience working at the highest level of the federal government for two Prime Ministers, in global corporate affairs and government relations, to the AIDN Board, Sarah was instrumental in driving the delivery of the 2023 2nd AIDN Policy Symposium and Sovereign Capability Showcase recently held in Parliament House, Canberra, which saw 32 of AIDN's member companies showcase their sovereign capability to the Members and Senators of the 47th Parliament.

PETER FREED



(Ongoing Board Member)

Peter Freed is the Founder and Managing Director at Cirrus Real Time Processing Systems in Sydney, which delivers high quality products

and services to meet our customer information processing goals in real time and mission-critical applications. Peter is also a longstanding Member of the AIDN NSW Committee and brings almost 30 years of experience in defence industry to the Board.

2nd Annual Australian Industry & Defence Network (AIDN) Policy Symposium & Sovereign Capability Showcase

On Monday 27 November 2023, AIDN welcomed more than 300 political, Defence and defence industry representatives to Parliament House for the 2nd Annual Australian Industry & Defence Network (AIDN) Policy Symposium & Sovereign Capability Showcase.

In only the second time that Australian Defence Industry has come to Parliament House, AIDN was pleased to work in partnership with the new Parliamentary Friends of Defence Industry, introduced by co-chair and longstanding defence industry advocate, Ms Meryl Swanson MP, Member for Paterson, and ADF veteran, Mr Keith Wolahan MP, Member for Menzies.

Throughout the morning, the Symposium highlighted the assets local defence industry provides for Australia and their importance to the ADF and included a spirited conversation including a debate on the future for local industry. Further, delegates heard from a wide range of Government, Defence, and industry leaders regarding the practical implications of the current global environment, and how greater collaboration between Government and industry can strengthen Australia's sovereign industrial and manufacturing capabilities.

Guest speakers included, among many others, the Minister for Defence Industry, Hon Pat Conroy MP; Minister for Defence Personnel and Veterans Affairs, Hon Matt



LR: Sarah Cullens, AIDN Board Member, Carl Quarterman, AIDN National Board Chair, The Hon. Pat Conroy MP, Minister for Defence Industry and Minister for International Development and the Pacific, Sarah Pavillard, AIDN Board Deputy Chair, Jon Hawkins, outgoing AIDN National Board Member.

Keogh MP; Secretary of the Department of Defence, Greg Moriarty; Rear Admiral David Mann CSC, Head of Joint Capabilities; Deputy Secretary for Capability, Acquisition and Sustainment Group, Chris Deeble AO CSC; and Director – Defence Strategy and National Security, Australian Strategic Policy Institute, Bec Shrimpton.

The afternoon saw another highlight of the

day unfold at the Sovereign Capabilities Showcase in Parliament House's Mural Hall. The Showcase allowed thirty-two (32) AIDN member SMEs from around the country to showcase their sovereign capability and strike up conversations about the economic, industrial and defence opportunities available through greater investment to delegates and parliamentarians from all sectors of government.

AIDN sincerely thanks the event sponsors, including the day's platinum sponsor, Synergy Group and Precision Public Affairs for their execution of this event with meticulous care. Without their support, this important event would not be possible.



In only the second time that Australian Defence Industry has come to Parliament House, AIDN was pleased to work in partnership with the new Parliamentary Friends of Defence Industry...

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Contact: info@aidn.org.au



AIDN Showcase



The Hon. Luke Howarth MP, Shadow Minister for Defence Industry and Shadow Minister for Defence Personnel



The Hon. Pat Conroy MP, Minister for Defence Industry and Minister for International Development and the Pacific



Greg Moriarty, Secretary of Department of Defence, Australia



AIDN National CEO, Brent Clark



Carl Quarterman, AIDN National Board Chair

AV-Comm Pivots: From Dick Smith To Defence

On the 2nd of November 2023, Av-Comm marked a significant milestone in its 42-year history, with the official opening of its new office in North Sydney. The event was attended by the Honourable Paul Fletcher, Member for Bradfield, Mr. James Griffin, Member for Manly, Ms. Felicity Wilson, Member for North Shore, Mr. Dick Smith, Australian entrepreneur and pilot, Mr. Amos Tepi, CEO of Telikom Limited and Mr. Ponabe Yuwa, Consulate-General of Papua, New Guinea. Av-Comm executives and other distinguished guests joined together to commemorate this momentous occasion.

Garry Cratt, Founding Director of Av-Comm, said “there are lots of exciting opportunities in Defence currently,” echoing his son Michael, Chief Executive Officer of Av-Comm, who said, “we’re focusing a lot on the Defence sector, and have some interesting programs running with Lockheed Martin,” in reference to the JP9102 program. Under Defence project JP9102, Lockheed Martin Australia – Space is poised to deliver a sovereign military satellite communications system to the ADF, with Av-Comm playing an important part in developing the technological capability.

Dick Smith, Australian aviator and entrepreneur said, when referring to Av-Comm’s growth; “They’ve done incredibly well, I’m very proud because they’re so Australian and that’s important.” “The fact that [Av-Comm] is going to be manufacturing in Australia and exporting to countries like PNG, that’s something I was never able to do, I’m quite jealous,” Dick said.

“Today we have secured over half a dozen orders for our first all Aussie made Cassowary satellite ground station and now we’re working on the next generation of Cassowary to support Army’s upcoming Land4140 program” Michael Cratt said. Garry Cratt also thanked Dick Smith for mentoring him and couldn’t believe how much the business has grown.

Av-Comm’s journey exemplifies the resilience and innovation inherent in the Australian entrepreneurial spirit.



Left to Right: Michael Cratt, CEO, Av-Comm, Hon. Paul Fletcher, Member for Bradfield, Dick Smith, Australian Entrepreneur & Pilot, Felicity Wilson, Member for North Shore, Garry Cratt, Founding Director, Av-Comm, James Griffin, Member for Manly.



Left to Right: Joel Palmer, Av-Comm, Evan Kirk, Av-Comm, Anna Murray, AIDN and Zoie Carroll, Av-Comm.

Initially providing satcom solutions, the company has not only played a pivotal role in advancing national communication

capabilities but is gearing up to deliver cutting-edge solutions to empower the Australian armed forces.

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**Left to Right:
Mr. Amos Tepi, CEO
Telikom Ltd PNG,
Michael Cratt, CEO,
Av-Comm sign MOU.**

AV-Comm Signs Mou With Telikom Limited (PNG)

On the 2nd of November 2023, Av-Comm marked a significant milestone in its 42-year history, with the official opening of its new office in North Sydney. In tandem with Av-Comm's office opening, Mr. Amos Tepi and Av-Comm's CEO, Mr. Michael Cratt officially signed a Memorandum of Understanding (MOU), further solidifying the longstanding partnership between Av-Comm and Telikom Limited.

This collaborative agreement sets the stage for a continued and strengthened relationship between the two organisations, bolstering their collective efforts to deliver resilient network capability across PNG.

Michael Cratt said in regard to the MOU, "Our heritage in the Pacific goes back to 1995. Over the years, we've found that those areas [in the broader Pacific region] need satellite communications to cover the tyranny of distance in telecommunications. We met Telikom just over a year ago, and since then, we've signed over 10 million dollars in contracts...providing resiliency for when their fibre optic networks fail. This is a fantastic milestone in Av-Comms history".

"I know I speak for the team when I say that the work we do in PNG and other Pacific countries is immensely satisfying for us perhaps more so than any other work we do because we know it makes a real improvement to people lives where



Left to Right: Mr. Amos Tepi, CEO, Telikom Ltd PNG and Michael Cratt, CEO, Av-Comm.

it provides access to tele-health or tele-education or laying the foundations for the digital economy in PNG," Cratt said.

Av-Comm's expansion and the strengthened partnership with Telikom

Limited reflect the companies' shared vision for excellence in the field of communication technology. Both entities are poised to leverage their combined expertise and resources to drive innovation and address the evolving needs of the Pacific Region.



Upcoming Training Courses

ALARP Solutions specialises in delivering governance, risk management, and system safety solutions. We are committed to supporting private and government organisations seeking to implement credible and robust risk and safety management frameworks, and policies and practices that improve business outcomes, whilst also complying with legislation and adopted standards.

Our highly qualified and experienced consultants are regarded by industry as leaders in their respective fields and we are pleased to have them delivering the following courses in Q1 2024.

Introduction to Nuclear-Powered Submarines

12 – 13 February, Canberra, ACT, \$3,300 inc GST

Developed with our UK Strategic Partner, Risktec Solutions, this education session is for those wishing to increase their awareness about Australia becoming a nuclear-powered submarine nation. Delivered by nuclear physicists, engineers and submarine specialists, the session provides a high-level understanding of nuclear energy, how it is used to power submarines, and broader considerations for Australia including the management of nuclear safety and regulation.

Fundamentals of Governance, Risk, Assurance, and Measurement

14 – 16 February, Canberra, ACT, \$3,960 inc GST

This course introduces students to the theory and practice of governance and assurance and steps them through how to build a governance framework for their organisation. It also teaches them how to practically define suitable measures for an organisation that can provide assurance to senior leaders that they are meeting their business outcomes. Students will also be introduced to structured approaches such as the Viable Systems Model, Layers of Control Framework, graphical notation techniques, and measurement theory.

Introduction to System Safety in the Defence Maritime Domain

26 February – 1 March 2024, Canberra, ACT, \$6,600 inc GST

Designed for those who have an interest in or who are responsible for: generating, reviewing or delivering of System Safety artefacts under Defence Maritime acquisition and sustainment programs. This course will provide students with an overview of relevant policies and standards, and training in the hazard identification and analysis techniques Defence requires.

To register, or find out more about these and future courses, contact
training@alarpsolutions.com.au or visit www.alarpsolutions.com.au



Update from the office of AIDN QLD President, Frank Harrington



AIDN Qld 4th Qtr Update 2023

2023 for AIDN Qld was certainly a year of positives and negatives, the level of engagement represented by attendance levels at our functions was outstanding with 80-100 at our regular monthly meetings.

The frequency and quality of events we provided I am proud to say I think we delivered to our membership base. Something that we could not control was the delivery and underwhelming result of the DSR (Defence Strategic Review) and the effect it has on members. A document that held great anticipation and potential direction for SME's has only provided more questions on what next and where to from here for the defence industry.

AUKUS could present itself as a generational positive uptick for the defence industry, however, understanding where the opportunities lay and navigating a pathway to business outcomes will be the big challenge for members going forward into 2024. Assisting our members in trying to understand how to negotiate AUKUS and its potential opportunities will be part of our activities for 2024.

I would like to thank the hosts of our monthly meetings for their support, Frontline Manufacturing, TAE Aerospace, ARM Hub, ProtoNautics, Boeing, Thales, Minecorp, EPE Trusted to Protect, and a AIDN mini tradeshow for micro and small businesses was held at Queensland Gaskets. The mini tradeshow format proved to be a huge success, and I look forward to this event continuing in the future.

Some of the other events we hosted in Queensland included:

- ◆ Breakfast in partnership with AI Group and Qld Government themed 'Scaling for Success'.
- ◆ A field trip to the Rheinmetall NIOA Munitions facility in Maryborough and to



Frank Harrington at the Christmas Party – for more see the following page.

one of our members facilities, Bendpro.

- ◆ A visit to Amberley airbase in which members got up close and personal with EA-18G Growler aircraft and got a behind the scenes insight into today's RAAF.
- ◆ Networking event in partnership with AmCham Queensland, the intention of our relationship with AmCham Queensland is to open up new networks for both membership bases.
- ◆ Four AIDN QLD Women's Networking events.
- ◆ Annual AIDN Qld Gala Dinner held at city hall with more than 350 attendees with platinum sponsor NIOA and keynote speaker Vasyi Myroshnychenko the

Ambassador of Ukraine to Australia.

- ◆ Finishing our year out with our Xmas party held at the Bronco's headquarters.

There is an action-packed schedule of events for 2024 so stay tuned! I would like to take this opportunity to thank our committee members of 2023 for their commitment to AIDN and the defence industry and a special thank you to Alanna Mahlakolisane our AIDN Qld Project Coordinator.

We are looking forward to a new start in 2024, AUKUS Pillar II-Advanced Capabilities could present long term opportunities, and we are expecting more detail on this to come.

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Contact

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AIDN QLD Christmas Party



Women's Network Meeting



ABOVE: AIDN QLD Women's Network Meeting with special guest presenter, Nathalie Sarlin of Buzzworks

LEFT: AIDN QLD Women's Network Meeting

RAAF Base Amberley Visit



AIDN QLD Members at RAAF Base Amberley with RAAF F-111



AIDN QLD Members heading to RAAF Base Amberley

October Member Meeting at EPE



October Member Meeting at EPE Trusted to Protect



Rise from the ashes

Elexon Electronics faced a devastating setback earlier this year when a lithium battery fire erupted on the morning of August 12, destroying the company's factory and all of the high-tech manufacturing equipment within it.

Through setbacks came triumph, though, as the Brisbane-based company rallied to show the wider industry what a world-class manufacturer is capable of achieving when adversity strikes.

"Seeing our entire facility reduced to rubble was incredibly difficult for the team, left to pick up the pieces and rebuild what took us nearly 20 years to achieve," said Elexon Electronics CEO, Frank Fallor.

"The only way forward was to find immediate solutions for our customers as we removed tools and test gear we could salvage, searching for a temporary facility and a plan moving forward.

"This was all done while also working with investigators and insurers to establish the cause of the fire and subsequent repairs".

Community support

It was through the help of clients, partners and even industry competitors that Elexon Electronics was able to rise from the ashes in record time.

"Incredible support offered by companies like IntelliDesign, Crystalaid and Masters & Young, gave us confidence that we can do it. On top of that, our customers had faith in our ability to bounce back, and we are very grateful for that," says Frank.

"Particularly vital help, we received from Suba Engineering and HW Technologies, who both assisted us by quickly securing our Mycronic line and all the other equipment we needed.

"Not only did local businesses, families, and staff help us out, but so did our competitors

who understand that this industry is stronger if we work together.

One company that was instrumental in assisting Elexon Electronics through the lengthy recovery process is fellow Queensland manufacturer IntelliDesign, offering an intimate understanding of the recovery efforts required.

"We rang Frank as soon as we heard, when we woke up in the US, because we were travelling at the time. We were just shocked and wanted to highlight that 'we're here and we'll do whatever we can to help'," said Intelli-Design Sales & Marketing Manager, Frank Harrington.

IntelliDesign also lost its facility to fire nearly a decade ago, offering to help Elexon Electronics through the initial planning and recovery.

"It was really a turning point for our business, recovering from it, so we shared what we had learnt and put our hand up to help," Frank Harrington said.

"It really doesn't matter if Elexon is a competitor or not. You just want to help out and support the industry."

New Building

The facility had been home to Elexon Electronics since 2006, when Peter Kuiper and Leigh Bateman founded the company, but the damage was deemed too severe to reopen the site.

After establishing that a new facility would be required, the Elexon Electronics team worked day and night to secure a suitable location. As luck would have it a new site just 1.5km from the old building was

22nd September
– a moment, the team will never forget – assembly of the first board in the new facility.



secured, at 209 Leitchs Road in Brendale, also offering a larger 3000sqm footprint.

It took just two weeks for the team to piece together a functional 1500sqm warehouse and a range of temporary production equipment, much of it borrowed from industry partners, allowing Elexon Electronics to recommence manufacturing.

“Elexon Electronics is now working on the first defence orders after our latest additions to the manufacturing setup arrived,” proudly shares Frank.” With this capability, we can start returning to full capacity as a trusted electronics manufacturing provider.”

Until November, we were busy planning and working on the building approval. Now, only six months after the devastating fire, we are moving to our new production space and finishing the set up of the manufacturing line.

“Getting an all-new facility up and running in such a short period of time has been a tremendous undertaking,” said Mr Faller.

“It simply would not have been possible without the help of industry, government, partners and as we’ve spoken about before – even competing companies that stepped in to help!”

From crawling to walking

Despite the setbacks, Elexon Electronics has had numerous manufacturing wins in recent months and even managed to exhibit at Indo-Pacific International Maritime Exposition.

“We successfully started producing mining markers and beacons for our sister company, Elexon Mining, who’s been effected by the fire incident with us. We started manufacturing a new product, IoT devices for our new mining customer, and also a couple of exciting projects for defence customers,” said Mr Faller.



Thanks to tireless efforts of Elexon Electronics’s suppliers, all the important machines, have been delivered in a record time.



IntelliDesign, one of Elexon’s competitors, were the first to help. Wendy Week, IntelliDesign’s Quality Manager, arrived on the scene early in the morning after the accident and brought snacks and a copy of their Recovery Plan.

“To have achieved this just months after losing everything is a testament to the entire team and community surrounding us, showing that we are capable of just about anything!

“The International Maritime show Indo-Pacific was a turning point for Elexon Electronics, showcasing our bright new future to existing and new customers – like a phoenix from the ashes!”

“We successfully presented our sensor technologies and smart monitoring solutions that we plan to supply to defence. It was exciting to be there and be able to share the good news that Elexon is back and will operate on even higher level than before.”

Following the devastating fire, Elexon Electronics has worked extensively with industry experts to develop safe storage and handling strategies for Li-batteries.

Advancing industry standards

Thanks to being part of the AIDN community, Elexon has also engaged with the Queensland University of Technology to advance legislation and standards for Li-batteries usage and storage.

“Elexon Electronics has taken its lithium battery safety mission one step further. Our research team will collaborate with Elexon to advance industry standards to help prevent catastrophes like this from affecting other businesses,” said Associate Professor Joshua Watts (Director for the National Battery Testing Centre (NBTC) at QUT.



“We need energy storage that’s safe, reliable and affordable, the NBTC will reduce the time and cost needed to test and validate battery systems that meet Australian and international standards,” he added.

The recent challenges Elexon faced due to the fire have reinforced the importance of belonging to a community. The collaboration within the defence community has proven invaluable, showcasing the power of unity in overcoming adversity.

“We are grateful for the support and lessons learnt during this time. If anyone in our network feels the need to fortify their safety measures or seeks insights from our experience, we welcome an open discussion. Let us continue to stand together, sharing knowledge and reinforcing the bonds that make our industry resilient,” closes on a positive note Frank Faller.





SCAN ME

Image courtesy of BAE Systems

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AIDN Pavilion at Indo Pacific

AIDN was excited to host 10 AIDN Members at the 2023 Indo Pacific International Maritime Exposition held at the International Convention Centre in Sydney during November 2023.

We would like to thank the following members who joined us at the expo:

- ◆ AusPress Systems
- ◆ Australian Defence Technology Pty Ltd
- ◆ Australian Pum Industries Pty Ltd
- ◆ Elegant Media
- ◆ Forge Advisory
- ◆ Invenio Pty Ltd
- ◆ Marenav Pty Ltd
- ◆ MEMM
- ◆ Pacific Aerospace Consulting
- ◆ Unitronix

About the event:

The three-day event recorded a little over 27,000 attendances across the three days, up from 25,000 in 2022. This was in addition to:

- ◆ 832 participating exhibitor companies/ organisations from 21 nations, across a sold-out exhibition floor 13% larger than our previous record event in 2022.
- ◆ 171 defence, industry, government and



L-R: Kayla McKenna of AIDN SA and AIDN TAS, Sarah Burke of AIDN WA, Alanna Mahlakolisane of AIDN QLD, Divine Mountney of AIDN NSW and Merreilli Barachina of AIDN VIC.



