



AUSTRALIAN DEFENCE FORCE

Defence Force Recruiting

BI206469

ALL DFR

For information:

AGSVA
PPEC (for DMPP)
RLO Navy
RLO Army
RLO Air Force

DFR DIRECTIVE 2/18 GUIDANCE FOR RECRUITING OF NON-AUSTRALIAN CITIZENS (PERMANENT RESIDENTS)

References:

- A. ADFRI001 Citizenship, Identification and Document Certification
- B. DFR-RECPRO156 Management of candidates Identified as Permanent Residents Procedure
- C. MILPERSMAN Part 2, Chapter 2 – Citizenship requirements for entry to, and service in, the Australian Defence Force
- D. Australian Government Personnel Security Protocol
- E. Protective Security Policy Framework (effective from 01 Oct 18)

Purpose

1. The purpose of this Directive is to provide guidance for the recruiting and management of non-Australian citizens who are identified as Permanent Residents. This Directive shall be used to inform changes to References A and B.

Background

2. Non-citizens who are Permanent Residents have previously been appointed or enlisted into the Australian Defence Force with limited regard concerning their ability to obtain subsequent security clearances. While Reference C specifies that only candidates who are Australian citizens should be appointed or enlisted into the Australian Defence Force, it also permits some discretion for non-citizens to be appointed or enlisted. However, the current application of this discretion is no longer appropriate and greater scrutiny is required of exceptions to the citizenship criteria.

3. In accordance with the mandatory requirements of Reference D (PERSEC5) and Reference E (control 40.1), non-citizens should no longer be appointed or enlisted without detailed and careful consideration. In exceptional circumstances, and where there are no Australian citizens available for a position, some extremely limited discretion remains and a Government Department may still issue an eligibility waiver (citizenship and checkable background), but only after mandatory requirements specified in Reference D have been met.

Directive

4. The interpretation of Government and Defence policy, as it applies to Defence Force Recruiting (DFR), is that it is no longer practical to enlist or appoint non-Australian citizens unless exceptional circumstances exist and only if the Services are prepared to accept the risk and process the waiver requirements. In practice, non-Australian citizens will not normally be considered for a security clearance; will not have access to the equipment and information systems necessary to perform their role; and may not be able to effectively attend and complete training.

5. In effect, this means that non-citizens will only be considered for extremely difficult recruiting targets where the security risk is assessed against the capability risk of not recruiting a candidate. Accordingly, DFR is to cease enlisting or appointing non-Australian citizens and is to cease processing DFR Checkable Background Assessments for non-Australian citizens unless there are exceptional circumstances related to a specific recruiting requirement. If a non-Australian citizen has been selected by the Services for enlistment or appointment under exceptional circumstances, DFR shall not enlist or appoint the candidate until they have been granted a security clearance at the level appropriate for their employment category.

6. DFR is to advise all non-Australian citizens currently in the DFR pipeline, other than those who are 'Recruit Ready' or have been issued a Letter of Offer, that their application shall be withdrawn due to stringent Government security requirements. They are also to be informed that their application can be re-activated at their own request when they have obtained Australian citizenship.

s22



PJ Hoglin
COL
DMR

30 Aug 18

02 61224002
phoglin@dfr.com.au
phillip.hoglin@defence.gov.au

BI2485687

MINUTES
OF THE MEETING OF
THE DEFENCE FORCE RECRUITING (DFR) BOARD OF MANAGEMENT (BOM)
CONDUCTED AT THE HEADQUARTERS, DFR, FAIRBAIRN, ACT
ON MONDAY, 13 AUGUST 2018

Attendance:

RADM B S Wolski, RAN	HPC	Chair
AIRCDRE S E McGready	DGDFR	
COL P J Hoglin	DMR, HQ DFR	
LTCOL G M Caspersonn	COS, HQ DFR	
BRIG N Fox	DGWP	
CDRE A S Partridge, RAN	DGNP	
LCDR L Clay	DDNP	
BRIG L Wilton	DGPERS-A	
COL J A Hammett	DRR-A	
LTCOL J L Bryant	RLO-A	
AIRCDRE G Harland	DGPERS-AF	
GCAPT S Witheford	DGP-AF	
WGCDR K A Hollings	RLO-AF	
Ms M Kropinski-Myer	A/ASCPD	
Ms J Riley	DHR	
Mr R Fischer	Managing Director (MD), ManpowerGroup (MPG) Australia & New Zealand	
Mr G McPhee	MPG DRS	
Ms S Lowe	MPG General Manager - Operations	
Ms N Elmir-Butkus	A/DDEC, HQ DFR	Secretary