L-R: Divine Mountney of AIDN NSW, Alanna Mahlakolisane of AIDN QLD, Kayla McKenna of AIDN SA and AIDN TAS and Merreilli Barachina of AIDN VIC.

The three-day event recorded a little over 27,000 attendances

academic delegations, from 46 nations. This is a 48% increase over 2022.

- ◆ This included 25 International Chiefs of Navy or their counterparts and 21 representatives.
- ◆ More than 90 conferences, symposia and presentations across the three days of the event.

AIDN Networking Event

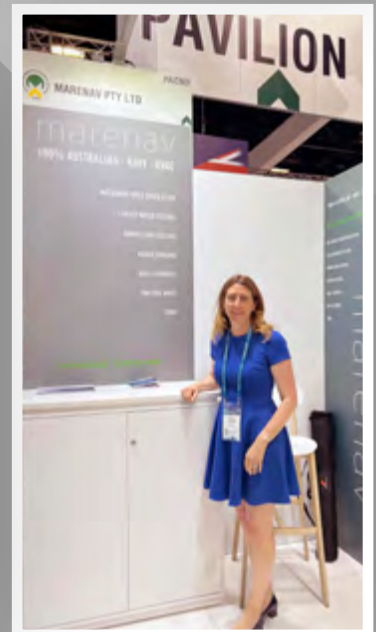
AIDN was delighted to partner with 18 AIDN of our members whose contribution, support and partnership played a key role in the success of this event. More than 350 attendees gathered to as MC AIDN NSW President, Anna Murray presented our speakers beginning with keynote speaker the Hon. Andrew Hastie MP, Shadow Minister for Defence who spoke about the dangerous times we live in and the Coalition's commitment to resolving the paradox we are seeing at the heart of Australian Defence policy at the moment.

The Shadow Minister was followed by AIDN National Board Chair, Carl Quarterman who spoke about the need for preparedness and industry's need to work toward speed to capability, and the important role members play within AIDN and thanked all for their continued support. Wrapping up the event was AIDN CEO Brent Clark who gave a stirring and forthright speech about the necessity for Defence Industry representation by government. Brent thanked the Hon. Andrew Hastie for making himself available for the event and spending time with speaking to our members. He also thanked those who supported the event as a sponsor or guest and stated that AIDN would always represent our members as they want and need to be represented.

AIDN would like to thank all of our Sponsors who made this event possible:

- ◆ Gold – BAE Systems
- ◆ Silver – Marenav, Engineering Business, Ocius, Astute, ADCG, Baker & Provan, DAS Consulting, Encompass Consulting Services, Kelly's Australia, RUD Chains, Banba Burralgas Pty Ltd, HTR Group, Bondi Partners, MMC Learning and Development, Astute Electronics Ltd, BISTEC Global Services.

Indo Pacific



Indo Pacific



Delicious canapes at the AIDN Member Networking Event, Indo Pacific 2023



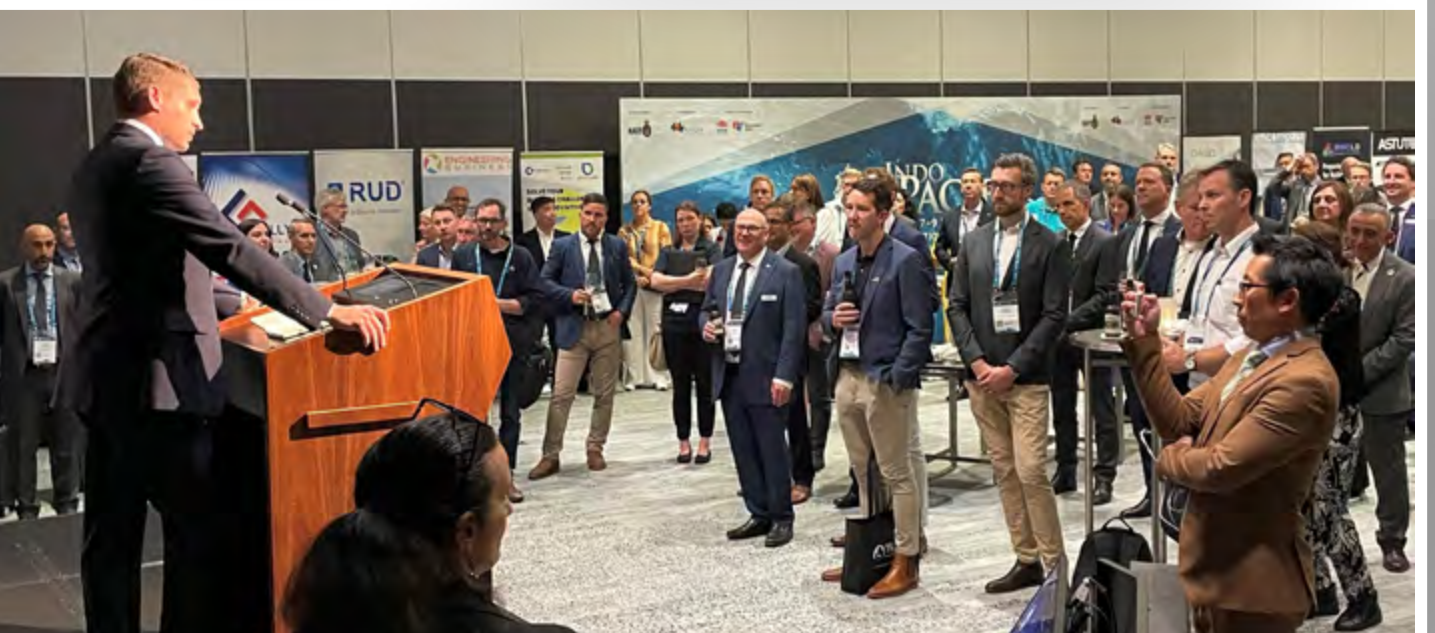
Master of Ceremonies, AIDN NSW President, Anna Murray



AIDN National Board Chair Carl Quarterman



ABOVE AND LEFT:
AIDN Members at the AIDN Member Networking Event, Indo Pacific 2023



The Hon. Andrew Hastie MP, Member for Canning and Shadow Defence Minister

If there's a hole in your online security, hackers will find it.



But not if we find it first.

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Update from the office of AIDN NT President, Jim Walker



The tropical weather has arrived here, but the construction activities across all major defence bases are continuing. Some of the major projects have indicated a “wind down” over the Christmas break, and back to full operations at the commencement of the dry season.

I would like to welcome Sian Rogers to our Team. Sian has commenced as the AIDN NT Project Officer which is now a full-time appointment. We all look forward to working with Sian to provide enhanced member services and to having a full time contact in the NT.

AIDN NT's member activity this quarter featured our Gala Dinner which is featured in this newsletter. During November we have an event Hosted by Defence Recruiting and Industry Skills Advisory Council Northern Territory (ISACNT), over a night of nibbles and drinks, the event provides the perfect opportunity for members, and non-members alike, to get together and network across industries. We will then be wrapping up the year with members invited to Christmas drinks in a tropical setting at the Zen Rooftop Bar.

The Larrakeyah Defence Precinct Redevelopment Program has seen some of the major works packages completed this year, and others near completion. The following Google snapshots show the changing appearance of the base.

The RAAF base Darwin has seen early works for it's base refresh program, and



Sian Rogers has commenced as the AIDN NT Project Officer

Fulton Hogan are mid-way through the main runway upgrade package.

Sitzler, the managing contractor for the Training Ranges Program has seen this program move from the design phase to the construction phase. Various construction packages have been awarded to local firms.

RAAF Base Tindal has a number of new build packages completed or near completion. There are still substantial works to be conducted at Tindal, notably expansive pavement works for heavy lift aircraft movements. The new year will see 2 NAVFAC packages awarded at both Tindal and RAAF Base Darwin. From a Defence Industry point of view, we anticipate significant demand for services from our member businesses in the new year, increasing with the onset of the dry season.



The RAAF base Darwin has seen early works for it's base refresh program...

NT maritime sector gears-up for opportunities on the horizon

DefenceNT, the Northern Territory Government office for growing and promoting defence industry, led its largest maritime industry delegation to Indo Pacific 2023, with over 23 businesses participating.

Attendance at Indo Pacific 2023 reinforced the Territory's strategic relationship with our Indo-Pacific neighbours, our role in supporting defence initiatives and importantly, our aim to attract new investment through promoting the NT's maintenance, supply and infrastructure capability and capacity.

While maritime service and supply businesses in Darwin have a long history supporting the Royal Australian Navy, the Australian Border Force, the US Marines and Allied partners, the development of Army's littoral manoeuvre capability brings enthusiasm to the sector as maintenance and basing opportunities are being explored to support new platforms and capability in the near future.

DefenceNT welcomes the recent announcement of NORSTA Maritime being awarded the contract to operate Navy's Regional Maintenance Centre – North. NT industry is well-positioned to deliver the maintenance and sustainment requirements of the RMC, with strong capability in fabrication; electrical and mechanical engineering; HVAC; and maritime safety, services and training. The Darwin Ship Lift and neighbouring Marine Industry Park developments will be key enablers to the RMC-N.

The NT Government and industry are working collaboratively to assist the Australian Government in realising the priorities of the DSR, including enhancing the ability for the ADF and allies to



DefenceNT Photo – Shorebarge and Australian Army

project from northern bases. The recently released Master Builders NT Billion Dollar partnership report reveals that NT industry has the capability and capacity to deliver the current and proposed future program of work across the Defence estate and infrastructure.

The Billion Dollar Partnership: The Defence Report can be found at www.mbnt.com.au/billion-dollar-partnership

NT Defence Week 2024 – 7-10 May 2024

Is your diary cleared for NT Defence Week 2024?

DefenceNT invites you to participate in the annual NT Defence Week, a series of events designed to facilitate engagement between Defence and industry stakeholders and strengthen partnerships

across Northern Australia. Centred on the annual Northern Australia Defence Summit, a program of events is being created across Darwin, Alice Springs and Katherine from 7 to 10 May 2024.

The timing of the Northern Australia Defence Summit and NT Defence Week more broadly will complement the launch of National Defence Strategy and 2024 Budget.

To monitor the program and other key NT defence-related matter, subscribe to the DefenceNT newsletter at www.defence.nt.gov.au/industry/industry-newsletter

Contact DefenceNT

Ph: 08 8999 6330

E: defencent@nt.gov.au

W: www.defence.nt.gov.au

L: www.linkedin.com/company/investment-territory/

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AIDN NT Young Achiever of the Year Winner – Mick Nicaisse

Mick is a Senior Surveyor with Cross Solutions. He is a highly regarded member of the Survey industry with over twelve years' experience and has played a vital role in the completion of several Defence related project across the Northern Territory.

Mick has played a vital role in Defence Estate upgrades including:

- ◆ Delamere Air Weapons Range facilities, MES sites and access roads
- ◆ Tindal NACC 75 squadron upgrades
- ◆ Tindal runway and taxiway asphalt and Airfield ground lighting upgrades
- ◆ Bradshaw Training ground facilities and access roads
- ◆ Tindal Military working dogs compound refurbishment
- ◆ Tindal Stage 6 redevelopment
- ◆ Tindal United States Fuel Farm

Mick has played a vital role in the completion of high-profile projects across Australia. From South Australian Desert pipelines to US air bases in the remote parts of the Northern Territory, as well as iconic Sky Rise buildings of the Gold Coast Queensland. He has successfully established two respected Survey Consultancies and led a team of up to 6 professional employees on tier one projects.

Mick has played a key role in recruiting professional surveyors for remote areas,



L-R Senior Director Defence Industry, DefenceNT, James Bear and AIDN NT Young Achiever Award Winner – Mick Nicaisse of Cross Solutions



LEFT: AIDN NT Young Achiever Award Winner – Mick Nicaisse of Cross Solutions

ABOVE: L-R: AIDN NT Young Achiever Nominees for 2023 – Jake Wood of Ventia, Mick Nicaisse of Cross Solutions (winner) and Sean Bond of Frontier Marine Solutions

implementing new operational systems and procedures within the survey profession.

At this same time, he guided a team through challenging, yet rewarding projects that have delivered value and cost effectiveness to clients within the defence construction industry.

Mick has studied Spatial Science at University of Southern Queensland and Canberra Institute of Technology.

DefenceNT

AIDN and AIDN NT would like to pass our sincere thanks to DefenceNT for their ongoing support of the AIDN NT Young Achiever of the Year Award

AIDN NT Gala Dinner

On Tuesday, 10th October 2023, more than 90 guests from across AIDN Members, Defence, Government and Academia gathered at Wharf One on Darwin's spectacular waterfront in anticipation of the announcement of the 2023 AIDN NT Young Achiever of the Year Award.

Guests enjoyed canapes and cocktails on the deck overlooking the scenic Darwin Harbour before a evening of good food, good wine and heard from a range of thought-provoking speakers from AIDN, Government, Defence.

AIDN NT President, Jim Walker welcomed the crowd to the dinner and acknowledged our wonderful sponsors, honoured guests, and highlighted some of the fantastic experiences from members, and offered future insights of AIDN NT.

The evening then saw a heart-felt, Welcome to Country by Steeline Group's Nicole Brown. Nicole drew on her own experiences from her home country of the Larrakia people and gave a personal insight

into what the country means for her and her nation.

AIDN CEO Brent Clark lead an insightful discussion on the changes AIDN and AIDN NT had seen, and an brought a clear message to members and government that AIDN would continue to work hard on behalf of our members to represent them in halls of Parliament and beyond.

Lieutenant Colonel Travis Day spoke to the crowd about past and current operations in the Territory and how Defence would meet the challenges of protecting Australia from the top end.

The main highlight of the evening was the announcement of the 2023 AIDN NT Young Achiever of the Year Award. AIDN was delighted to welcome the Senior Director of DefenceNT, Mr James Bear to speak about DefenceNT and their activities, and then present the Award to Mick Naicaisse of Cross Solutions.

AIDN NT would like to pass our thanks to all in attendance who helped us create

this wonderful event. From honoured dignitaries to loyal members and other guests who to joined us on the night, we know the atmosphere in the room was electric and something we ourselves could not create.

Our sincerest thanks also go to our many sponsors and supporters on the evening without whom this event would not have been so grand:

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- ◆ Gold Sponsor – Shorebarge
- ◆ Bronze Sponsors – Norship, Bunnings Trade and Svitzer.
- ◆ Pre-Dinner Drinks Sponsor – Ventia
- ◆ AIDN QLD Young Achiever of the Year Award – DefenceNT
- ◆ Welcome to Country – Nicole Brown of Steeline Group








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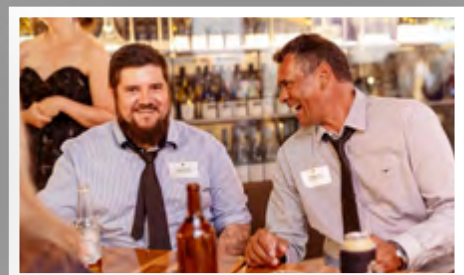
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AIDN NT Gala Dinner



AIDN NT Gala Dinner



Lieutenant Colonel Travis Day,
Commanding Officer, 1st Combat
Engineer Regiment



AIDN CEO, Brent Clark

Nicole Brown of
Steeline Group,
Welcome to Country



AIDN NT President Jim Walker



James Bear, Senior Director
Defence Industry, Defence NT



AIDN NT Christmas Party



November Network Meeting



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Update from the office of AIDN SA President, Graham Priestnall



Dear AIDN members and friends, AIDN-SA had an exciting and eventful year in 2023. The year which began with our 2023 AGM in February, contained many highlights. After a considered start, a busy and targeted function program was implemented which has been extremely successful. As a result, the AIDN-SA brand awareness within the SA defence industry environment increased substantially.

Kayla McKenna's appointment as the full-time Adelaide based AIDN National and AIDN-SA Project Officer has had a material increase in AIDN-SA's activities. With Kayla's support we have been able to connect with members and potential members and broaden the scope of AIDN-SA's engagement with stakeholders. I am very pleased to advise you that AIDN-SA has increased membership by 40% this year and congratulate everyone who has worked towards AIDN-SA's growth.

We cannot rest on our 2023 achievements, so your Committee has developed a draft 2024 function program. The first two events are the members' breakfast event on 22 Feb 24 and the AGM on 23 Feb 24, which includes the election of the 2024 Committee. The 2024 Committee will review and implement the function program.

AIDN-SA Committee

The 2023 AIDN-SA Committee held ten meetings during their tenure, with the final meeting held 17 Jan 24. This meeting focused on the AGM planning and the breakfast event. Throughout the year meetings were well attended and the Committee very focussed on how best to support our members. During the year we farewelled Graham Marshall and Michelle De Palma and welcomed Rian Whitby and Leith Biddell to Committee.

I take this opportunity on AIDN-SA's behalf to thank all who served on the 2023 Committee; Michelle De Palma, Matt Nagle, Sue Dametto, David Searles, Mike Holmes, Gordon Edwards, Michael Slattery, Abe Chandra, Graham Marshall, Rian Whitby and Leith Biddell for their support to the AIDN-SA Committee throughout the year.



AIDN SA Young Achiever of the Year Award Winner Jonathan Hedger of Aurizn, AIDN SA President Graham Priestnall and Dr David Ormrod, Director of Information Warfare, Defence SA

I also thank Gary Bettcher for his support as the Honorary Treasurer prior to the transition of our finances to AIDN National.

Networking Functions

Our final function of 2023, the AIDN-SA Christmas function on 6 December, was an outstanding success. I thank Arizun for their sponsorship of the event, the speakers Mike Holmes (Arizun), Jeremy Satchel (BAE Systems) and David Ormrod (DefenceSA). A major focus of the event was the presentation of the eleven AIDN-SA YAA finalists and the announcement of the 2023 AIDN-SA YAA winner. I congratulate Jonathan Hedger (Arizun) on winning the

award all the finalists. I thank DefenceSA for sponsoring the award.

In Closing

AIDN-SA had a highly successful 2023, which was due to the support of our members and the work of the Committee. Some within the defence industry have commented that 2023 was AIDN-SA's 'break through' year but we need to consolidate our achievements. Thank you for your support of AIDN-SA.

Finally, AIDN-SA continues to actively support AIDN National initiatives with the other AIDN Chapters, such as the Young Achievers Award (YAA) and Young Professional Program (YPP). I thank AIDN National, particularly CEO Brent Clark and his team, and the other AIDN Chapters for their support.

We cannot rest on our 2023 achievements, so your Committee has developed a draft 2024 function program

AIDN SA Young Achiever Award and Christmas Party



L-R: Mike Holms of Aurizn, AIDN SA Young Achiever of the Year Award Winner Jonathan Hedger of Aurizn, AIDN SA Young Achiever Finalists: Andrew Tasker of Aurizn, Tait Reid of Aurizn, Enzo Rugai of Aurizn and James Knowles of Aurizn and Dr Peter Amerl, Chief Scientist at Aurizn.



ABOVE LEFT:
Dr David Ormrod,
Director of
Information Warfare,
Defence SA

ABOVE:
AIDN SA President
Graham Priestnall

LEFT:
Jeremy Satchell,
Head of Global
Access Program,
BAE Systems
Australia

AIDN SA Young Achiever of the Year Award

AIDN SA celebrated the 17th annual AIDN SA Young Achiever of the Year Award last night in a glittering event held at the Naval, Military and Airforce Club, Adelaide.

Proudly sponsored and supported by Defence SA and Aurizn, the AIDN Young Achiever Award is a national competition recognising the outstanding work of young professionals under the age of 30, working in Defence Industry and alongside, or directly with, the Australian Defence Industry and are making meaningful impact in their business and to Defence.

Since 2005, the Young Achiever Award has showcased the outstanding performance, leadership, and achievements of many talented individuals within the Defence Industry sector from across the nation.

2023 reached new levels of recognition and competition, with eleven young professional nominees submitted from AIDN SA Member organisations. On the night, professionals across the Defence Industry, Government and Academia gathered to celebrate the achievements of:

- ◆ Andrew Tasker, Aurizn
- ◆ Annabelle Chambers, Asension
- ◆ Callum Martin, Asension
- ◆ Emmanuel Morfiadakis, DEWC Services
- ◆ Enzo Rugai, Aurizn
- ◆ James Knowles, Aurizn
- ◆ Jonathan Hedger, Aurizn
- ◆ Lachlan Porter, Asension
- ◆ Tait Reid, Aurizn
- ◆ Tristan Van Hoof, Asension
- ◆ William Voss, Asension

AIDN SA are pleased to share Jonathan Hedger, from Aurizn, as the winner of the 2023 AIDN SA Young Achiever of the Year Award. Jonathan is currently working as an Associate Research Scientist working on a leading technology acceleration project for optical sensing. His job entails locating critical gaps in the technology and addressing them with potential scientific solutions. Jonathan's passion and commitment to the Defence Industry is evident, and with a growing thirst for knowledge and responsibility, AIDN SA are keen to watch Jonathan's career grow.

In his address to the function, AIDN-SA President Graham Priestnall OAM said, "the AIDN Young Achiever Award is a unique award in that it recognises young professionals across the defence industry



AIDN SA Young Achiever of the Year Award Nominees (In no order): Andrew Tasker of Aurizn, Annabelle Chambers of Asension, Callum Martin of Asension, Emmanuel Morfiadakis of DEWC Services, Enzo Rugai of Aurizn, James Knowles of Aurizn, Jonathan Hedger of Aurizn, Lachlan Porter of Asension, Tait Reid of Aurizn, Tristan Van Hoof of Asension and William Voss of Asension together with AIDN SA President Graham Priestnall and Dr David Ormrod, Director of Information Warfare, Defence SA.

which encompasses many industry sectors, such as engineering, services, manufacturing and innovation. However, all candidates share common traits, they are smart, driven, excel in their fields and have the potential to be future leaders."

He also stated, "the AIDN YAA is a national competition and tonight's winner, will go on to represent South Australia as a finalist in Canberra next year." Priestnall thanked Defence SA for sponsoring the AIDN-SA YAA and Aurizn for their sponsorship of the function.

Chief Executive of Defence SA, Richard Price, said the agency was proud to sponsor the Australian Industry & Defence Network Young Achiever Award once again.

"A highly skilled and sustainable workforce is critical to the success of our defence industry and it is great to see the commitment and talent coming up in the workforce and the meaningful contribution they are making to building our sovereign defence capability," Mr Price said.

"Today's young achievers are tomorrow's defence industry leaders, and I would like to congratulate Aurizn's Jonathan Hedger for the outstanding achievement of being recognised as this year's AIDN SA Young Achiever."

Jonathan will go on to represent South Australia and compete for the national title at the AIDN National Dinner to be held in Canberra in 2024. To date, AIDN has recognised 17 national winners from participating Australian Defence Industry SMEs and Prime organisations. The competition is a great launchpad for young professionals seeking to enter Defence and Defence Industry through promoting careers within the sector.

AIDN SA would like to give a special thanks to our judges for this year Dr David Ormrod, Director of Information Warfare, Defence SA, Gordon Edwards, Director and Founder of Heavypoint Pty. Ltd., and Greg McDougall, Consulting Director, Jacobs.

This event would not be possible without the support of the sponsors:

Award Sponsor – Defence SA

**SOUTH AUSTRALIA
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Event Sponsor – Aurizn



South Australia committed to delivering defence industry workforce

After recently unveiling the new South Australian Defence Industry Workforce and Skills Report and Action Plan, South Australia has laid the groundwork to ensuring it is on track to grow the defence industry workforce from 3,500 direct jobs to more than 8,500 in the 2040s.

A joint initiative of the Commonwealth and South Australian Governments, and with engagement from industry, unions, and education and training providers, the Report sets out 22 initiatives to further address workforce challenges and grow the industry.

Growing the pipeline of STEM qualified graduates, transitioning workers from other sectors into the defence industry, increasing the awareness of pathways and access to education and training, and increasing the number of women and Indigenous Australians in STEM careers are some of the key issues the action plan is seeking to address.

South Australia is already home to a strong defence industry and highly skilled workforce having delivered some of the most complex Defence projects in Australia's history. The Report and Action Plan will complement and enhance some existing initiatives and implement some new initiatives to further develop workforce capability.



2023 Graduates of the Defence Industry Scholarship Program

The initiatives are designed to address short, medium, and long-term requirements for a sustainable workforce that can support naval shipbuilding programs and programs across all defence domains.

Existing programs include the State Government's investment in five new technical colleges, higher education defence industry scholarships, subsidised apprenticeships, traineeships and short courses, and tailored pathways for school students.

Defence Industry Scholarship Program – host companies needed now

One of the existing initiatives is the Defence Industry Scholarship Program which is administered by AiGroup on behalf of Defence SA. Registration is now open for companies of all sizes to host undergraduate students for a semester-long unpaid internship in 2024.

Under the program small-sized companies can receive grants of \$4,500 per student hosted, while medium-sized companies can receive a grant of \$2,500 per student.

AiGroup work directly with companies to ensure they are matched with the best students to suit individual business requirements. The program provides a unique way to connect with future talent, with around 80 percent of the high-calibre students going on to continuing employment with their host company.

Eligible students must be an Australian citizen residing in South Australia, and enrolled in a science, technology, engineering, maths or business degree in one of South Australia's three universities: Flinders, Adelaide, and UniSA. Students in their final year of their undergraduate degree, or completing a postgraduate Honours or Masters degree, are eligible to receive a scholarship of \$8,000 if they are placed with a SME or \$10,000 if hosted by a Defence Prime or large company.

Expressions of interest are now open:

If you wish to advertise an available internship through this South Australian program for 2024, please contact AiGroup as soon as possible via defencescholarships@aigroup.com.au



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- ▲ **Strategic communications** including planning, analysis and strategy development.
- ▲ **Business performance improvement and ICT delivery** enhancing government and industry programs and operations.
- ▲ **Engineering advisory** including systems, mechanical, structural and civil for public, private and Defence projects.
- ▲ **Defence industry support** drawing on decades of experience in Defence projects to help industry deliver defence work.



Update from the WA office

AIDN WA is currently going through a committee refresh due to be finalised on Friday 1st March 2024



Even the majestic sunset with its deep hues of orange and red reflecting off the beautiful Swan River could not outshine the AIDN WA 2023 Young Achiever Awards held at ANZAC House. It did however make a stunning backdrop for more than 80 guests who in true Christmas spirit recognised the importance of young professionals working within the Defence Industry, and potential future industry leaders.

This year AIDN WA Member organisations submitted two nominations; Defence industry professionals, Government, and Academia all joined us as we celebrated the achievements of Paul Haynes from Innovaero and Kimberly Watts from BAE Systems Australia. AIDN WA would like to congratulate Paul Haynes as the winner of the 2023 AIDN WA Young Achiever Award; we will be cheering Paul on as he competes for the AIDN National Award held at the 2024 National Gala Dinner in Canberra.

The start of 2024 has brought with it opportunities for growth to AIDN WA; a



AIDN CEO, Brent Clark at the Marine Excellence Centre



L-R: Lee Ho Ong, Senior Electrical & Controls Engineer and Fred Bkamdin, National Business Growth Manager-Marine



Lee Ho Ong, Senior Electrical & Controls Engineer

Shahan Jerejian, Project Delivery Manager MEC

Scott Bennett, General Manager Engine Solutions

Fred Bkamdin, National Business Growth Manager-Marine



LEFT: Matt Moran from Luerssen Australia – AIDN WA Christmas Party

committee refresh is currently underway with nominations closing on Friday the 23rd of February (5pm AWST), so there is plenty of time to submit your nomination and take advantage of this excellent opportunity. An opportunity to influence AIDN National policy directions and to ensure that AIDN remains a vibrant and relevant organisation.

Members are also being invited to nominate as a host for one of our monthly Member Meetings during the year. This is an excellent networking opportunity and can

include industry and panel discussions on topics relevant to SMEs within the Defence supply chain; for more information, please contact Sarah via aidnwa@aidn.org.au, or phone 0423 729 968.

The ongoing response from our WA membership base to date truly reflects the membership's strong commitment to being a part of the AIDN Network. In line with this, with the new year just beginning, AIDN WA looks forward to an amazing year full of great opportunities for our members.

AIDN WA 2023 Young Achiever of the Year Winner – Paul Haynes

Paul Haynes graduated from Curtin University of Technology with First class Honours in Mechanical Engineering and is a Lead Project Engineer at Innovaero in Kardinya, WA.

Paul's insatiable attraction to learn, lean into challenges and outstanding capability made him stand-out when it came to Innovaero choosing him as the project leader to support Innovaero's Defence projects through the development of multiple aerospace technology platforms including Innovaero Fox, OWL and most recently Strix, an armed tactical uncrewed aircraft developed in collaboration where Innovaero manages the entire airframe development.

Delivering one cutting edge and complex development project at a time brings a level of complexity, so leading Fox, OWL and Strix projects simultaneously creates another layer of challenge. Whilst Fox and OWL follow internal processes, Strix as a multi-organisational collaboration with a major Defence Prime takes this to a new level by creating additional pressure to demonstrate ability to meet the needs of a mature tier 1 Defence supplier, achieve seamless integration across-organisational delivery processes whilst maintaining agility and operational efficiency.

With an understanding of LEAN principles and specifically how value is created, Paul also assessed existing project delivery methodology, proposed, and undertook key improvements. This streamlined the process



AIDN WA Young Achiever Nominee Kym Watts and Alex Kelshaw of BAE Systems Australia.



L-R – Peter Rogers, Owner and Managing Director of CoolTech, Paul Haynes, AIDN WA 2023 Young Achiever of the Year Winner of Innovaero, Matt Moran from Luerssen Australia and Brett Peek, former AIDN WA President.



AIDN WA YAA 2: L-R Terry Healy MLA Parliamentary Secretary to the WA Minister for Defence Industry; Veterans Issues, Paul Haynes, AIDN WA 2023 Young Achiever of the Year Winner of Innovaero, Peter Rogers, Owner and Managing Director of CoolTech



AIDN WA YAA 3: L-R – Terry Healy MLA Parliamentary Secretary to the WA Minister for Defence Industry; Veterans Issues, Peter Rogers, Owner and Managing Director of CoolTech and AIDN WA 2023 Young Achiever of the Year Winner of Innovaero.

so that maximum effort would remain on value creation. The successful result being decreased complexity and increased productivity that has enabled delivery performance. Paul has demonstrated keen technical, innovative, collaborative and learning skills underpinned with integrity in all his endeavours. These qualities, combined with his easy communication style at all levels suggest great potential as a future leader.

2023 AIDN WA Young Achiever Award Proudly Sponsored by Cool Technology

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WA Defence Industry 2023 Gala Dinner

Optus Stadium came alive on the third of November for the 2023 WA Defence Industry Gala Dinner. Over 680 guests celebrated the Western Australian defence industry community; Defence Industry professionals, Government, and Academia joined us for a wonderful evening.

WA Minister for Police; Corrective Services; Defence Industry; Veterans Issues the Hon. Paul Papalia CSC MLA. Presented the **2023 WA Defence Industry Awards**. AIDN Member Blacktree Technology gracefully accepted the **Minister's Award for Excellence in Defence Industry (SME)** and Kris Constantinides, General Manager at Airlift received the **Minister's Award for Services to Defence Industry (Individual)**.

- ♦ Matthew McGuire – Whadjuk Elder – Welcome to country
- ♦ Carmen Braidwood – Master of Ceremonies

Speakers:

- ♦ Jens Nielsen – CEO, Luerssen Australia
- ♦ Hon. Paul Papalia CSC MLA – WA Minister for Defence Industry
- ♦ Colleen Yates – Deputy Chair, Henderson Alliance
- ♦ Brett Peek – President AIDN WA Chapter
- ♦ CDRE Ivan Ingham AM – Royal Australian Navy



Hon. Paul Papalia CSC MLA – WA Minister for Defence Industry.



CDRE Ivan Ingham AM – Royal Australian Navy.



Jens Nielsen – CEO, Luerssen Australia.



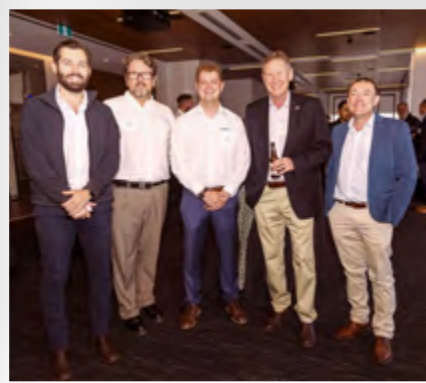
Colleen Yates – Deputy Chair, Henderson Alliance.

WA Defence Industry 2023 Gala Dinner





AIDN WA Christmas Party & Young Achiever of the Year Award



Lumify Group continues to help navigate digital transformation in Defence and Government through skilling programs



By Jon Lang, CEO of Lumify Group

Recent industry events, such as the Indo-Pacific International Maritime Exposition, have underscored local engineering and innovation excellence and illuminated opportunities to strengthen Government and Defence industry capabilities through digital skilling and strategic partnerships.

After over 30 years as DDLS Group, we refreshed the brand. From 6th December 2022, we became known as Lumify Group. Since then, we have continued to respond to these opportunities with cutting-edge solutions in ICT Training, Cyber Training, Integrated Logistics Support (ILS), Project Management and Data Analytics.

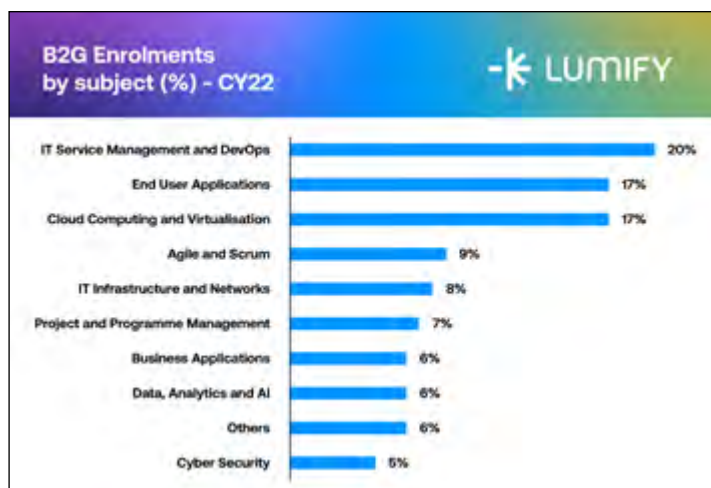
A Continued Legacy of Supporting Defence

A steadfast commitment to excellence has marked our journey alongside Defence. The IndoPac Exposition last November was a testament to the collaborative efforts of Australian and international Defence, industry, Government, academia and technology leaders.

Our Lumify People unit (formerly DDLS People) has, for decades, been supporting the Joint Logistics Command (JLC) and Capability Acquisition and Sustainment Group (CASG). Our practitioners have contributed across various domains, fostering resilience and innovation within Defence.

Riding the Waves of the Tech Workforce Evolution

One topic of conversation at IndoPac 2023 was the competition for tech talent. Tech Council of Australia's Tech Jobs Update¹ indicates the rapid growth of tech occupations within public administration, from 7% to 11% between 2011 and 2023.



The good news is that the Government is leading the way. Lumify Work (formerly DDLS Training) reports a rise in public sector professionals seeking courses in IT service management, end-user applications and cloud computing. The onus now falls on industry to make commensurate investments to keep pace with Government.

Stop, Think, Assess and Respond

To assist businesses in identifying their training need, you can look to Lumify Group and our partnerships.

For example, the SFIA Framework is free for the public sector to use. In July 2021, the Government of Australia signed a whole-of-country agreement with the SFIA Foundation². Lumify Work is an SFIA Mapping Partner. With SkillsTX, a global SFIA Partner, we offer a complete range of SFIA services, including accredited SFIA training, consultancy and skill assessments.

Other assessment tools include the Cyber Security Assessor platform, built and powered by FifthDomain, to evaluate individual or team cyber skills. Agencies and primes on the AWS cloud platform can explore the AWS Learning Needs Analysis tool to plan training programs.

Navigating the Seas of Digitisation and Transformation

The World Bank³ suggests three approaches to bridge the digital

skills gap: Build, Buy and Borrow. While building emphasises upskilling and reskilling, buying involves recruiting new staff and borrowing leverages temporary staff or contractors.

Drawing from our experience, we offer tailored solutions, understanding that each organisation's journey is unique.

Lumify Work has successfully managed large projects for the Department of Defence, designing, developing, and delivering 17 courses for over 25,000 individuals across 51 sites. Lumify Work is accredited by the Defence Industry Security Program (DISP) and proudly supports the Veteran Employment Program.

Now in its 2nd cohort, Microsoft partnered with Lumify Work and Lumify Learn to deliver the Microsoft Software and Systems Academy (MSSA) – a 17-week intensive program giving veterans in-demand technology skills as they transition from military service to civilian employment.

MSSA graduate Matt Spencer completed the program in 2022 and later joined Microsoft as a Software Engineer following a 14-year career in the Australian Defence Force (ADF). According to Matt, "The instructors showed great interest in passing on all their knowledge, and the practical activities helped me grasp the theory."

Lumify People has engaged 31 Defence consultants in the last 12 months to provide Materiel Logistics, Program & Project Management, ERP Transition

and Learning & Development expertise. We work to understand challenges and build organisational capacity by sending people on the ground, delivering tailored learning solutions or embedding our specialists within Defence teams.

Ken Hoppe, our Lumify People General Manager, has also been appointed to the Australian Industry & Defence Network (AIDN) Victoria Committee. This appointment sees him involved with programs that advocate for, represent, network with and provide member services to the nation's Defence small and medium-sized enterprises (SMEs).

Empowering Digital Learning Through Various Platforms

Lumify Learn offers online courses and boot camps in Cyber Security, Data Analytics and Full Stack Development. They partner with the Victorian Government's Digital Jobs program, contributing to building the state's digital workforce by upskilling mid-career professionals. In 2023, they have enrolled 424 students overall.

Nexacu and City Desktop Training provide live instructor-led training in ChatGPT, Microsoft and Adobe end-user applications. They extend Lumify Group's educational reach, supporting

Defence-related SMEs and Government agencies and offering increased efficiency of up to 5% and savings of up to \$350,000 and 8,000 hours per annum.

Now that innovation and digital prowess are paramount, Lumify Group stands ready to help navigate the seas of change for Defence and Government entities.

Reach out to get started through <https://lumifygroup.com/>, training@lumifygroup.com or 1800 853 276.