Invited Guests:

Mr D Fortune	ASV	Item 3 only
Mr A Taylor	DVCS	Item 3 only
Dr J Bailey	CMO, DFR	Item 4 only

ITEM 1 – OPENING COMMENTS

1. HPC declared the meeting open at 1330 hrs and welcomed attendees.

ITEM 2 – ACTIONS ARISING

s22



s22



ITEM 3 – AGSVA

3. DMR briefed attendees on the background of how DFR had been managing security clearances for candidates and that the concept of deemed baseline was no longer sustainable given the Defence Security and protection Framework. DMR then introduced the Assistant Secretary Vetting (ASV), Mr Dan Fortune to provide further detail. ASV delivered a verbal briefing about the current security clearance wait times for candidates and the proposed way forward. Defence Vetting services currently processes 20,500 NV1 assessments annually and the current wait time to process an NV1 (approximately 53 days).

4. ASV discussed a proposed trial to initially issue AFGY candidates with an NV1 security pack (approximately 170 packs) prior to enlistment. The trial is proposed to commence in mid Sep 2018 with a view to roll it out to all candidates in 2019.

s22



Action arising:

- s22 [Redacted]

s22 [Redacted]

s22 [Redacted]

Action arising:

- s22 [Redacted]

s22 [Redacted]

Action arising:

- s22 [Redacted]

ITEM 7 – DIVERSITY UPDATE

s22 [Redacted]

s22 [Redacted]

s22 [Redacted]

Actions arising:

- s22 [Redacted]
- [Redacted]

s22 [Redacted]

s22 [Redacted]

ITEM 10 – OTHER BUSINESS

s22



s22



s22



s22



ITEM 11 - CLOSURE

21. Next Meeting: 1330 – 1530 hrs, Tue 13 Nov 2018.
22. DGDFR closed the meeting at 1530 hrs.

s22



BS Wolski
RADM, RAN
Chair

09 Oct 2018

Annex:

- A. Actions Arising

Enclosures:

1. Agendum (distributed separately).
2. DRS Report to BOM as at 31 Jul 2018 (Item 6; distributed separately).

s22



N Elmir-Butkus

Secretariat

18 Oct 2018

**DFR BOARD OF MANAGEMENT MEETING
ACTIONS ARISING
(as at 13 Aug 2018)**

Serial	Meeting Date	Title/Context	Action	Responsible	Status
1.	13 Aug 2018	s22			
2.	13 Aug 2018				
3.	13 Aug 2018				
4.	13 Aug 2018				
5.	13 Aug 2018				
6.	13 Aug 2018				

Next BOM Meeting: s22

HQDFR Canberra.

From: [Hoglin, Phillip COL](#)
To: [Graham, Bronwyn MRS](#)
Cc: [Taylor, Allan MR 2](#); [Sarah Lowe](#); [Groat, Jason LTCOL](#)
Subject: FW: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]
Date: Thursday, 21 June 2018 12:02:00 PM

~~UNCLASSIFIED~~

Hi Bron;

Do you want to meet up tomorrow with myself the DFR team that will transition to the new process?

We have started our internal expectation management and we're ready to continue the discussion.

Regards,

Phil

Phillip Hoglin
Colonel
Director Military Recruiting

DEFENCE FORCE RECRUITING
Ground Floor F7
Richmond Avenue,
CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002
Mob: s22
E-mail: phillip.hoglin@defence.gov.au

IMPORTANT: This email remains the property of the Department of Defence and is subject to the jurisdiction of section 70 of the Crimes Act 1914. If you have received this email in error, you are requested to contact the sender and delete the email.

From: Hoglin, Phillip COL
Sent: Monday, 18 June 2018 10:17 AM
To: Graham, Bronwyn MRS
Cc: Taylor, Allan MR 2; 'Sarah Lowe'; Whitehead, Keith LEUT; Steinman, Kenneth CMDR; Groat, Jason LTCOL
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Bronwyn,

Good timing. Since our last meeting we've had a range of meetings where, although this hasn't been the main topic, it has been a strong part of the discussion. I will also be briefing DFR senior leadership on this topic this afternoon which will be the first time some will heard of it.