¹ TechCouncil-Tech-Jobs-Update-May-2023_final-1.pdf

² Whole-of-Country Licence — English (sfia-online.org)

³ Tech Savvy: Advancing GovTech Reforms in Public Administration (worldbank.org)



Update from the office of AIDN VIC President, Adam Evans



AIDN VIC Gala Dinner and Young Achiever Award

AIDN VIC were delighted and brimming with excitement to welcome more than 150 guests to the incredible AIDN VIC Gala Dinner and Young Achiever Award held on the evening of Thursday 12th October at the Glasshouse in Melbourne.

The evening was an incredible success and was made possible by the unwavering support of our sponsors, the wisdom shared by our guest speakers, the exceptional talents of our young achiever nominees, and the enthusiastic participation of our dedicated members!

Thank you to our speakers Adam Evans, Richard Cho and Chris Deeble, Regina Crameri and of course our excellent MC for the evening David Abel.

We proudly celebrated the finalists and this year's Victorian Young Achiever Awardee Chris Olorenshaw

A heartfelt THANK YOU to all who made the 2023 AIDN VIC Gala Dinner a resounding success

- ◆ Platinum Sponsor – Hanwha Defense Australia
- ◆ Bronze Sponsors – Astute Electronics, Luminact and Positive HR
- ◆ Pre-Dinner Drinks Sponsor –
- ◆ AIDN QLD Young Achiever of the Year Award – Victorian Government



Adam Evans, AIDN VIC President.



Richard Cho of Hanwha Defense Australia



ABOVE: Chris Deeble AO CSC, Deputy Secretary Capability Acquisition and Sustainment Group.

LEFT: Prof. Regina Crameri, Head of Health at Austrade and member of the Defence Council Victoria.

Introducing Merreilli Barachina – AIDN VIC Project Officer



Merreilli Barachina joins AIDN after an extensive career in supplier management and industry engagement across a variety of industries.

An expert supply chain coordinator, Merreilli

is a highly efficient administrator and project manager, she possesses excellent communication skills and can confidently interact a wide range of stakeholders at all levels of industry and Government. She joins AIDN in Victoria at a critically

important time, the membership is growing amid ongoing disruption and confusion caused by the DSR while concurrently, AIDN is launching and mobilising the VDSN.

She has two dogs, enjoys music and travel who also loves cooking traditional Philippine and Thai cuisine with Aussie twist.

Merreilli joined at a really dynamic and busy time of the year, just wheels before the Vic Gala amid the high-profile launch for the VDSN, not daunted, she effortlessly found her way and made an immediate impact.

AIDN VIC Young Achiever of the Year applauds Australian Industry

In a humbling acceptance speech, newly crowned AIDN VIC Young Achiever of the Year Chris Olorenshaw has emphasised Australian industry innovation, highlighting the need to “believe” in sovereign capability.

The Australian Missile Corporation’s Senior Systems Engineer stamped himself as a rising star, taking out the prestigious award at the annual black-tie event in Melbourne which celebrates the industry’s best and brightest.

Chris, who turned 30 in August, expressed his gratitude to partner Louise, mentors, and AMC colleagues before acknowledging the “depth and breadth” of capability in Australian industry, specifically around guided weapons and explosive ordnance technology.

“Australian industry is highly mature, highly capable and the state of Victoria is absolutely at the top of the list when it comes to the capability of companies,” he told the audience.

“Australian industry is capable and it is ready to respond. So have belief in the depth of capability and the technology and services that Australian companies can provide. Secondly, be an advocate – not just an advocate in terms of shiny brochures or name-dropping companies – be an advocate and believe in Australian companies to provide that capability.

“Finally, as a young person standing before my peers here up on stage: we are ready for a challenge. If you are in a position to advocate for an Australian company, think



L-R: Professor Regina Cramer, Head of Health at Austrade and member of the Defence Council Victoria, Chris Olorenshaw of Australian Missile Corporation and Chris Deeble AO CSC, Deputy Secretary Capability Acquisition and Sustainment Group.



Professor Regina Cramer, Head of Health at Austrade and member of the Defence Council Victoria, Ryan Carter of Ascent Vision Technologies Australia, Ramez Wassef of Hanwha Defense Australia, Chris Olorenshaw of Australian Missile Corporation (winner), Apurv Mishra of Anywise Consulting, Alex Demetriou of Downer, Chris Deeble AO CSC, Deputy Secretary Capability Acquisition and Sustainment Group and Kyle Ross of Ascent Vision Technologies Australia.



AIDN VIC Young Achiever Award Winner, Chris Olorenshaw of Australian Missile Corporation.

about the calibre of young people who are ready to respond and deliver on behalf of the Australian warfighter.”

Chris’s achievement is not just a wonderful individual triumph but a testament to the AMC’s commitment to excellence as an Australian industry partner to the Guided Weapons and Explosive Ordnance Enterprise.

AMC CEO Lee Goddard said Chris epitomised the AMC values.

“Chris lives those values every day as an example to us all,” Lee said. “The AMC is committed to identifying and developing the next generation of leaders for this highly specialised and important sovereign

capability - one day Chris will be driving Australia’s hypersonics industry.

“We congratulate Chris on his award and admire the dedication of young professionals like him who are passionate about a secure future for Australia.”

AIDN would like to give our sincere thanks to the Victorian Government for sponsoring the 2023 AIDN VIC Young Achiever of the Year Award.



AIDN VIC Gala Dinner





Launch of the Victorian Defence Space Network (VDSN)



The Hon. Richard Marles, Deputy Prime Minister and Minister for Defence with Andrew Garth of the Defence Council Victoria.



The Hon. Natalie Hutchins, Minister for Jobs and Industry, Minister for Treaty and First Peoples and Minister for Women.



The Hon. Richard Marles, Deputy Prime Minister and Minister for Defence with The Hon. Natalie Hutchins, Minister for Jobs and Industry, Minister for Treaty and First Peoples and Minister for Women.



Michael Cross, Senior Manager, Defence and Aerospace, Victorian Government.

AIDN VIC Young Achiever Award



L-R: Professor Regina Cramer, Head of Health at Austrade and member of the Defence Council Victoria, Chris Olorenshaw of Australian Missile Corporation and Chris Deeble AO CSC, Deputy Secretary Capability Acquisition and Sustainment Group.



L-R: Professor Regina Cramer, Head of Health at Austrade and member of the Defence Council Victoria, Ryan Carter of Ascent Vision Technologies Australia, Ramez Wassef of Hanwha Defense Australia, Chris Olorenshaw of Australian Missile Corporation (winner), Apurv Mishra of Anywise Consulting, Alex Demetriou of Downer, Chris Deeble AO CSC, Deputy Secretary Capability Acquisition and Sustainment Group and Kyle Ross of Ascent Vision Technologies Australia.

AIDN VIC Christmas Party



DOCUMENT 2



17 MAR, 2024

Star ALP candidate in key seat hit by 'nepotism' row

Sunday Mail Adelaide, Adelaide

Star ALP candidate in key seat hit by ‘nepotism’ row

EXCLUSIVE
Andrew Hough

Labor’s candidate battling for the state’s most marginal electorate is under renewed fire amid claims her husband’s business received “preferential” treatment while she was a political adviser.

Cressida O’Hanlon, 51, is locked in a bitter by-election fight for the eastern suburbs seat of Dunstan amid controversies embroiling her and Liberal nominee Anna Finizio, 37.

But Ms O’Hanlon, whose integrity has already been questioned in parliament, faces accusations she used her political job to help husband James secure high level government meetings and taxpayer-funded contracts.

The Opposition said her campaign faced “serious questions” after official documents released under Freedom of Information laws revealed government interactions with Adelaide-based Citadel Secure.

Mr O’Hanlon, a war veteran, 50, is a director of the firm that sells communications infrastructure to countries needing disaster relief.

While Labor “utterly rejected” Liberal “preferential treatment” attacks, senior party officials privately put a “30 per cent chance” on Ms O’Hanlon, a mother of four, winning former Premier Steven Marshall’s seat after he quit politics.

Ms O’Hanlon, who worked part-time for former Labor state secretary, now upper house Labor MP Reggie Martin, was last month accused under parliamentary privilege

of breaching strict lobbying rules over leaked correspondence with her husband.

She last week admitted that a February 7, 2023 email, tabled in parliament, was for “editorial input” for a business pitch to Trade and Investment Minister Nick Champion.

But new FOI documents reveal behind-the-scenes efforts between the five-year-old firm, state government bureaucrats and Commonwealth officials:

MS O’Hanlon had a 30-minute office meeting with Mr Champion on April 13 last year, almost a week after her husband emailed her private Gmail account. The government said the Planning Minister discussed future land use around a major Portrush Rd intersection and not Citadel.

HER husband held a 30-minute meeting with Mr Champion in September last year before an adviser introduced him, via email, to two senior Department of Trade and Investment officials.

AN A3 “hard copy” Citadel pack was hand-delivered to Mr Champion’s office but it was not included under FOI. The Liberals alleged a “potential breach” of the State Records Act, which Labor denied.

MR O’Hanlon discussed “expansion plans” in another DTI meeting and

sought advice about “further government consultation, funding ideas and pitch ... im-

provements”.

A “FAVOUR” was sought from another ministerial adviser to a DTI official in January this year, asking them to advise Citadel an approach was made to Trade Minister Senator Don Farrell’s office. Mr Champion’s chief-of-staff would then organise a personal meeting.

Opposition spokeswoman Michelle Lensink said the emails implied “lobbying-type activity”.

“It appears that as a result of his email to (his) wife, James O’Hanlon was able to jump the queue to attain a meeting for his business Citadel Secure with Nick Champion,” she said.

In a statement on Saturday, a Labor spokesman said the Liberals had “no criticisms of substance”.

“This is a disgraceful attack by the Liberals on an award-winning small business and a decorated war veteran,” he said.

“The Liberals are still unable to articulate what their allegation actually is, nor have they provided any evidence of wrongdoing.”

Dr Finizio, also a former adviser, has faced criticism over applying for a Labor job in 2020 and “airbrushing” her directorship of a family business that later failed.



17 MAR, 2024

Star ALP candidate in key seat hit by 'nepotism' row

Sunday Mail Adelaide, Adelaide





17 MAR, 2024

Star ALP candidate in key seat hit by 'nepotism' row

Sunday Mail Adelaide, Adelaide



DOCUMENT 3

From: noreply@streem.com.au on behalf of [DFAT Daily Media Roundup](#)
To: [Mark Davis](#)
Subject: DFAT Early AM Press Brief - Sunday 17 March 2024
Date: Sunday, 17 March 2024 7:26:10 AM

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Sunday 17 March 2024



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[Minister for Trade and Tourism Mentions \(2\)](#) |

[Minister for International Development and the Pacific Mentions \(1\)](#) |

[DFAT Mentions and Hot Issues \(2\)](#)

[Click here](#) to download a PDF report of today's key national and metro front pages.

Minister for Foreign Affairs Mentions

3 items

Penny Wong weds partner Allouache in fine vine style

The Sydney Morning Herald by James Massola, Olivia Ireland

Sunday 17 March 2024, 12:03am AEDT - Page 3

Foreign Affairs Minister Penny Wong and Sophie Allouache, partners for nearly two decades, were married yesterday in a ceremony attended by Prime Minister Anthony Albanese and senior ministers. The wedding was held at the Bird in Hand Winery in the...

Penny Wong weds partner Allouache in fine vine style. Foreign Affairs Minister Penny Wong and Sophie Allouache, partners for nearly two decades, were married yesterday in a ceremony attended by Prime Minister Anthony Albanese and senior ministers. Before becoming foreign affairs minister, she served as climate change and finance minister in the Rudd and Gillard governments. The couple's wedding will be the first of four ministerial weddings this year.

And we'll see what evolves from that. We're trying to look for gaps in the diary, of course." Foreign Affairs Minister Penny Wong and Sophie Allouache at their wedding yesterday. Photo: Cath Leo

Potential Audience: 437,000

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Joy as Wong marries long-time partner

Herald Sun by Paul Starick

Sunday 17 March 2024, 12:04am AEDT - Page 9

Foreign Minister Penny Wong celebrated her wedding to long-time partner Sophie Allouache on Saturday afternoon with a traditional lion dance, in a nod to her Malaysian-Chinese heritage. Topping the guest list at Adelaide Hills winery Bird in Hand was soon-to-be-wed...

Staunch campaigner for equality ties the knot. Foreign Minister Penny Wong celebrated her wedding to long-time partner Sophie Allouache on Saturday afternoon with a traditional lion dance, in a nod to her Malaysian-Chinese heritage.

For the ceremony, Senator Wong wore a red tuxedo and Ms Allouache wore a classic A-line gown with a lace bodice. The wedding was a personal milestone in Senator Wong's public campaign for marriage equality - she famously wept in 2017 when she learnt...

Several of Senator Wong's colleagues attended, with Health Minister Mark Butler and former SA premier Jay Weatherill believed to have been among guests.

The couple's two daughters, Alexandra, 12, and Hannah, 8, were flower girls for the ceremony. Senator Wong and Ms Allouache met in 2007, six years after the Foreign Minister was first elected to the Senate.

It is usually performed during Chinese New Year and other festivals but also at

important occasions such as weddings. **Senator Wong** was born in Kota Kinabalu, Malaysia, where she spent the first eight years of her life.

Potential Audience: 706,000

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Talks kickstart N-sub

The Advertiser by Paul Starick

Sunday 17 March 2024, 12:00am ACDT - Page 5

UK leaders to meet Aussie ministers for top-level talks - and big reveal - in Adelaide A top-level Adelaide meeting headlined by former UK prime minister David Cameron is set to kickstart nuclear-powered submarine work by announcing the \$368bn AUKUS...

Government House on Friday will host the UK Foreign Secretary, Mr Cameron and Defence Secretary Grant Shapps for high-level talks with their Australian counterparts, **Penny Wong** and Richard Marles.

Potential Audience: 112,000

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[Back to Top](#)

Minister for Trade and Tourism Mentions

2 items

Wine tariff relief on the grapevine

The Advertiser by Douglas Smith

Sunday 17 March 2024, 12:00am ACDT - Page 8

Australian winemakers could be exporting to China for the first time since 2020, with the government “confident” Beijing will abolish “all tariffs” by the end of the month. It comes after the Chinese government released an interim report last week...

Trade Minister **Don Farrell** touted the move on Saturday during a visit with Prime Minister Anthony Albanese to Penfolds Estate, at Magill in Adelaide's east.

Prime Minister Anthony Albanese tours Magill Estate with Kerrin Petty and Sarah Turner of Penfolds, as Senator **Don Farrell**, right, looks on. Picture: Brenton Edwards

Potential Audience: 112,000

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Star ALP candidate in key seat hit by ‘nepotism’ row

The Advertiser by Exclusive Andrew Hough

Sunday 17 March 2024, 12:00am ACDT - Page 7

Labor's candidate battling for the state's most marginal electorate is under renewed fire amid claims her husband's business received “preferential” treatment while she was a political adviser. Cressida O'Hanlon, 51, is locked in a bitter by-election fight for the eastern...

improvements". A "FAVOUR" was sought from another ministerial adviser to a DTI official in January this year, asking them to advise Citadel an approach was made to Trade Minister Senator Don Farrell's office.

Potential Audience: 112,000

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Minister for International Development and the Pacific Mentions

1 item

Fiji upholds China policing agreement: media report

The Canberra Times

Saturday 16 March 2024, 5:02pm AEDT

Fiji has "restored" a decade-old police co-operation deal with China that had been put on hold by Prime...

...Pacific Minister Pat Conroy said there should be "no role" for China, a growing presence in the region, in policing the Pacific Islands. China's ambassador to Australia said earlier this year that China had a strategy to form policing ties with Pacific...

Potential Audience: 101,000

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<!--[endif]--> **SYNDICATION**

Australian Community Media [86 Syndications]

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DFAT Mentions and Hot Issues

2 items

The Aussie story right at home on stages of West End

The Daily Telegraph by Kerry Parnell

Sunday 17 March 2024, 12:02am AEDT - Page 111

PRODUCER MARYANN WRIGHT, NOW LIVING IN THE UK, WANTS TO PUT AUSTRALIAN MUSICALS IN FRONT OF HUNGRY BRITISH AUDIENCES Move over G'Day LA, it's No Worries West End, as Australia takes the stage in London's famed theatre district. Well, that's...

"It is incredible." Working with the original writers to update the songs, she has secured a \$60,000 funding grant from Arts Council England, as well as support from the Australian High Commission, to begin production.

She's also working on an Australian musical event in May, at the Australian High Commission.

Potential Audience: 859,000

[VIEW PDF](#) [VIEW TEXT](#)

Tuvalu prime minister calls on Australia for sovereignty 'guarantees' over treaty

The Guardian by Prianka Srinivasan

Sunday 17 March 2024, 6:00am AEDT

Feleti Teo tells the Guardian Tuvaluans fear last year's treaty may give Australia too much say over the Pacific nation's security

The sweeping treaty – signed between prime minister **Anthony Albanese** and Tuvalu's then prime minister Kausea Natano – also offers a special migration pathway for up to 280 Tuvalu citizens a year to live and work in Australia.

...the integrity of the sovereignty of Tuvalu, then we will certainly explore those options." A spokesperson from Australia's **Department of Foreign Affairs and Trade** said the treaty "recognises that the statehood and sovereignty of Tuvalu will continue".

James Batley, a policy fellow in Pacific affairs at the Australian National University and a former **high commissioner** to Tuvalu, said given the geopolitical context, there was greater "impetus" for Australia to enshrine security assurances when...

Asked if Tuvalu's new government would urge Australia to stop any new fossil fuel projects, Teo said he was already "heartened" by **Albanese's** climate commitments made during their recent phone call.

Potential Audience: 387,000

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DOCUMENT 4



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Wednesday, March 20, 2024

The Advertiser

Duelling claims on candidates' firm links

Andrew Hough

Labor's candidate in the Dunstan by-election was listed as a "senior associate" on her husband's business website, undermining claims she "wasn't involved" in it.

Cressida O'Hanlon, 51, is embroiled in controversy over her links to Citadel Secure, of which her husband, James, 50, is a director. The Advertiser has found she was formally listed as a "senior associate" on the firm's website last year before it was deleted.

Ms O'Hanlon on Tuesday claimed the website biography came during failed merger



Labor candidate Cressida O'Hanlon

talks between her mediation business and husband's company. She denied being a senior associate but refused to say if she had been paid for work or why she deleted her LinkedIn business social media profile that mentioned Citadel.

"As I have consistently stated, I am not, nor have I ever been, a senior associate at Citadel Secure," she said.

Meantime, legal advice given to Labor raises questions about Liberal candidate Anna Finizio's claims on her links to a failed family firm.

Dr Finizio was director of FG – trading as Formway Group – three times over eight years between 2009 and 2017, along with other relatives.

The business went into administration in July 2019 with debts of more than \$22m.

Ministers have criticised her comments that she was a "director on paper" and had "no involvement in" the firm.

In his advice, ex-Federal Court judge Raymond Finkelstein KC said "every director is required to know what their company is doing."

REPORTS PAGE 10-11



CHARLIE'S ANGELS



Police Commissioner Grant Stevens and his wife Emma's second grandchild has been named in honour of their son Charlie. His sister Sophie delivered Annabelle Charlie Tregloen on March 13. Days earlier Charlie's cousin had Dusty Charles. "Two gorgeous babies who have a legacy they probably won't appreciate but it means so much to everyone in the family," Mr Stevens said. "Charlie would be making absolute mileage out of it." JESS ADAMSON REPORTS PAGE 5



POTTER
FANS
CAST OUT
PAGE 7



SMILING
KATE ON
THE MEND
PAGE 3



'I STILL
HAVE THE
FIRE'
P2 + SPORT



20 Mar 2024
Age, Melbourne

Section: Front Page • Article type : News Item • Classification : Capital City Daily
Page: 1 • Printed Size: 270.00cm² • Region: VIC • Market: Australia • Words: 3
Item ID: 2051071150

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Page 1 of 1

\$4.40 WEDNESDAY, MARCH 20, 2024

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THE AGE

INDEPENDENT. ALWAYS.

JUMPER CLASH

Damien Woolnough: Tasmania deserves better than this
COMMENT PAGE 18

POWERING DOWN

Cheaper bills but pressure still on
NEWS PAGE 11

MONA TAKES THE STAND

Hobart court transforms into performance art space
NEWS PAGE 4

Beleaguered hospitals in need of cash transfusion

EXCLUSIVE
Annika Smethurst
Kieran Rooney

Victorian hospitals' dire financial situation has been exposed by new internal data showing the network is forecast to need a major funding injection of up to three weeks' worth of operational costs.

More than half the state's health services are low on cash, prompting fears of a financial squeeze and lay-offs within the sector.



The data, obtained by *The Age*, shows that for the financial year to January, 41 of the state's 75 health services did not have 14-day cash supplies to cover operating expenses, which is the benchmark used for Victorian hospitals.

The numbers include hospitals and health services that are reporting significant shortfalls between their allotted budget and

what has been spent so far this year. Such cashflow shortages can force health services to pull funding from other areas to ensure they can still provide essential support.

This can include not filling vacant positions – particularly non-clinical ones – as well as cutting spending on preventative health measures and stripping funding from training.

Among the areas of most concern is the western metropolitan region, where hospitals are estimated to have a deficit of 32.6 days worth of available cash to cover operational expenses. Melbourne's north-east region was short 29.4 days and the Grampians 26.8 days.

One chart seen by *The Age* shows a projection for the rest of the financial year predicting – pending any additional cash injections – that hospital balance sheets would fall into the red from this month, running the risk that they will run out of cash.

The chart forecasts that by June there will be an overall cash deficit equivalent to 24 days of operational costs.

The Allan government, already facing a tight budget, maintains that it is normal for hospitals to operate under deficit throughout

Continued Page 4



Fitzroy North resident Michael Lock is against a proposed development (artist's render below). Photo: Chris Hopkins

Kebab shop saga shows how home schemes are skewered

Cara Waters
Josh Gordon

A battle has erupted over a plan to build a six-storey apartment block at the site of a kebab shop and car wash on a busy road in Melbourne's inner north.

The case highlights the buck-passing and red tape inherent in the planning system, development advocates say, warning it threatens to undermine the state government's ambitious plan to tackle the housing crisis.

Residents near Nicholson Street



in Fitzroy North have banded together against the development of 34 apartments at the site of a former service station.

The Save Nicholson Village group has raised almost \$15,000 to

oppose the development, which is headed to a hearing at the Victorian Civil and Administrative Tribunal in May after it was knocked back by the City of Yarra.

However, advocacy groups and planners warn developments like that proposed for Nicholson street need to go ahead to counter Melbourne's growing housing crisis.

Jonathan O'Brien, lead organiser of housing activism group YIMBY Melbourne, said the proposal should be welcomed as a

Continued Page 4

Motorbike used in 'mafia killing'

EXCLUSIVE
Chris Vedelago
Lachlan Abbott

The hitmen who killed suspected Calabrian mafia figure John Latorre used a motorbike to stage the execution-style murder and escape from Greenvale's suburban streets last week.

Police and underworld sources say a small motorbike – potentially a Vespa or other type of scooter – was the getaway vehicle used in the murder of Latorre in his driveway in Melbourne's northern suburbs, as the fruiterer was leaving for his regular early morning trip to the Melbourne Market in Epping.



John Latorre was killed last week.

Police are seeking CCTV and dashcam footage of a motorbike that travelled through the streets of Greenvale or Gladstone Park – particularly along Mickleham Road

– around the time of the murder, which happened about 4.30am on March 12.

The CCTV footage so far obtained shows only a single person on the motorbike, although police suspect there could be more than one person involved in the attack who was not captured on the footage investigators have collected.

Latorre was shot multiple times in his upper body as he left the garage of his Buchanan Place home in what police have described as a "targeted attack".

The 64-year-old was allegedly part of the shadowy Calabrian

Continued Page 10

Dutton fires up over discrimination law

David Crowe
Chief political correspondent

Prime Minister Anthony Albanese has sparked a political firestorm over gay rights, gender and religious freedom by vowing to shelve reforms to discrimination law unless he gains Coalition support for new rules for thousands of schools and other faith-based institutions.

The sudden move marks a retreat on Labor's election pledge to update the law to protect the right of religious schools to practise their faith while also shielding

teachers and students from discrimination.

Opposition Leader Peter Dutton accused Albanese of trying to dump the election promise.

"The prime minister looked the religious leaders in the eye before the election, and he said that he would bring this legislation to the parliament," Dutton said.

Without the changes, religious schools would retain the right to sack gay teachers and expel transgender students.

REPORT Page 5

NATAGE A001



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Inside today



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'The moment to change'

Kate Seselja moved to Canberra to escape gambling addiction developed as a teenager - but the pokies sucked her back in, cost her a fortune and nearly her life. She is part of a growing chorus calling on the ACT government to implement 'life-saving changes' to gambling regulations.

REPORT: PAGES 8-9



Recovered former compulsive gambler Kate Seselja. Picture by Karleen Minney

Libs to apply scrutiny on APS jobs and 'wrong priorities'

EXCLUSIVE
Karen Barlow
Chief political correspondent

THE opposition's new waste watcher has promised greater scrutiny of the extra 10,000 public servants added by the Albanese government and a focus on "credible examples of wrong priorities."

Liberal James Stevens was elevated by Opposition Leader Peter Dutton earlier this month to spokesperson for government waste reduction in his front-bench reshuffle.

Mr Dutton has been attacking Labor's 2023 budget allocation of 10,000 extra public service positions, the biggest year-on-year increase of the bureaucracy in at least 15 years.

Mr Stevens, whose parents were both senior public servants, is now in the junior but high-profile role used in the past with impact by the likes of Kimberley Kitching, Pat Conroy and Jamie Briggs.

"I'm a very strong believer in a fierce and frank, independent public sector providing advice to government," he told *The Canberra Times*.

"If the public service has grown by 10,000 people, a good opposition will want to understand and know why that happened, what the breakdown is of that increase and understand the necessity of it."

"The focus on credible examples of wrong priorities, I think is where I'm going to be coming from."

He insists the jobs are not flagged for future cuts.

"We'll be very interested to hear the answers there and there may well be some good reasons for it."

Building firm goes bust owing millions

Brittney Levinson

PROMINENT Canberra building firm Project Coordination has entered voluntary administration after nearly 50 years of operation in the ACT and NSW.

Staff gathered at the company's Canberra and Wollongong offices on Tuesday morning where most of the 67 employees were made redundant.

Administrators said staff

would receive "the majority of their employee entitlements immediately".

Initial investigations show the company, which specialises in residential and commercial construction, is estimated to owe more than \$20 million to about 200 creditors.

In a statement, Project Coordination chairman Paul Murphy and son and managing director Gavin Murphy described the decision as

"soul-destroying".

"Today we informed our staff of our decision and the painful reality that we would have to let them go," they said.

"They were emotional meetings and conversations. A quarter of our staff have been with us for 15 years or more, with many over 20 years."

Restructuring firm RSM Australia was appointed as the administrators of

the company.

The announcement came after Project Coordination's website and social media pages were inactive on Tuesday morning.

RSM Australia partner Jonathan Colbran said the company had 14 active building projects, including 10 in the ACT and four in NSW.

"All work on these sites ceased immediately prior to the appointment of the administrators," he said.

One of the company's Canberra job sites, the Sierra residential project in Narrabundah, was empty and locked up on Tuesday morning.

The Construction, Forestry and Maritime Employees Union ACT secretary Zach Smith said the union would work to ensure "every single cent" owed to subcontractors and union members was paid in full.

Continued Page 4



**FAMILIES BRACE FOR
POWER BILL PAIN**_{P10}

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INSIDE TODAY

The Courier Mail

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PREMIER'S BILLION-DOLLAR OLYMPICS BUNGLE

PARTY LIKE IT'S 1928

Brisbane 2032's stadium will be smallest in 104 years
Hayden Johnson
State political editor
Brisbane's Olympic athletics stadium at the Queensland Sport and Athletics Centre would be the smallest since the Amsterdam Games (pictured) held 104 years earlier, and give residents "little opportunity" to see events in 2032. Analysis reveals the government's proposal to build a \$1.6bn, 40,000 seat stadium at the Nathan QSAC site will make it the smallest athletics venue since 1928 – when women debuted in athletics. The independent infrastructure review by former Brisbane lord mayor Graham Quirk found QSAC "would be by far the lowest capacity for any Games held in recent history and would potentially leave little opportunity for the general public to attend." **Report P5**

Coates told me to: Miles
Premier Steven Miles decided to ignore an independent Olympics venues review because Games powerbroker John Coates suggested it, he said. **Report P4-5**

A shame for sport: Raelene
Raelene Boyle, who won gold in an iconic 400m race at QEII stadium in 1982, said a return to the venue for the Olympics would be "cheap" and "a shame for the sport and city". **Report P6**

Vic Park the best: Schrinner
Brisbane Lord Mayor Adrian Schrinner said he would have backed building a stadium at Victoria Park – if it could have been done for less than \$3.4bn. **Report P5**

INSIDE TODAY

Renters fleeced of bond
Scammers are fleecing thousands of dollars in bond money from renters by using fake social media ads that replicate official rental campaigns. **Report P3**

Killer 'repeatedly raped wife'
Convicted murderer Brian Earl Johnston repeatedly raped wife Kelly Wilkinson just weeks before he murdered her, it is alleged. **Report P7**

Catherine sighted at last
The Princess of Wales (left) stepped out in public for the first time since her photoshop scandal, carrying shopping bags alongside Prince William. **Report P9**

Police pay out \$1m reward
The largest reward in the state's history – \$1 million – has been paid to people who helped police track down fugitive Rajwinder Singh in India. **Report P12**



KOSCIUSZKO BRUMBIES SUFFER A SLOW, CRUEL DEATH P8

The Daily Telegraph *We're for you*

\$3 // WEDNESDAY, MARCH 20, 2024



**KYLIE'S
DOWN
UNDER**

P7
Pop star jets home for well-earned break



**WEBB IN
A SPIN
AGAIN**

P5



P17

**KATE'S
OUT AND
SMILING**

LIVING COST CRISIS

**ONLY
\$1000
TO GO**

PM's \$275 bill promise won't cut it any longer

John Rolfe

He promised a \$275 cut to power bills in the last election, but Anthony Albanese has presided over a \$750-a-year increase for households in Western Sydney, the federal Opposition says.

The Coalition rebuke came in response to Labor claiming credit for a proposed small fall in power prices for one in 10 NSW households and businesses in 2024-25. The biggest reduction is set to be 10 per cent, but for most the saving will be 3 per cent or less, meaning Albo still owes some households more than \$1000.

FULL REPORT PAGE 4



Digitally altered image



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DAN HEADS OUT IN STYLE

PAGES 6-7 + SPORT



MELBORNE

LEWIS HAMILTON GP POSTER INSIDE TODAY



TOP NICK: BEST FIRST 50 GAMES EVER?

SPORT



SMILES AS KATE ON THE MEND

PAGE 3

APPEAL BACKFIRES

Climate protest pests who blocked West Gate Bridge – forcing mum to give birth on side of road – handed longer jail terms

FOSSIL FOOLS



Climate activists Violet Coco and Bradley Homewood (below).

Miles Proust

Two climate protesters who blocked the West Gate Bridge causing traffic chaos – forcing a woman to give birth on the side of the freeway – have copped extra jail time after their bid to cut the sentences backfired. Extinction Rebellion activists Deanna “Violet” Coco, 33, and Bradley Homewood, 51, argued in the County Court they should be released on community orders, but Judge David Sexton instead nearly tripled their jail terms.

FULL REPORT, PAGE 5



Price fall is powerless

Jade Gailberger

Victorian power bills would have to be slashed by up to \$576 over the next year for Labor to meet its promise to save households \$275, new analysis shows.

It comes as Labor on Tuesday tried to claim credit for a small fall in electricity prices from July 1 for one in 10 Victorian households and one in five small businesses.

But the modest drop will do little to unwind the pain of last year's 25 per cent price hike on bills.

FULL REPORT, PAGE 4



10 SHOWS TO WATCH THIS WEEK

BINGE 7-DAY TV GUIDE. LIFTOUT STARTS PAGE 25

Ankle tap on youths

EXCLUSIVE Shannon Deery

Electronic monitoring devices would be fitted to children as young as 14 in a major shake-up of Victoria's youth bail laws.

Under the plan, courts would have powers to order electronic monitoring to form part of bail conditions for youths charged with serious crimes.

The devices, which can currently be used only on adults older than 18, would allow real-time monitoring and immediately alert authorities to curfew and location breaches.

FULL REPORT, PAGE 8







KIRSHA AND CO'S BIZARRE LADIES' LOUNGE DISCRIMINATION PROTEST

P3

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HOBART 17C

PAGE 27

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WEDNESDAY, MARCH 20, 2024

AFLW footballer Emma Humphries and Jack Riewoldt with Campbell Town students. Picture: Michael Willson



DEVILS ARE FLYING HIGH

Tasmania Devils AFL Club memberships are in hot demand, hitting more than 100,000 in just 24 hours

PAGES 4-5

HOW TAZ CAME TO TASSIE

PAGE 5



POLITICS BRAVERY HONOUR

PAGE 10

Labor's \$160m elective surgery public hospital plan

HEALTH KICK

Labor has pledged to build a new \$160m public hospital dedicated exclusively to elective surgery to help ease the state's long waiting lists if it wins office. Opposition Leader Rebecca White announced the 24-bed hospital at New Town on Tuesday, pledging it would be operating within three years.

DAVID KILICK REPORTS, PAGE 7



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POSTERS

INSIDE
TODAY

AUSTRALIA
OFFICIAL TEAM
PARTNER

Land purchase delays leave major marine project...

UP SHIP CREEK WITHOUT A LIFT

Camden Smith
The Northern Territory government has been sitting on a key piece of information which explains why work has not yet started on a crucial major project.
The government and landholder Paspaley have not yet signed off on a final land deal that would allow work on the \$515m ship lift to finally begin.
FULL STORY PAGE 13



A HOME FOR ALL

PAGE 3

VENTURE REVS UP

PAGE 25

PLAYING THE FIELD

PAGE 4

Ex-Tropical Cyclone Megan could close Stuart Hwy





The Sydney Morning Herald

Wednesday, March 20, 2024 \$4.40 (inc GST) INDEPENDENT. ALWAYS. First published 1831 No. 58,172

Police in spin over Webb's PR hire

EXCLUSIVE
Michael McGowan
State political reporter

Police Minister Yasmin Catley's chief of staff recommended a former Channel Seven producer as a candidate to lead the influential police media unit – a controversial appointment that has put Commissioner Karen Webb under renewed pressure over her handling of the force's public affairs.

Police had been preparing to announce veteran journalist Steve Jackson would take on the challenging role as Webb's chief media adviser on Monday before news of the appointment leaked.

His hiring on an interim basis followed a series of high-profile public relations gaffes by Webb which led to the dismissal of former police media boss Liz Deegan last week.

But the announcement was delayed after a flurry of behind-the-scenes crisis talks as police became aware of Jackson's long and colourful history in Sydney's gossipy media industry.

A former NSW editor at *The Australian* newspaper and long-time media figure, Jackson was described as a "cowboy" by 2GB host Ben Fordham yesterday.

NSW upper house MP and former police officer Rod Roberts said his phone had "lit up like a Christmas tree" after news of the hire broke.

Premier Chris Minns' office was yesterday forced to issue a denial he had become involved in the fracas around the hiring amid speculation Minns was forced to leave a function to deal with it.

"The premier was at a function last night, he left on time and was not involved in trying to reverse

Continued Page 4

Mistakes a headache for Labor
ANALYSIS PAGE 4

New fear over contact sport harm



Dr Claire Shepherd at NEURA in Randwick; inset, rugby league legend Wally Lewis in State of Origin action in 1991. Photos: Dominic Lorrimer, NRL



Scientists are warning against chronic traumatic encephalopathy (CTE) diagnoses while other conditions are at play. Rugby league's Wally Lewis was diagnosed with dementia and suspected CTE in 2023. **NEWS PAGE 7**

SYDNEY'S HOUSING CRISIS SOLUTION

NEWS PAGE 10

Male visitor sues Mona over women-only Ladies Lounge

Gabriella Coslovich

Hobart's popular Museum of Old and New Art (Mona) could be forced to shut down its women-only Ladies Lounge if an anti-discrimination case launched by a male visitor is successful.

"This is not a classic case of equal opportunity, is it?" the deputy president of the Tasmanian Civil and Administrative Tribunal, Richard Grueber, observed

yesterday, as a hearing into the matter got under way.

Appearing via video from NSW was complainant Jason Lau, who visited Mona last April only to be denied entry to the Ladies Lounge, an exhibition space featuring art from the likes of Picasso and Sidney Nolan, due to his gender.

Lau argued yesterday that the Ladies Lounge contravened Tasmania's Anti-Discrimination Act.

"I visited Mona, paid \$35, on

the expectation that I would have access to the museum, and I was quite surprised when I was told that I would not be able to see one exhibition, the Ladies Lounge," he said.

"Anyone who buys a ticket would expect a fair provision of goods and services."

The lounge was created by Kirsha Kaechele, the wife of museum founder David Walsh.

NEWS PAGE 5

Winter rate cut tipped after hold

Interest rates could fall as soon as August after the Reserve Bank dropped its explicit warning that more rate rises might be needed to curb inflation, while admitting it was not blind to the financial pressures on many Australians.

The board kept the cash rate at 4.35 per cent yesterday as expected. But a change to the statement explaining its decision convinced the markets to price in a winter rate cut.

NEWS PAGE 8

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The West Australian

EXCLUSIVE

Leave pass on IR laws

DAN JERVIS-BARDY

The Federal Government has quietly shelved plans to develop a scheme where workers can carry their leave from job to job — avoiding a fresh industrial relations war with business in the run up to the election.

Workplace Relations Minister Tony Burke overruled his department and aborted a consultation process that was scheduled to start as soon as this month.

Mr Burke's spokesman

CONTINUED PAGE 4



BLAZE IN THE HILLS

BATTLE TO CONTROL FIRE P7

MUST-READ

Green law fears grow

ADRIAN RAUSO

Australian farmers are "extremely concerned" about Federal Labor's proposed Nature Positive plan, fearing the laws could pile further pressure on the nation's food supply.

The Albanese Government is pushing ahead with the reforms but National Farmers' Federation president David Jochinke said the act as it stands was already "difficult to manage" and called for clarity.