At this stage we're now in a position where we can start to work through some process matters so I'd like to arrange a meeting (Friday afternoon?) to work through this and develop some good relationships.

In response to your questions, I entirely agree that we should pursue NV1 for all candidates prior to enlistment. This would seem to be the most pragmatic from your perspective and makes no difference to us.

Some of our considerations are:

- A process to ensure that candidates' ePacks are accepted by AGSVA prior to enlistment/appointment.
- Amending the letter of offer to ensure that candidates know that they cannot be enlisted/appointment without acceptance of the ePack.
- Advice from AGSVA concerning processing times so that we can back-cast processing timings. (i.e. time between submission and acceptance)
- Advice from AGSVA concerning an ability to expedite candidates for short notice issues so that we don't miss recruiting targets (or waiver process).
- Confirmation of the terminology that we are going to use after acceptance of the ePack (i.e. provisional baseline?)
- A robust liaison method between AGSVA and DFR so that we can advise recruiting centres (and candidates) of when their ePack has been accepted by AGSVA
- Commencement/transition to the new system given that we currently have hundreds of candidates in the pipeline.

The best way this will work is through personal relationships and close liaison which is relatively simple.

Did you ever find valid advice/policy on the 'deemed baseline'?

Regards,

Phil

Phillip Hoglin

Colonel

Director Military Recruiting

DEFENCE FORCE RECRUITING

Ground Floor F7

Richmond Avenue,

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Tel: (02) 6122 4002

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E-mail: phillip.hoglin@defence.gov.au

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From: Graham, Bronwyn MRS
Sent: Monday, 18 June 2018 9:03 AM
To: Hoglin, Phillip COL
Cc: Taylor, Allan MR 2
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Phil,

I thought I'd check in with you regarding the way forward for security clearances on entry into the ADF. Have you been able to consider the email below? I'm keen to continue the discussions ahead of the pending DSPF implementation. I have some good availability later this week. I'm travelling next week, but equally Allan Taylor can represent our end.

Regards,

Bron

Bronwyn Graham
Director Vetting Operations (Integration)
Australian Government Security Vetting Agency
Ph: 02 6266 4663

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From: Graham, Bronwyn MRS
Sent: Thursday, 31 May 2018 1:19 PM
To: Hoglin, Phillip COL; 'Geordie McGuiness'; Taylor, Allan MR 2; 'Sarah Lowe'
Cc: 'Mathew Maclay'; Park, Simon WOFF 1; Whitehead, Keith LEUT; Caspersonn, Gwenda LTCOL; 'Kenneth.steinmen@defence.gov.au'
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Phil,

Further to our discussion yesterday, below are the list of evidence requirements required for both the Baseline and NV1 clearances – they are the same. I would therefore recommend we aim to go straight for the NV1 clearance. After answering the questions in the e-Pack (some additional questions apply to NV1), the CS is required to submit copies of the following documents to AGSVA:

- Proof of Australian Citizenship - eg: Birth certificate, passport or citizenship certificate
- Evidence of footprint in the community - eg: Utilities bill, Rates notice, Telephone bill, etc
- Proof of identity (previously referred to as 100 point check) - Usually copies of drivers licence, 18+ card, passport, Medicare card, shooters licence, marine licence, etc.

The process by where DFR initiate a clearance request in the DOSD dashboard would essentially remain the same, but brought forward to an appropriate point in your timeline and at the NV1 level instead of the Baseline level. I'll leave you to consider where this might best sit this ahead of further discussions. Once we understand the timeline we will develop a proposal for how AGSVA best actions the case to ensure some form of clearance recognition is available prior to the recruit commencing with Defence. This can then in turn inform an alternative process for late notice call-forwards and those exceptions where citizenship can't be established and a waiver required.

Grateful if you could advise a convenient time to meet again to progress.