FULL REPORT PAGE 5

DESPERATE TIMES, DESPERATE MEASURES

RAISE STAMP DUTY RELIEF

Near-impossibility of finding a house under \$430k triggers calls to lift help for first-homebuyers

EXCLUSIVE JOSH ZIMMERMAN

The surging cost of homes in Western Australia has ignited calls for the stamp duty exemption to be lifted substantially from its \$430,000 limit.

Real estate experts say the growth in house prices is

almost rendering the exemption worthless with just 13.6 per cent of Perth homes now falling into the scheme, a drop from 40 per cent pre-COVID.

REIWA chief executive Cath Hart said the \$605,000 median price of a Perth house highlighted the need for a new

approach. In a pre-Budget submission, REIWA has proposed pegging the threshold for the full stamp duty exemption to the median price of the bottom quarter of dwellings sold in the past year.

If that system were enacted today, the first-buyer exemp-

tion threshold would immediately lift to \$500,000.

Treasurer Rita Saffioti said the Government was "acutely aware" of pressures, but that the best way to help was through increasing supply.

MUST-READ REPORT P8-9

BANCROFT OUT OF SHIELD FINAL AFTER BIKE CRASH SPORT



PERTH 15-29 Sunny. Tomorrow: Sunny, 18-31. Yesterday: 14.7-26.7

Weather details P45

DOCUMENT 5



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VALUE JUDGMENT

'Diminishes religious freedom and parental rights': Paul Kelly's devastating verdict

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'Mass casualty event'

Baltimore bridge collapse after cargo ship collision

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BALL IN HIS COURT

Josh O'Connor makes his mark playing royalty and tennis

LIFE & TIMES [P12]

WEDNESDAY

March 27, 2024

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RETAIL PRICE

ISSUE PRICE

LABOR'S CATCH-UP POLITICS: MANDATORY JAIL FOR DETAINEES AS FUEL STANDARDS WATERED DOWN

Soft Left's rush to hard love

ROSIE LEWIS
RELIANNO DOWN
PAUL GARVEY

Non-citizens who exhaust all avenues to stay in Australia face a mandatory one-year term in jail if they fail to go home and thousands of people from Iran, Iraq and South Sudan could be handed from entering the country amid a snap Labor bid to help regain control of migration law.

In a pre-emptive legislative strike after months of chaos on immigration following the High Court's NZYQ ruling, which overturned indefinite detention, Anthony Albanese and Immigration Minister Andrew Giles used Tuesday's parliamentary sitting to rush through a bill that would allow the government to deport detainees and non-citizens on certain bridging visas who refused to co-operate with authorities.

The bill comes weeks before the High Court rules on the case of an Iranian man who refuses to go home, claiming he would be persecuted over his sexuality.

The new powers would allow Mr Giles to try to force him to return home, regardless of that decision, or go to jail.

More than 100 detainees who are refusing to co-operate with deportation could also be released if the man, AS77, wins the case. The changes unveiled on Tuesday would be directed primarily at the 152 former detainees who were released following last year's High Court decision, the government said.

Labor's legislation was driven through the House of Representatives mere minutes before question time with the backing of the Coalition, in some of the most chaotic scenes in parliament since the ALP returned to power in 2022. With the Greens labelling it an alternative pathway to the Trump's Muslim ban, the government is facing fights on three fronts.

Tuesday was also marked by a growing dispute with state premiers over disability funding, a debate in which some Labor MPs were increasingly nervous that commonwealth was losing control over, and disappointment from environmentalists over a backflip on its emissions standards regimes for new cars.

The Coalition slammed the government's "sham" and "complete and utter mess" of a process to produce changes to the Migration Act - which the government wants passed through parliament on Wednesday before it rises for the Easter break - but won Senate support for a two-hour inquiry held on Tuesday night to scrutinise the legislation.

Under the government's Migration Amendment (Renewal and Other Measures) Bill, which the Coalition, Greens and cross-benchers were briefed on early on

DETAINEE RUSH



Emergency powers in a bid to regain control of migration laws that jail non-citizens who refuse to co-operate with efforts to deport them

EVs STALLED



Revamped fuel efficiency standards face defeat despite applying softer emissions rules and concessions for electric vehicles

NDIS CHAOS



Growing concern the new disability legislation funding deal has overreached and put the states offside over costs

PM pushes panic button as detention disaster rolls on



Simon Benson COMMENT

The rolling disaster that the Albanese government has now made of immigration detention risks becoming emblematic of two broader and deeper problems for Labor.

Tuesday morning, despite the legislation being dated from last week, non-citizens with no right to be in Australia would be forced to leave if they were not heading home voluntarily.

Non-citizens who did not co-operate with the government's removal efforts could be forced to apply for a passport or attend meetings with officials from that country to facilitate their travel. If they fail to comply with direc-

Competence and trust. The government knows it and the polling is beginning to express it.

The urgent rush on Tuesday to pass a new bill through the parliament to deal with the second-round effects of the NZYQ High Court case of last year has left the government looking panicked and blundering.

In a single act, he has elevated the argument dramatically that the executive is crippled by ineptitude over this issue, still spoken by the politics of the failed voice referendum and is now regularly engaged in acts of deception to mask its failures. The irony is remarkable.

Continued on Page 5

tions, they would be committing a crime and face at least one year in jail and a maximum of five years.

Mr Giles would also be handed extraordinary powers to designate a country that refuses to accept returns of their own citizens a "removal concern country".

That would prevent most nationals living in that country from

Continued on Page 5

EDITORIAL P10



MARTIN GALLAGHER FOR NEWSPIRE

New ALP fuel plan is on the skids

GEOFF CHAMBERS
SARAH ISON

Anthony Albanese's new fuel efficiency standards plan applying softer rules for some larger SUVs and 4WDs could be scuttled by the Coalition and Greens over competing concerns it will drive up consumer costs and fail to accelerate electric vehicle take-up.

After Transport Minister Catherine King and Climate Change Minister Chris Bowen unveiled Labor's revamped New Vehicle Efficiency Standards, leading car-makers could not guarantee vehicle costs and choice would not be impacted under the transport pollution crackdown.

Facing pressure to overhaul its preferred NVEs model announced last month, the Albanese government on Tuesday revealed a range of larger family cars would be categorised as light commercial vehicles and subject to a "more emissions trajectory".

Ahead of legislation being tabled in parliament on Wednesday, the Coalition and Greens threatened to block the NVEs and are

INSIDE

The Albanese government is descending into a dangerous zone of chaos on key political and policy issues just as it tries to end disorder and find a new path forward.

DENNIS SHANAHAN P4

likely to send the government's bill to Senate inquiry. The Coalition and Greens teamed up unsuccessfully in the Senate last month to demand the government release secret \$750,000 ACIL Allen modelling underpinning its fuel efficiency standards plan.

Mr Bowen and Ms King are seeking to push through legislation by June ahead of the NVEs commencing in 2025. After negotiations with stakeholders and concerns over IT systems, the government will delay its credit-trading scheme and penal-

ties regime until July 1 next year. After the US softened its fuel efficiency rules last week, the government has eased the emissions trajectory pace for light commercial vehicles, which now include the Toyota LandCruiser and Prado, the Isuzu Mu-X, Mitsubishi Pajero, Nissan Patrol and Ford Everest.

Standing alongside Mr King and Mr Bowen, Toyota Australia chief executive Matthew Callachor welcomed Labor's concessions but warned it "remains a very big challenge" to achieve the fuel efficiency targets.

Asked about price impacts on Toyota models, Mr Callachor said the Japanese motor giant was focused on offering Australians "practical, capable and affordable vehicles".

"We were looking for something that was ambitious, but also would bring Australians along on the journey. And, as I said, that does leave a challenge, a significant challenge," Mr Callachor said.

"Motorists groups said the government's commitment to a 2026

Continued on Page 4

Shorten 'dropping the ball on NDIS'

SARAH ISON
STEPHEN LUNN

Concern is mounting among federal Labor MPs that NDIS Minister Bill Shorten is losing control of a state-federal deal to create a separate system for people with less severe disabilities outside the \$42bn National Disability Insurance Scheme.

While there is broad support across the ALP to make the NDIS more sustainable, MPs have told The Australian there is "growing concern" in caucus about the absence of costing and modelling in a deal struck with the states at December's national cabinet meeting.

"The policy is good, but Bill Shorten hasn't done the work to get a deal done with the states," one federal Labor MP told The Australian. "Shorten is rushing to get the headline but needs to focus on getting an outcome."

Another Labor MP raised concern with how states such as NSW lost out during recent GST funding decisions and that it seemed unlikely the states would "provide an open cheque book" for non-NDIS participants that still needed support.

"It's very complex. Ultimately, I think Bill (Shorten) can do it. But it certainly isn't sorted out now," the MP said.

The comments came after the Senate last month to demand the government release secret \$750,000 ACIL Allen modelling underpinning its fuel efficiency standards plan.

Mr Bowen and Ms King are seeking to push through legislation by June ahead of the NVEs commencing in 2025. After negotiations with stakeholders and concerns over IT systems, the government will delay its credit-trading scheme and penal-

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"Motorists groups said the government's commitment to a 2026

Continued on Page 4

Assange spared US jail... for now

JACQUELINE MAGNAY
EUROPE CORRESPONDENT

WikiLeaks founder Julian Assange has avoided immediate extradition to the US, with the British High Court seeking assurances from the Biden administration that he will not face the death penalty and he will have the right to free speech.

There was confusion outside the Royal Courts of Justice in London when the decision was handed down, with many people unsure if the delay - and with further legal action pending - was good news as supporters had wanted the entire extradition case thrown out.

After more than a decade of court battles, seven years of asylum in the Ecuadorian embassy and five years as a remand prisoner at the Belmarsh prison in London, the Australian is likely to be flown to Virginia in the US to face espionage allegations once the British court is satisfied he will not face the death penalty.



Assange

and that he is able to rely on the first amendment of the US constitution, which allows for journalists' freedom of speech.

If the assurances are not filed by April 16, the court has allowed Assange's legal team leave to appeal. If the assurances are provided the court will list the case for May 20 for a one-day hearing, after which Assange will be extradited to the US.

"The Disposal Court considers that the court has allowed Assange's legal team leave to appeal. If the assurances are provided the court will list the case for May 20 for a one-day hearing, after which Assange will be extradited to the US."

"The court has given the government of the United States three weeks to give satisfactory assurances... that Mr Assange is permitted to rely on the first amendment to the United States constitution (which protects free speech), that he is not prejudiced at trial (including sentence) by reason of his nationality, that he is afforded the same first amendment protections as a United States citizen and that the death penalty is not imposed."

The US State Department had previously argued Assange couldn't rely on the first amendment because he was not an American citizen.

Assange's complex legal battles had been followed for more than a decade after he had been harassed by the US government by disclosing war crimes in Afghanistan and Iraq in 2001 and 2001. Many believe his legal woes were compounded by the WikiLeaks release of Vault 7 files in 2017 which exposed American cyber capabilities and electronic surveillance.

Assange spent seven years of voluntary detention in an Ecuadorian embassy seeking asylum to avoid investigation by Swedish authorities, which he believed was a front for the US to

Continued on Page 7

Party veterans launch Woodside rebellion

EXCLUSIVE

PAUL GARVEY

Labor great Kim Beazley, two former Labor premiers and two former Labor ministers have urged Environment Minister Tanya Plibersek to block Woodside Energy's plans to extend the life of its North West Shelf project, in a move that underscores the growing divisions within Labor over conflicting industrial and environmental ambitions.

Mr Beazley - a former deputy prime minister and opposition



Beazley

leader who until 2022 was the governor of Western Australia - is one of several high-profile Australians to sign a letter to Ms Plibersek calling for her to intervene and prevent the project from

going ahead. Other high-profile Labor signatories to the letter include Australia's first female premier, Carmen Lawrence, former WA premier Peter Dowling and former science minister Barry Jones and former international development minister Melissa Parke.

The letter comes amid growing tensions within Labor over its environmental policies. While industry is concerned about the potential consequences of Ms Plibersek's proposed "nature-positive" changes to environmental approval processes, resource minister Madeleine King has been

pushing to update legislation to avert spurious legal challenges from activists and environmental groups against major gas projects.

Woodside is planning to extend the life of the Karatha gas field, Australia's first and largest gas field, and its largest natural gas facility, out to around 2020. The plan to date has been fed with gas from the North West Shelf. Under Woodside's plan, the plant will have its life extended with a supply of gas from Woodside's Browse fields. The Browse gas fields contain a comparatively high amount of carbon dioxide.

Continued on Page 4

Police awards are racist: ICAC

LIAM MENDES
PAIGE TAYLOR

The chief of the Northern Territory's corruption watchdog has declared mock awards issued within the territory police's elite police unit "are racist towards First Nations people".

The extraordinary statement came after five senior police officers swore in separate affidavits claiming they had "never experienced any racism" and the awards weren't racist.

The Australian on Tuesday revealed the NT ICAC had called

on the police to help investigate accusations of racism within the territory police's elite police unit, citing a lack of resources to conduct its own investigation independently due to inadequate funding.

Former police officer Zachary Rolfe alleged at the inquiry for Kurnajung Walker in February that the TRG unit created an in-house "Coon of the year" award for members who "exhibited the most coon-like behaviour", with one award's background the Aboriginal flag.

NT ICAC Commissioner Michael Riches said in a rare public

statement that he had been briefed on Wednesday morning on the evidence that had been collected, after an investigation into the allegations.

"That evidence further supports the allegation that, in past years, awards have been issued within the Territory Response Group are racist towards First Nations people," he said. "I have formed that view based upon the material I have been shown and the language used in that material," he said.

The investigation has also

Continued on Page 7

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Speirs takes loss of seat lying down

Andrew Hough

South Australia's Liberal leader David Speirs is under fire after telling party chiefs he was dialling into a critical meeting "from bed", during which two major reviews were launched into its disastrous Dunstan campaign. Staff later said he was at a desk.

The fight for the state's most marginal seat further tightened on Tuesday after official counting showed a knife-edge 51-49 margin to Labor's candidate Cressida O'Hanlon, 51.

Ms O'Hanlon was last night 367 votes ahead of Liberal opponent Dr Anna Finizio.

FULL REPORT PAGE 7

Footy drugs 'rort' rocks the league

Michael Warner

A former Melbourne Football Club doctor has admitted to conducting "off the books" illicit drug tests – allegedly authorised by the AFL – to help players evade detection on match days.

The whistleblower says players who confessed to taking drugs in the days before games were given secret tests to ensure their systems were clear or were advised to "fake an injury" to avoid tests.

Federal MP Andrew Wilkie told parliament he received a signed statement from former Demons head doctor Zeeshan Arain in which he accused the AFL of facilitating the tests.

REPORT PAGES 10-11

FAMILY DEVASTATED IN FISHING TRIP TRAGEDY

Spilsby Island off Port Lincoln and, inset, the wrecked fishing boat.



PAUL ECKERT DECEASED



TOM ECKERT DECEASED



DANNY ECKERT AND HIS SON SURVIVED



CRUEL SEA

Dasha Havrilenko, Tara Miko, Emily Olle

A well-known university professor and his teenage son narrowly escaped death

in a fishing boat tragedy that claimed the lives of his brother, father and the captain of the vessel.

Flinders University professor Danny Eckert, 44,

and his 13-year-old son were treading water for more than 12 hours after their boat was hit by a freak wave at about 4pm Monday. Rescuers found the

pair clinging to a reef near Spilsby Island about 45km from Port Lincoln on Tuesday morning and discovered the bodies of Professor Eckert's father Paul, brother Tom and the captain near the stricken vessel.

The two survivors told police their boat was capsized by a freak wave.

FULL REPORT PAGES 4-5

SANFL 2024 SEASON GUIDE



16-PAGE LIFTOUT INSIDE



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OUTRAGE MERCHANT

Spanian harnesses
the 'power of hate'
NEWS PAGE 12



WRONG TURN

What happened with
the Sydney Swans?
NEWS PAGE 10



PARIS CALLING

Jackson's travel deal paves
way for Olympic dream
SPORT PAGE 32

'False' police surveillance reports may stymie trials

EXCLUSIVE
Nick McKenzie

At least 45 police investigations and an unknown number of criminal trials may have been compromised by allegations members of Victoria Police's elite covert operations division falsified surveillance reports that may have been used as evidence in court cases.



The alleged misconduct of a small number of highly trained surveillance operatives has sparked a corruption inquiry, urgent briefings to the Office of Public Prosecutions and an audit to determine the number of trials potentially impacted.

In revelations that raise fresh questions about the integrity of the force's interactions with Victoria's court system, *The Age* has confirmed internal affairs investigators

are probing allegations that the surveillance operatives falsified logs to claim they were monitoring suspects when they were not doing so, and that some of these logs may have been accepted as reliable evidence during criminal prosecutions.

Three law enforcement sources, who spoke confidentially because they are not authorised to comment publicly, confirmed the anti-corruption probe and audit had been launched late last year.

At least 45 investigations involving the allegedly tainted surveillance crew have been identified by Professional Standards Command.

Internal investigators are reviewing the surveillance logs from each investigation to determine if they have been doctored, while also working with the OPP to examine the impact on prosecutions relying on the logs as evidence.

Defence lawyers and barristers for accused people subject to the potentially false logs are also being notified as police scramble to ensure the force adheres to its legal

Continued Page 14



Migrant and Geelong resident Johanne Martens with son Leon: "Suburbs are being built really quickly." Photo: Justin McManus

Melbourne booms, and Geelong blooms too

Shane Wright
Lachlan Abbott

A massive population surge has solidified Melbourne status as the biggest city in the country.

Melbourne and Sydney combined grew by a record 310,000 in a single year as migrants surged back into the inner city and student accommodation while many financially pressed Australians moved to the outer suburbs.

In the largest annual change to the nation's two biggest cities, Melbourne's population surged by 166,000 residents in 2022-23, or almost 455 people a day. Its previous one-year record increase in population was in 2016, when it added 126,000 residents.

Sydney, which grew by 90,109 in 2016, added 142,600 residents in 2022-23, or 391 a day.

It was the first time the two cities each added more than 140,000 residents in one year. Combined, the nation's capitals and largest regional centres accounted for 92 per cent of the 634,000 increase in population through the year.

Melbourne's urban area, which was Australia's most populous city between the 1850s and 1905, is now home to a 5.1 million people while Sydney's has 5.04 million.

The surge was largely driven by the return of international

Continued Page 4

Licence win for Crown Resorts

Amelia McGuire
Broede Carmody

Crown Resorts will keep the licence to operate its flagship Melbourne casino, two years after it was disgraced following two scathing royal commissions and a state inquiry that found it failed to curb money laundering and terrorism financing

THE AGE

THE AGE SAYS
Dreadful decision lets
Crown off the hook
EDITORIAL PAGE 16

across its three casinos for years. The Victorian Gambling and Casino Control Commission said

yesterday it was "clearly satisfied" Crown Melbourne should keep its state casino licence and that it was in the public interest for it to do so.

This means the casino giant has passed its first regulatory test since it was bought by private equity giant Blackstone for \$7.9 billion in 2022.

Continued Page 8

Labor push through detainee law change

Angus Thompson
Olivia Ireland

People who refuse to return to their birth country because they fear persecution will be jailed for up to five years if they do not cooperate with moves to deport them

under Labor's accelerated plans to head off a wave of legal challenges to immigration detention.

Greens Leader Adam Bandt led crossbench condemnation of the government.

REPORT Page 5

CIRQUE DU SOLEIL
LUZIA
A WAKING DREAM OF MEXICO

OPENS TONIGHT
FLEMINGTON RACECOURSE

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An uncle's loving sacrifice

In the last terrifying seconds of his life, Luke Dorsett reached out to save his beloved niece's life at the cost of his own. Seven years since the Dreamworld catastrophe, Mr Dorsett has been recognised for his heroism.

BRAVERY AWARDS: PAGES 8-9



Labor races to pass new immigration powers

Justine Landis-Hanley, Miriam Webber

THE Coalition will decide on Wednesday whether to pass laws bolstering powers to deport and detain non-citizens, after questioning Home Affairs officials in a last-minute evening hearing. The Albanese government rushed immigration law changes through Parliament's lower house on Tuesday in an effort to head off a High Court decision that might otherwise see hundreds of long-term detainees released. Coalition and crossbench senators were only briefed on the legislation hours before it passed on Tuesday morning, in a rapid process that has been slammed "undemocratic", "botched" and "panicked" by politicians across the aisle. The changes, if passed through the Senate, will give the immigration minister the power to order non-citizens, who have exhausted all paths to stay in Australia, to take action to facilitate their own removal.

Continued Page 8

BUSINESS Subcontractors, suppliers likely to be left out of pocket after company collapse

Builder's debts top \$30m

Brittney Levinson

SUBCONTRACTORS and suppliers are unlikely to be paid the \$15 million they are owed after the collapse of a high-profile building company. Rork Projects entered voluntary administration in early March with debts totalling more than \$30 million.

Administrators for the 26-year-old building company have anticipated the millions of dollars owed to unsecured creditors will not be recovered. However, employees may see some returns. Rork Projects had 63 active construction projects across Queensland, NSW, Victoria and the ACT at the time of administration. It was one of a series of high-profile builder collapses in recent months. Rork Projects employed 77 people at the time of its collapse, a report by administrators McGrathNicol stated. The report found about \$2.3 million is owed to employees, comprising unpaid wages for three days leading to the administration, unpaid superannuation and leave payments. A return to employees - who are the priority creditors - is uncertain, the report stated. Administrators have estimated a return to employees of less than 100 cents in the dollar. About \$10.8 million is owed to secured creditors, majority of which is owed to the Commonwealth Bank of Australia. A return to secured creditors of less than 20 cents in the dollar has been estimated. About \$15.1 million is owed to unsecured creditors, the report found, however that figure is likely to increase as investigations continue. Unsecured creditors may include subcontractors, trade suppliers, utility providers, landlords and statutory authorities. It is expected there will be no return to unsecured creditors in the event of a liquidation, the report found. Initial investigations revealed the company may have been insolvent from June 30, 2023 or earlier.

Continued Page 6

The Daily Telegraph

We're for you

\$3 // WEDNESDAY, MARCH 27, 2024

BRIDGE COLLAPSE HORROR

Rescuers were searching for multiple victims last night after a bridge in the US city of Baltimore collapsed when a cargo ship struck a pylon

STORY PAGE 18

A photograph showing a large cargo ship at night, illuminated by bright lights, striking a bridge pylon. The ship is positioned in the water, and the bridge structure is visible above it.

A photograph showing the collapsed bridge structure at night. The bridge is illuminated by bright lights, and the surrounding area is dark. The bridge is in a state of collapse, with one side falling into the water.

The bridge collapses (main and above) after the cargo ship struck one of its pylons (left).
Pictures: Stream Time Live

Lack of funding for ground could end Leichhardt's NRL era

OVAL AND OUT

Brent Read

Leichhardt Oval, the iconic home of the Wests Tigers, is officially on life support after NSW Premier Chris Minns declared there would be no rescue package for the dilapidated ground.

In rejecting a plea from the Tigers and Inner West Council to spend millions reinvigorating the ground, Mr Minns has effectively signed the death warrant for the oval as an NRL venue.

Tigers chief executive Shane Richardson hinted afterwards that the club would have little choice but to draw the curtain on its time at the ground at the end of this season given the state government's stance.

"Governments have to make decisions about the finances of the government," Richardson said.

"We understand that. Wests Tigers will make decisions for the future of the Wests Tigers."

STORY PAGE 10



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STORY PAGE 5

STARS HIT RUBY RUG IN SYDNEY

ZENDAYA SHINES AT PREMIERE



P7

WIN FOR ASSANGE

LEGAL LIFELINE P9





BOMBSHELL CLAIMS

» Top league doctor organised secret tests to help players evade detection
» Demons whistleblower says stars told to fake injuries to avoid being caught

FOOTY DRUGS 'RORT'

Michael Warner

A former Melbourne Football Club doctor has sensationally admitted to conducting "off the books" illicit drug tests – allegedly authorised by the AFL – to help players evade detection on match day.

The doctor-turned-whistleblower says players who confessed to having taken drugs in the days before an AFL game were given secret tests to ensure their systems were clear or were advised to "fake an injury" so they would not risk being tested and suspended for breaches of the World Anti-Doping Agency code.

Federal MP Andrew Wilkie told parliament on Tuesday night he had received a signed statement from former Demons head doctor Zeeshan Arain in which he accuses the AFL of facilitating the clandestine drug tests at Dorevitch Pathology in Heidelberg. Mr Wilkie called on Prime Minister Anthony Albanese to intervene in the scandal.

In a stunning address in parliament, Mr Wilkie said: "I rise to bring the house's attention deeply troubling allegations of egregious misconduct within the AFL."

FULL REPORT, PAGES 4-5



BALTIMORE BRIDGE COLLAPSE AFTER SHIP COLLISION



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INSIDE

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Go JJs

TASMANIA JACKJUMPERS

DEFEND THE ISLAND

AFL DRUGS SHOCK

WILKIE DROPS BOMBSHELL P2

FEAST OF WINTER DELIGHTS

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WINNING SHOT IN THE PAINT

Jackies' gun inspires street art Pages 4-5

Street artist Rhys Williams and youth worker Joel Imber have painted a mural of Jack Jumper Jack McVeigh in Bideanapies Lane. Picture: Chris Kidd

3-STRIKE BEC BOWS OUT

Labor's search for a new leader

Contenders to become state Labor's new leader have remained tight-lipped after Rebecca White (left) quit as Opposition Leader on Tuesday following the party's third-straight election loss. A relaxed Ms White paid tribute to her family, acknowledging there had been many sacrifices in her seven years as leader. "It's going to be nice to be more present in their lives," she said. **DUNCAN ABEY REPORTS, P6-7**



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Bridge in US collapses
after being hit by ship
NEWS PAGE 11

The Sydney Morning Herald

Wednesday, March 27, 2024 \$4.40 (inc GST)

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First published 1831 No. 58,178

Cardiologist sent thousands of texts to young employee

EXCLUSIVE

Jacqueline Maley

One of Australia's top cardiologists, a world-leading expert in cardio-genetics, is accused of sexually harassing a young female employee in a pattern of behaviour that allegedly escalated from constant text-messaging to unwelcome touching and surprise visits to the complainant's apartment.

Jennifer de Jongh, 28, has lodged a Federal Court sexual harassment claim against Professor Chris Semsarian (pictured), 57, who is a member of the Order of Australia (AM) and deputy director and noted fundraiser for the Centenary Institute, a medical research organisation supported by Sydney University and NSW Health but financed through philanthropy.



Despite the sexual harassment claim, which includes details of thousands of text messages sent over six months, and allegations he touched de Jongh on the buttock, the Centenary Institute has not investigated or spoken to staff about the matter. Semsarian said he refuted the claims and would be "vigorously defending" the matter.

FULL REPORT PAGE 6



Jennifer de Jongh.
Photo: Egidijus Narvydas

Sydney bursting as population surges

Shane Wright, Lachlan Abbott

The populations of Sydney and Melbourne swelled by a record 310,000 in a single year as migrants surged back into inner city areas and student accommodation while many financially pressed Australians moved to outer suburbs.

In the largest annual change to the nation's two biggest cities, Melbourne's population surged by 166,000 residents in 2022-23, or almost 455 people a day. Its previous one-year record increase in population was in 2016, when it added 126,000 residents.

Sydney, which grew by 90,109 in

2016, added 142,600 residents, or 391 a day.

It is the first time the two cities have added more than 140,000 residents each in one year. Combined, the nation's capitals and largest regional centres accounted for 92 per cent of the 634,000 increase in population through the year.

Melbourne's urban area, which was Australia's most populous city between the 1850s and 1905, is now home to a record 5.1 million people while Sydney's has 5.04 million.

The surge was largely driven by the return of international students after the pandemic, mostly into student accommodation or share houses in inner suburbs.

In Sydney, the Haymarket area added 2653 net migrants while Kingsford - adjacent to the University of NSW campus - added 2365 net migrants.

If not for overseas migrants, Sydney's population would have fallen as its natural increase of 28,511 was offset by 38,425 people leaving the city. Melbourne lost 6678 residents, but births outnumbered deaths by 27,390.

The Australian Bureau of Statistics figures, which track the people of the nation's capitals and major regional centres, showed the pandemic-era drop-off in major city population growth had ended. The fastest-growing areas are

the outer suburbs of Australia's major cities. Three of the five fastest-growing are in Canberra.

The largest number of residents moved into the outer western Melbourne suburb of Rockbank (4299) and the western Sydney suburb of Shanes Park (3908).

The figures revealed that Perth, with a population of almost 2.3 million, added 80,000 residents during the year, slightly more than the 78,000 added to Brisbane.

Queensland's major regional areas also continue to grow. The Gold Coast grew by 735,000 residents, more than 70 per cent since 2000. Canberra-Queanbeyan has

Continued Page 2

MINNS BACKS
CATLEY
NEWS PAGE 5

'MY HEART IS
BROKEN, MY
DARLING BOY'
Family and
friends farewell
Jesse Baird
NEWS PAGE 5



THEIR SAY ADON



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The West Australian



Fears of mass casualties after container ship crash in US



BRIDGE HORROR

A container ship has ploughed into a major bridge in the US, causing it to snap and plunge into the river below — sparking fears of mass casualties.

Several vehicles were flung into the chilly waters, and rescuers were last night searching for at least seven people.

Two others had already been pulled from water under the Francis Scott Key Bridge in Baltimore, one of whom was in hospital in a serious condition.

The cargo ship appears to have crashed into one of the bridge's supports during the

middle of the night before catching fire.

The shocking incident was all captured on video.

"Never would you think that you would see, physically see, the Key Bridge tumble down like that," Baltimore mayor Brandon Scott said.

"It looked like something out of an action movie ... it's an unthinkable tragedy."

The fire chief said authorities "may be looking for upwards of seven people" but that number could change.

Earlier, Kevin Cartwright, director of communications

for the Baltimore Fire Department, called the collapse a "developing mass casualty event".

Maryland governor Wes Moore declared a state of emergency.

MUST-READ REPORT P8-9

It's 'Oh, what a backflip' for Albo

KIMBERLEY CAINES & DAN JERVIS-BARDY

It was a day of reversals for the Federal Government as it watered down its contentious clean car plan and rushed through sweeping new powers to try to bring its deportation debacle under control.

The first of the Government's changes came when it announced it was softening targets for utes, vans and four-wheel-drives amid voter backlash.

The second strike came with the Government passing emergency laws to jail foreigners

who refuse to be deported for up to five years as well as blocking potentially thousands of people from entering Australia in the first place if they hail from the country designated a "removal concern country".

FEDERAL POLITICS P4-7

AFL hit by claims of drug scam

JACKSON BARRETT

A former Melbourne Demons doctor has admitted he secretly tested players for illicit drugs to make sure they were clear before matches, alleging the entire thing was authorised by the AFL.

Under parliamentary privilege on Tuesday night, Federal MP Andrew Wilkie held up a signed statement from Dr Zeeshan Arain in which he accused the AFL of facilitating the tests to help players dodge breaches of the World Anti-Doping Agency code.

Players who tested positive in the lead-up to games, were allegedly told to "fake an injury".

Former player Shaun Smith, the father of suspended Demons forward Joel Smith, also brought forward the allegations.

FULL REPORT SPORT

DOCUMENT 6

From: ["Minister Plibersek Media" via Labor Media](#)
Subject: [EXTERNAL] MINISTER TANYA PLIBERSEK - SPEECH - ELIZABETH ROSE HANRETTY ORATION - THURSDAY 11 APRIL 2024 [SEC=OFFICIAL]
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THE HON TANYA PLIBERSEK MP
MINISTER FOR ENVIRONMENT AND WATER
MEMBER FOR SYDNEY

ORATION
Inaugural Elizabeth Rose Hanretty Oration
Adelaide, South Australia

I acknowledge that we meet on the Land of the Kaurna [pronounced “garner”] people and pay our respects to Elders past, present and emerging.

I’d like to acknowledge Susan Close, Deputy Premier, Emily Bourke, Assistant Minister for Autism and other State MPs including Reggie Martin, Cressida O’Hanlon, and Olivia Savvas.

And from the SA Labor party Aemon Bourke and Penni Pappas.

Thank you to Reggie Martin for the invitation to speak with you tonight.

As this is the inaugural Elizabeth Rose Hanretty Oration - it is worth some time to talk about the woman herself.

Why are we celebrating her in particular?

What is her legacy?

MLC, Reggie Martin told me his aim in establishing this oration was:

“To make Liz Hanretty a household name in South Australian Labor circles.
It is the very least that our longest-serving party official and first woman

Secretary deserves.”

I completely agree with Reggie.

What an incredible woman Elizabeth Rose Hanretty was – and what a legacy. I want to talk about how Elizabeth’s work is a brick in the path to gender equality – and an exemplar of the best of Labor.

I also want to talk about how Elizabeth’s work remains incomplete, and it is up to us to build on what she achieved.

But first who was Elizabeth Rose Hanretty?

Elizabeth was born in 1881 in North Adelaide - one of 11 children - to an Irish mother and an English father.

She was the fifth of eleven - and when her father died when she was 7, her mother Bridget had to support and raise all 11 children.

Times were - as you can imagine – tough for a single mum of 11, in an era before the social safety net. And so Elizabeth was sent to work aged 12, at the completion of her primary schooling.

At 12 she worked as a domestic servant and nursemaid. By 14 she was working in a laundry – as a presser.

She told the Adelaide Advertiser in an interview in 1924,

“I was accustomed to fighting because life was always more or less of a struggle for existence when mother was left a widow with a young family...I was able to leave the North Adelaide public school and become one of the breadwinners in earnest. I was only 12 years old then, and I thought it was a great privilege to be allowed to sleep home when I got a place as domestic help and nursemaid at four shillings a week.”

In 2024 in Australia we can scarcely comprehend a 12-year-old being sent into the workforce, grateful that she was allowed to sleep at home.

It’s worth reflecting on the working conditions at the time for children.

The working children of this era worked long hours, typically a ten-to-fourteen-hour day, for very little pay. On average, children were paid about one third of the adult male rate. A child in a rope works in Melbourne, for example, earned 7s for a fifty-hour week in 1884. This is compared with an adult male, who earned around £2. Young children endured harsh conditions, with reports of children “crowded into small rooms which are suffocating in summer and intolerably cold in winter.” In one factory there were ‘seven men and four boys’ in a small room with no ventilation. Children were put in charge of steam boilers and other powered machinery, sometimes with disastrous consequences.

The Advertiser reported in 1899 that ‘children under 10 years of age were employed in suburban factories, and it is a common occurrence for them to have their fingers taken off in the machinery.’

Diseases such as typhoid, diphtheria and whooping cough spread in unsanitary factory conditions.

And in laundries, where Elizabeth worked once she turned 14 - the conditions were hard and dirty.

We are horrified now at the thought of a 12-year-old girl in this country leaving school to work as a servant.

But in the 1880s - during Elizabeth's girlhood – children had limited rights.

Women also had limited rights in most spheres: in families, in employment and in citizenship.

But that would change in the coming decades.

And Elizabeth and the broader labour movement would be an important part of that change.

While working at the Adelaide laundry, a young Elizabeth encountered labour activist - Lilian Locke - a leader of the labour movement in Australia.

What a fortuitous meeting! Picture a young woman working in a laundry, in a bleak set of circumstances, meeting the charismatic Labour reformer and suffragette Lilian Locke.

Lilian Locke was described in the press as a "brilliant organiser and propagandist", and "one of the ablest women Labor platform exponents in the Commonwealth."

Lilian regularly travelled around Australia campaigning for women's rights and the rights of workers, and I'm sure would have been an inspiring mentor and champion of the working women she met on the road.

What a debt of gratitude we – and generations of Australians - owe to the union movement. What they have given us – and continue to give us by collectively and as individuals is impossible to quantify.

Once they met, Elizabeth joined Lilian in forming the Women's Employment Mutual Association in Adelaide in 1905 – when she was aged 24.

And the course of her life changed when she joined the fight for a better deal for workers.

In 1909 Elizabeth represented the employees on the Laundries and Wages Board - and in 1911 - she represented the Trades and Labour Council on the Royal Commission on the Shortage of Labour in the Clothing and Boots Trade.

Elizabeth's involvement in the public fight for a better deal for workers was unusual at the time - and directly motivated by her own experiences in the workforce.

It was unusual because women were still mainly confined to the domestic sphere.

Historian Raelene Francis - an emeritus professor at the ANU - said without such critical experiences of working in poorly regulated and underpaid industries "women were much less likely to engage in industrial activities."

“Family structures and gendered divisions of labour, combined with gender differences in paid earnings, affected women’s participation in the labour market and also their inclination and capacity to engage in organisation and leadership,” she wrote.

Elizabeth would have found these separate gendered spheres, public and private, were replicated in the factory and its politics:

Says Professor Francis,

“Women seeking leadership roles in unions in this period often faced formidable obstacles, not least of which was the attitude of male unionists. When the tailoresses began to organise in the 1880s, many tailors were not interested in joining within them in solidarity. “Oh let the women look after themselves,” one of them said, “they have taken our jobs.””

Things have changed for women in modern Australia but in Professor Francis’s account there are some things that strike me as familiar - the structural barriers to political participation.

In 2024, women still do the majority of unpaid care work [70 percent, according to ABS stats] – whether it be looking after elders or children, or running a household. They are the family organisers and diary managers. For many, this load doesn’t leave much time or headspace for politics and activism.

There is also a backlash to this current wave of feminism, where men say – ‘let the women look after themselves.’ According to a study by Ipsos UK in 2023, there is an upswing of young men who believe feminism is harmful. Feeding this backlash are social media algorithms that push young men towards harmful, misogynist content such as Andrew Tate.

Gender inequality is something that generations of women have had to collectively work together to overcome. That we are still working to overcome today.

And when we fight for the rights of others, we find out own voices and see the benefits in our own lives.

When I supported the introduction of affirmative action at the 1994 Hobart Conference, I ran onto the floor with excitement when the decision was made. I never expected to benefit from this myself – but four years later, I was running for Parliament.

It is the work of the Labor party, but also organisations such as Emily’s List in Melbourne and Muriel Matters here in South Australia that have keep the momentum going for many years on this issue.

For Elizabeth it was the involvement in the labour movement that would ultimately lead to her own greater mobility, and out of the laundries.

And it led her to formal education.

After the formation of women’s association with Locke, Elizabeth trained in

typewriting in business college. Even this modest technical qualification was a sacrifice for someone from a poor background – and it would be until Whitlam's Labor government revolutionised higher education in the 1970s.