Regards,

Bronwyn Graham

Director Vetting Operations (Integration)
Australian Government Security Vetting Agency
Ph: 02 6266 4663

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From: Hoglin, Phillip COL
Sent: Wednesday, 30 May 2018 9:55 PM
To: 'Geordie McGuinness'; Graham, Bronwyn MRS; Taylor, Allan MR 2; 'Sarah Lowe'
Cc: 'Mathew Maclay'; Park, Simon WOFF 1; Whitehead, Keith LEUT; Caspersonn, Gwenda LTCOL; 'Kenneth.steinmen@defence.gov.au'
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Bron,

Good to catch up today. As soon as you and Allan are ready I will arrange a meeting with all of the key players in DFR.

To be frank, the initial indications that we discussed today do not especially concern me at all; however, we will need to slightly redefine a process that meets all of our needs and there is some minor risk to target achievement (such as late-notice call forwards) that I would like to discuss. As you go through your own process and considerations you may need to identify a process for exceptional circumstances.

Geordie/Sarah: it is increasingly clear that our current process of 'deemed baseline' for

candidates is not sustainable. It is emerging that not only is citizenship increasingly necessary, but so is a completed ePack. I've had an initial meeting with AGSVA and there are a few options, but they will put some better definition on their own internal process before discussing options with DFR.

Regards,

Phillip Hoglin

Colonel

Director Military Recruiting

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Ground Floor F7

Richmond Avenue,

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Tel: (02) 6122 4002

Mob: s22

E-mail: phillip.hoglin@defence.gov.au

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From: Geordie McGuinness [mailto:gmcguinness@dfr.com.au]

Sent: Tuesday, 22 May 2018 9:52 AM

To: Caspersonn, Gwenda LTCOL; 'Kenneth.steinmen@defence.gov.au'

Cc: Mathew Maclay; Park, Simon WOFF 1; Whitehead, Keith LEUT; Hoglin, Phillip COL

Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

Good morning Ken / Gwenda / Phil,

Just following up as to when we can have a discussion about this.

Thanks,

Geordie

From: Geordie McGuinness

Sent: Tuesday, 27 March 2018 2:10 PM

To: 'gwenda.caspersonn@defence.gov.au'; 'Kenneth.steinmen@defence.gov.au'

Cc: Mathew Maclay; 'Park, Simon WOFF 1 <simon.park1@defence.gov.au>

(simon.park1@defence.gov.au)'; 'Whitehead, Keith LEUT (keith.whitehead@defence.gov.au)'; Hoglin,

Phillip COL (phillip.hoglin@defence.gov.au)

Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

Good afternoon all,

Just following up on the below, hoping we can lock in a time to discuss the below and any other security matters.

Phil – just for your oversight noting the issues we had with DOSD last week.

Thanks in advance,
Geordie

From: Geordie McGuiness
Sent: Wednesday, 14 March 2018 5:45 PM
To: gwenda.caspersonn@defence.gov.au; 'Kenneth.steinmen@defence.gov.au'
Cc: Mathew Maclay; Park, Simon WOFF 1 <simon.park1@defence.gov.au> (simon.park1@defence.gov.au); Whitehead, Keith LEUT (keith.whitehead@defence.gov.au)
Subject: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

Good afternoon Gwenda / Ken,

Following our conversations over the last two days in respect to gap I believe is missing in the candidate security clearance process, Ken is looking at what can be added to the current policy and process to minimise or remove this occurring in the future.

Given that now I think we have identified the stakeholders from a HQ perspective I hope we can sit down soon to reduce any duplication of conversations and work load in order to simplify the process and provide clarity for the business moving forward.

Ken / Simon – look forwarding to discussing this shortly, amongst other security gaps that we have all highlighted over the last 6 months. Once Keith is back I have doubt he will also have some to add.

Thanks,
Geordie

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From: [Hoglin, Phillip COL](#)
To: [McGready, Sue AIRCDRE](#)
Subject: Re: Citizenship and security clearances [DLM=~~For Official Use Only~~]
Date: Friday, 13 July 2018 1:21:56 PM

Ma'am,

Ack. Is on my to-do list. I've been trying to get Dan to write something more official to the Services but I might have to draft it for him so that it doesn't look DFR is driving this.

Cheers,

Phil

Sent from my iPhone

On 13 Jul 2018, at 12:49 pm, McGready, Sue AIRCDRE
<sue.mcgreedy@defence.gov.au> wrote:

~~For Official Use Only~~

Phil,

Could you please put together an info brief for BOM on the developments in the security clearance space over the last 3 months. This should include the ASD PA as well as the 'deemed baseline' issue and the citizenship changes. Do we want to ask Dan Fortune or Al Taylor to do a presentation so the Services see that it is clearly in AGSVA's court and not ours?