"I had paid for my learning, and I wasn't going to waste the money. Every ten minutes at the typewriter meant a long walk [instead of public transport] or a 'scratch' meal for me, and I made the most of it... I was beginning to realise the true value of service, and that everything good has been bought by sacrifice.

Before those seismic reforms by Gough Whitlam – many working-class Australians were self-taught or learnt to read through initiatives by the union movement through working men's association.

And I think of the great Dick Adams – the former member for Lyons in Tasmania, who taught himself to read and write as an adult. He had been a union organiser and had to write a letter as part of his work for members. He realised he did not have the skills and devoted the next four years, sitting around a kitchen table learning from a tutor from the union movement until he improved.

After leaving school at 12, Elizabeth was also self-taught.

In that Adelaide Advertiser interview in 1924 Elizabeth talked about the role of books in her life:

"I was an omnivorous reader," she confessed, "and I progressed from the penny novelette to some of the finer literature of the language by easy stages. At first, I could not read anything that had not a story in it, but by and bye I realised that the age long struggles of humanity were the greatest and most dynamic romances of all time. Under all the picturesque tales of the French Revolution I began to seek for the underlying political causes. From that I got down to the bedrock idea of looking for the underlying cause when I had to deal with any industrial matter."

The age long struggles of humanity were the greatest and most dynamic romances of all time.

From there Elizabeth's life developed a trajectory. It is the trajectory of a joiner and a reformer – and many of you here tonight would be familiar with this path, having walked it yourself.

It is a path that inspired me to join the Labor Party. When I gave my first speech to Parliament in November 1998, I said words to that effect.

"We are steeped in this tradition of collective action, community activism, and it is that which gave birth to the Labor Party."

Elizabeth formed the Women's Political Educational Association in 1914. She had

been a member of the North Adelaide committee of the South Australian United Labor Party from 1905, and in 1914 she was appointed permanent organiser for the party as a 'lady organiser' to increase women's membership.

During World War One she was outspoken against conscription. She became the assistant State Secretary of the South Australian Branch in 1917 and remained in that role until 1956.

That's a massive 40 years – and even if Elizabeth had done nothing else, it is a service and a sacrifice worth marking.

But of course – it's not all she did.

The Law

In 1924 Elizabeth became a Justice of the Peace, demonstrating her interest in public service.

This was a voluntary role, as were most positions available for women to make public contributions to society. Women were only able to become JPs in 1921 after legislation had to be passed to allow for women to be appointed.

Elizabeth was one of the first generation of women to take on the role of JP in South Australia, and she was described as Labor's best-known JP by 1928.

Having a role for women in the courts system, albeit a voluntary one, was a key concern for the women's rights movement who believed that women's perspectives were crucial in administering justice particularly in cases involving women and children.

Elizabeth's public service and interest in social reform and support for vulnerable community members was acknowledged when she was appointed to the Mental Defectives Board in 1925.

Women's advocacy

Elizabeth strongly advocated for women to become involved in the Labor Party and became president of the first annual conference of SA Labor Women in 1928. This conference formed the Labor Women's Central Organising Committee. In 1930 Elizabeth gained publicity for presenting at the Women's Basic Wage Inquiry to argue that women should be paid enough to have clothes made. Equal pay remained one of the key reforms that Labor women have fought for until this day.

And almost 100 years later - it remains a key objective in the fight for gender equality.

Elizabeth was also the vice-president of the Housewives Association and campaigned on food prices during the great depression, provision of milk for schoolchildren, kept a watch on fuel charges and argued for better housing. She was a staunch advocate for a liveable wage for all women workers, and

opposed employment discrimination against married women.

She also advocated for increased representation within the party, equal rights and privileges for women in public office, and for women's parental rights.

She consistently encouraged other women to run for public office, although she never did so herself.

Then in 1947 she made history by becoming the first woman Secretary of the South Australian Labor party. Elizabeth held the role only for a few months after the retirement of the Secretary before the election of a new Secretary at the ALP convention.

A newspaper profile at the time, described her as 'a kindly, grey-haired woman' and said of her leadership style:

"Miss Hanretty does not intend to move from her tiny desk just behind the inquiry counter at the ALP office....

Hanretty did not publicly consider running for elected office. She spoke of how 'I never recovered from my shyness, and every time I spoke I used to think the loud beating of my heart would drown my words' despite being described as an effective and persuasive speaker."

But was Elizabeth ever encouraged by the men in the party to take a more public – or senior role?

As Reggie Martin told me, "As a former Party Secretary I find it troubling that Liz Hanretty was never appointed to that office (despite running for the position) except on an acting basis in 1947 between the resignation of one man and the appointment of another man. In this brief time, she became SA Labor's first woman secretary."

Reggie called it misogyny.

He said,

"Her absence from Labor lore is a poor reflection on the misogyny that prevailed in our society for far too long."

Politics can be a house with many rooms. One room leads to another room – until you get closer and closer to power.

The final room is the Lodge.

An inner-chamber of this house is Cabinet.

For too long women in our Party were kept in the outer rooms – or disgracefully in the case of Elizabeth, allowed a brief visit when it was expedient for the men.

Eventually the lack of women's representation in the Labor party was formally remedied by quotas that were established at National Conference in 1994.

But people like Elizabeth Hanretty were at the coalface of that fight long before. In 2024 we now have a situation where parties that don't advance women in their ranks, and parties that don't have policies that benefit women, doom themselves to irrelevance.

The Liberals have a target of 50 per cent female representation in parliament and 50 per cent female representation in Liberal branches and the executive by 2025, but no plan on how to do that.

Yet they now have fewer women in parliament than they did when they set their gender parity target 9 years ago by the Liberal Party federal executive. An analysis by the Australia Institute found that of the 228 MPs who sit in Liberal party rooms across the country, just 71 are women.

Since May 2022, the Liberals have only preselected one woman, Roshena Campbell in Aston.

And where has this left them? In the wilderness. Unrepresentative. Unelectable. Peter Dutton has failed to deliver. He just doesn't seem to care enough about equal representation to do anything positive to push it along.

This failure is shameful and hasn't gone unnoticed and unremarked.

Sadly for them, Liberal woman after Liberal woman can attest to how the party blocks their path to seniority, even when good female candidates are available. Julie Bishop was the latest Liberal woman to call out the party, this week speaking on Future Women podcast.

As the only woman in a cabinet of 20 under Tony Abbott's leadership in 2013, Bishop felt she couldn't speak out at the time about the lack of female representation.

Through lack of action, the Liberal Party have actually gone backwards from this low point (with Tony Abbott as Minister for Women!) and now currently they have only 26% of their party room women (the lowest in 30 years!)

You reap what you sow. The results for the Liberals are the Teals, women who should be in the Liberal Party, winning seats the Liberals should be able to take for granted. Seats where most of their members and their donors live.

The Liberals are so out of touch that they don't understand why they have lost these seats.

It's obvious even if you don't follow politics – climate, gender and integrity.

But instead they choose to bury their heads in the sand and interpret it as the more progressive end of the Liberal Party losing their seats to the Teals.

Anne Ruston bumped off the top of the Senate ticket in favour of a conspiracy theorist, all the seats where there are no women pre-selected, the lack of women on the front bench, the experience of women such as Julia Banks and Julie Bishop – who were hounded out by the Boy's Club. And that's just recently.

At the time, 100 years ago, Elizabeth argued for women to become more engaged with politics. She said:

“We want the women to discuss things and not to hide their light under a bushel and we feel sure that this means that women, who have always done the house-to-house canvassing and other election work, will have much more to say in the future about shaping our party's policy.”

And yet she also noted that when it came to women running for office ‘there is nothing to hinder a woman being nominated: but I don't know of any woman who is likely to want to be’, showing her hesitancy at being subjected to the public scrutiny that came with elected office.

I can speak now from 100 years later – that public scrutiny for women running for public office is still more intense than the scrutiny men face and the backlash on social media is worse for women politicians than men. Does anyone really think if Barnaby Joyce were a woman, he would still be in Parliament?

Recognition came later for Elizabeth. She was awarded an MBE in 1957 in recognition of her work as the Assistant Secretary of the SA Labor Party, and there is a street named after her in Canberra. She died in 1967 aged 86, two years before I was born.

Nonetheless, I am grateful to her and all the women like her that made my path easier.

Her work has been taken up by the next generation of Labor women and men, determined to support the next generation after them. The ones I know, and the ones I don't know.

The late, great Labor speechwriter Graham Freudenberg once said, “Labor is collective memory in action.”

And so it is here, with the work that the modern party has done to further the work of Elizabeth Hanretty.

In September this year it will be thirty years since the ALP decided to introduce quotas for women at that National Conference. I was there – as a staffer, on a small desk.

Thirty years later, for the first time in Australian history, a majority women

government was elected federally.

Women make up 53% of the Labor caucus with 55 women out of 104 MPs and Senators. Half the Cabinet are women.

The campaign within the party for affirmation action has paid off.

But we are not at the Big Table as individuals. We are there because we share common values in fighting for collective rights. Our issues are wages, Paid Parental Leave and ending violence against women and children.

Gender impact is considered in every cabinet submission and across portfolios including Finance, Treasury, in IR, Health, Education, Science and Technology.

I encourage all of you to read the fantastic strategy just launched by the Minister for Women, Katy Gallagher.

Working for Women: A Strategy for Gender Equality is the Albanese Government's 10-year commitment for gender equality.

Working for Women will drive Government action on women's safety, sharing and valuing care, economic equality, women's health, and women's leadership, representation and decision making.

Women have been long been activists within the Labor party and some of the recent big wins – Paid Parental leave, Paid Domestic violence leave, roles in marriage equality and anti-nuclear campaigns, have all been led by women.

And in the Albanese Labor government, we are continuing to fight and deliver – for women's economic equality, for fairer wages for women in the Aged Care sector, for superannuation on PPL, for expanding the Parenting Payment (Single), for increasing transparency on the gender pay gap and for accepting all 55 recommendations of the Respect at Work report.

Labor is collective memory in action.

The long struggles of humanity were the greatest and most dynamic romances of all time.

How many of you here tonight joined the party in the spirit of this dynamic romance?

Love for one another. For strangers we will never meet. For children not our own. For people who will never know how hard we fought for them.

I did. In fact, I think almost all of us who are called or attracted to serve in progressive movements have a deep yearning to be part of this dynamic romance. Study the Australian story of the fight for gender equality and you'll see how women in this fight speak to each other across time and place – that Lilian Locke speaks to Elizabeth Hanretty, who speaks to Dorothy Tangney, who speaks to Margaret Whitlam who speaks to Elizabeth Reid who speaks to Susan Ryan who speaks to Anne Summers who speaks to Jenny Macklin, who speaks to me, who speaks to the next generation of amazing women coming through – including 14 new Labor women MPs elected to the 47th Parliament.

The dynamic romance of Labor is one of forward momentum – constantly improving things, with each generation.

Conclusion

The party is its people. And Elizabeth Hanretty was a certain type of Labor person that is the best of us. I think these words from Elizabeth really sums up this certain type of Labor person.

"I was never able to afford hobbies," she said, "but that did not prevent me from loving art, and I spent much of my scanty time, mostly in my luncheon hour, in the Art Gallery. I suppose some people would sneer and scoff at 'meat pies and art,' but I thought how nice it was to escape from realities for a while."

I think of the best of Labor people. They are men and women comfortable in the pub and the theatre. They love ideas and debate, sport and the outdoors. Meat pies and art. Bread and roses. They don't seek to enrich themselves; they seek to enrich society. They gravitate towards the collective. They want to leave things in better shape after they've gone. For all of us, for the people they will never meet. We are Labor but from many backgrounds.

But above all these Labor people, people like Elizabeth, share the same values. When I go to a branch event – there are 80-year-olds and 18-year-old university students and even though on the face of it they might seem to have nothing in common, they share common values.

Labor values.

court registries.

Working with these officials, the Information Sharing Act will ensure family law courts can access a greater range of critical family violence, child abuse and neglect information from state and territory police, child protection and firearms agencies.

Having access to a more comprehensive picture of safety risks will ultimately help decision-making that promotes the best interests of children.

PROPERTY SETTLEMENTS

Many of you will be aware I am progressing a second tranche of family law reforms, to ensure separating couples can better understand the property decision-making framework.

We know that many family violence victims struggle to achieve a fair division of property after separation. They may also suffer long-term economic and financial disadvantage following their relationship breakdown.

A key focus of the proposed reforms is better recognition of, and accounting for, the economic consequences of family violence in property settlements.

There is currently a high threshold for considering the financial impact of family violence in family law property disputes. This has led to its effects being assessed in fewer cases than where it is likely to be relevant.

The proposed reforms will support fair and safe resolution of property and financial matters for those affected by family violence, and will complement other improvements we have made to family law property settlements.

For example, the Commonwealth has rolled out two family law property pilot programs that help parties achieve quick, safe, fair and affordable post-separation property settlements.

The first is the Legal Aid Commission's Lawyer-assisted Family Law Property Mediation program. The second is the Priority Property Pools Program, known as the 'Triple P 500', based in the family law courts. Both programs are now fully operational across Australia.

These programs are delivering critical support to families, particularly where there has been family violence, to achieve a just and equitable resolution in post-separation property disputes, and support longer-term financial wellbeing.

I thank the family law courts and broader family violence sector for your contributions to the development of these significant reforms.

LIGHTHOUSE PROJECT

Another key initiative, which demonstrates what we can achieve when we work together to combat gender-based violence, is the Lighthouse Project.

The Lighthouse Project is a collaboration between government and courts, which has seen a fundamental shift in the way the courts identify and manage risks to family safety.

This world-leading initiative has helped shape the allocation of resources and the urgency given to cases based on a safety risk assessment. It ensures matters with a high risk of family violence appear before a registrar at the earliest point in time

after screening.

By prioritising the hearing of these matters, the courts can deliver better support to vulnerable parties and children to resolve proceedings in a safe, child-centred, accessible and timely way.

INTERNATIONAL CHILD ABDUCTION MEASURES

From an international perspective, the Government has been striving to improve the safe implementation of the Hague Convention in Australia.

As part of the National Plan to End Violence against Women and Children, we are introducing a new Commonwealth legal financial assistance scheme for parents responding to an application for the return of a child.

Currently, the government meets the legal costs associated with seeking the return of a child, and a defending or responding parent must cover their own legal costs. Most defending parents are women, primary carers for their children, and allege they were experiencing family violence.

The new Scheme will allow defending parents to apply for government funding to pay for legal costs to respond to the return application.

Access to legal representation and advice for defending parents in Convention cases will strengthen legal justice and safety outcomes for women and children in particular, and families and the community as a whole.

We have also provided funding to the FCFCOA and the Family Court of Western Australia, to enhance the delivery of alternative dispute resolution and child assessments. These initiatives provide early intervention pathways in Convention matters, and are complemented by the roll out of specialist social support services and counselling for parents, provided by International Social Services Australia.

COERCIVE CONTROL

Coercive control almost always underpins family and domestic violence – and developing our shared understanding of coercive control is crucial to prevention and early intervention.

On 22 September 2023, alongside my state and territory counterparts, I released the National Principles to Address Coercive Control in Family and Domestic Violence, outlining a shared, national understanding of coercive control and its impacts.

The National Principles will help raise awareness of coercive control, inform more effective responses to family and domestic violence, and promote more consistent support and safety outcomes for victim-survivors.

Building on this landmark agreement, in March I launched new resources to help

victims and survivors, their families, friends and frontline professionals to identify patterns of behaviour that amount to coercive control.

I thank everyone who contributed to the development of the National Principles, particularly the victim-survivors and their families who shared their experiences, and the organisations who tirelessly advocate for them – many of whom are here today.

The Government is also progressing work to support training for legal practitioners on coercive control, which will help embed the National Principles as a common foundation for legal practitioners across the country.

We are also developing and delivering a national training and education package to enhance law enforcement capability to more effectively identify and respond to victim-survivors of family, domestic and sexual violence.

Justice sector training and education is a critical element of effective responses to family violence, which is why the Government also continues to co-fund, with the states and territories, the National Domestic and Family Violence Bench Book, and the Family Violence in the Court training program.

FORCED MARRIAGE

Another issue we are working to address is forced marriage. Forced marriage is a slavery-like practice, that can deprive victims of their fundamental human rights.

The Government is developing a coordinated national response to strengthen civil protections and remedies for victim-survivors of forced marriage.

It is expected that this work will complement Australia's existing forced marriage response, including the new Forced Marriage Specialist Support Program, which is due to commence in early 2025.

ALRC ENQUIRY

In January, I announced the commencement of the Australian Law Reform Commission's inquiry into justice responses to sexual violence.

One in five women in Australia has experienced sexual violence since the age of 15.

It is completely unacceptable that for many victims and survivors, seeking justice only adds to the trauma they experience.

This inquiry will look at how we can improve victims' and survivors' experiences in the justice system by examining relevant laws and legal frameworks, justice sector practices, supports for victims and survivors, and transformative approaches to justice.

We also established a sexual violence lived-experience Expert Advisory Group to ensure that the real-life experience of victims and survivors are front and centre in the inquiry. The Expert Advisory Group will also advise government on the implementation of its recommendations.

NATIONAL LEGAL ASSISTANCE PARTNERSHIP

The final matter I'd like to mention to you is the National Legal Assistance Partnership. As many of you will be well aware, the National Legal Assistance Partnership has been reviewed prior to negotiating the new agreement to commence in 2025.

The current NLAP funds legal assistance providers to deliver low or no cost family violence related support. These critical services provide court support and advocacy, safety planning and risk assessment, and holistic collaboration with relevant support services.

Recent additions to the NLAP, such as the lawyer assisted family law property mediation program, have played a pivotal role in supporting parties to reach property settlement agreements in cases where there may have been a history of family violence, including financial abuse.

As we work through negotiations with states and territories to agree on the next National Legal Assistance Partnership, the importance of legal assistance for families impacted by family and domestic violence will be at the front of my mind.

In addition to the NLAP, the Government funds a range of other legal assistance measures that support the safety of women and children. These include:

- post-disaster legal assistance funding to support women leaving abusive relationships where the likelihood of family violence is heightened,
- funding for legal assistance to support case management reforms implemented by the FCFCOA, and
- resources for refugees pursuing protection visa applications.

CONCLUSION

There is a great deal of work underway across the Government that contributes to the safety of women and children.

In addition to my work in the Attorney-General's portfolio, much of which I have outlined today, my colleague the Minister for Social Services, Amanda Rishworth, is advancing a significant agenda through the National Plan to End Violence Against Women and Children.

The Minister for Employment, Tony Burke, has led the development and passage of landmark legislation to protect and promote women's safety in the workplace.

We now have 10 days paid family and domestic violence leave.

Led by the Minister for Women, Katy Gallagher, we have a Gender Equality

Strategy. Senator Gallagher also does an outstanding job promoting the economic equality of women.

Many of these reforms would not have been possible without the tireless advocacy of women – in workplaces, the union movement and of course, in the family violence sector. I thank everyone in this room for your contributions.

Today's Symposium presents us with the opportunity to reflect on our progress, consider lessons learnt, and work together to end violence against women.

It also gives us a chance to come together during a difficult time and say resolutely: Enough is enough.

There is much more work to be done to prevent family violence and protect and support those affected by it.

I look forward to continuing to work alongside all of you to create a society where women and children can finally live free from violence.

Thank you.

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