Cheers
Sue

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From: Hoglin, Phillip COL
Sent: Wednesday, 16 May 2018 5:30 PM
To: McGready, Sue AIRCDRE <sue.mcgreedy@defence.gov.au>
Subject: FW: Citizenship and security clearances [DLM=~~For Official Use Only~~]

~~For Official Use Only~~

Ma'am;

FYSA, we're all aligned that recruiting non-citizens will be a challenge from now on. It needs to be the exception rather than the rule. Perhaps one for BOM general business?

Phil

Phillip Hoglin
Colonel
Director Military Recruiting

DEFENCE FORCE RECRUITING

Ground Floor F7
Richmond Avenue,
CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002
Mob: s22
E-mail: phillip.hoglin@defence.gov.au

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From: Taylor, Allan MR 2
Sent: Wednesday, 16 May 2018 4:30 PM
To: Hoglin, Phillip COL; Witheford, Stephen GPCAPT 1; Henry, Phillip CAPT - RAN; Hammett, James COL; Kennedy, Mitch COL
Cc: Hollings, Kerry WGCDR; Whittaker, Sharon CMDR; Bryant, James LTCOL; Mitchell, Stan MR; Rolfe, Russell MR; Groat, Jason LTCOL; Stewart, Timothy MAJ 1
Subject: RE: Citizenship and security clearances [DLM=~~For Official Use Only~~]

~~For Official Use Only~~

Thanks Phil for sending that information through.

Further to Phil's email, AGSVA would like to work closely with everybody to ensure that efficient and effective engagement of recruits is achieved.

If you would like any further information from AGSVA on clearance processes and procedures and how we can best address any issues or concerns any of you may have please give me a call or send an email.

Regards
Allan Taylor | Director Vetting Customer Services
Australian Government Security Vetting Agency
Defence Security & Vetting Service

Telephone: (02) 6266 2595
Mobile: s22
E-mail: allan.taylor2@defence.gov.au
Mail: CP3-4-137, PO Box 7951, Canberra, ACT 2610

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From: Hoglin, Phillip COL

Sent: Tuesday, 15 May 2018 12:43 PM

To: Witheford, Stephen GPCAPT 1; Henry, Phillip CAPT - RAN; Hammett, James COL; Kennedy, Mitch COL

Cc: Hollings, Kerry WGCDR; Whittaker, Sharon CMDR; Bryant, James LTCOL; Mitchell, Stan MR; Rolfe, Russell MR; Groat, Jason LTCOL; Stewart, Timothy MAJ 1; Taylor, Allan MR 2

Subject: Citizenship and security clearances [DLM=~~For Official Use Only~~]

~~For Official Use Only~~

Hi Steve, Phill and Jim;

As you are no doubt aware, the process and mechanisms for obtaining security clearances are now heavily reliant on an applicant holding Australian citizenship. While there is policy in place to recruit permanent residents, and the Citizenship Act has provision for them to apply for Australian citizenship after 90 days of service, there are practical implications and risks for the Services should they decide to provide a citizenship waiver; including the possibility that they will not receive the necessary security clearance.

Citizenship remains a key criteria to enter the ADF and permanent residents will only ever be forwarded to the Services for a waiver decision when there are no other candidates with Australian citizenship. However, you need to be aware that should a decision be made to provide a citizenship waiver there may be some significant administrative implications for the training establishments that will need to be intensively managed by the Services. For example, they may not be able to obtain sufficient access to systems or facilities. So while you will continue to receive requests for citizenship waivers from DFR, you may need to consider the request in more detail.

For those that are Australian citizens, DFR will continue to do our best to ensure that they commence their ePack process prior to appointment/enlistment and arrival at a training establishment. There are obviously some limitations in what DFR can do, including our ability to ensure that they have been submitted (or commenced if they are short-notice call-forward); however, our messaging will place emphasis on the importance of the ePack prior to appointment/enlistment. Despite DFRs best attempts, you can expect that from time to time there will be some people who have not adequately progressed their ePack who will need to be managed.

I encourage you to scan the factsheet 'NV1 Clearance Assessment–Information and Documents Required' for a sense of the AGSVA considerations and to guide your decision making (<http://www.defence.gov.au/agsva/factsheets-forms.asp>).

My POC is MAJ Tim Stewart.

Regards,

Phil

Phillip Hoglin

Colonel

Director Military Recruiting

DEFENCE FORCE RECRUITING

Ground Floor F7

Richmond Avenue,

CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002

Mob: s22

E-mail: phillip.hoglin@defence.gov.au

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From: [Hoglin, Phillip COL](#)
To: [Bryant, James LTCOL](#); "Dax Riley"
Cc: [Hammett, James COL](#); [Groat, Jason LTCOL](#)
Subject: RE: Citizenship and security clearances [DLM=~~For Official Use Only~~]
Date: Wednesday, 16 May 2018 8:45:00 PM

~~For Official Use Only~~

Hi James,

It's rare, but not entirely uncommon and as you might expect, it is often used in categories or where we can't make the target; so this could turn into a pain point. The bigger issue is probably synchronising the commencement of ePacks prior to enlistment so that their status is confirmed and the security process gets under way, including issue of an ID card.

Allan and I will meet again soon on ad hoc matters

Dax, do we hold the data on citizenship waivers for all three Services for, say, the last three years? I'm also curious to know.

Regards,

Phillip Hoglin
Colonel
Director Military Recruiting

DEFENCE FORCE RECRUITING
Ground Floor F7
Richmond Avenue,
CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002
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From: Bryant, James LTCOL
Sent: Wednesday, 16 May 2018 4:47 PM
To: Hoglin, Phillip COL
Cc: Hammett, James COL
Subject: FW: Citizenship and security clearances [DLM=~~For Official Use Only~~]

~~For Official Use Only~~

Sir, is it possible for someone to run the figures over PR's for Army to see how many we have taken in the last year or two? We could then probably make a decision (ie: don't take them – unless unicorns ie: tier one SSO). COL H will raise at our get-together tomorrow, incl in the context of ITARS (of all things).

There may be value, if DFR and the other two services have the mind, for us to have a dive on this issue and related security aspects with this fellow (below), with an eye to revising how we do things (incl bringing closure to this particular matter)?

Knowing you there is a plan here?

With thanks,

James Bryant
LTCOL
Recruiting Liaison Officer, Recruiting & Retention Directorate
Director General Personnel - Army
Brindabella Business Park | BP29-04-129 | PO Box 7980 | CANBERRA BC 2610
Tel: 02 6144 7603 | Mob **s22**

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Cc: Hollings, Kerry WGCDR; Whittaker, Sharon CMDR; Bryant, James LTCOL; Mitchell, Stan MR; Rolfe, Russell MR; Groat, Jason LTCOL; Stewart, Timothy MAJ 1
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Further to Phil's email, AGSVA would like to work closely with everybody to ensure that efficient and effective engagement of recruits is achieved.

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Regards

Allan Taylor | Director Vetting Customer Services
Australian Government Security Vetting Agency
Defence Security & Vetting Service

Telephone: (02) 6266 2595

Mobile: **s22**

E-mail: allan.taylor2@defence.gov.au

Mail: CP3-4-137, PO Box 7951, Canberra, ACT 2610

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Cc: Hollings, Kerry WGCDR; Whittaker, Sharon CMDR; Bryant, James LTCOL; Mitchell, Stan MR; Rolfe, Russell MR; Groat, Jason LTCOL; Stewart, Timothy MAJ 1; Taylor, Allan MR 2
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As you are no doubt aware, the process and mechanisms for obtaining security clearances are now heavily reliant on an applicant holding Australian citizenship. While there is policy in place to recruit permanent residents, and the Citizenship Act has provision for them to apply for Australian citizenship after 90 days of service, there are practical implications and risks for the Services should they decide to provide a citizenship waiver; including the possibility that they will not receive the necessary security clearance.

Citizenship remains a key criteria to enter the ADF and permanent residents will only ever be forwarded to the Services for a waiver decision when there are no other candidates with Australian citizenship. However, you need to be aware that should a decision be made to provide a citizenship waiver there may be some significant administrative implications for the training establishments that will need to be intensively managed by the Services. For example, they may not be able to obtain sufficient access to systems or facilities. So while you will continue to receive requests for citizenship waivers from DFR, you may need to consider the request in more detail.

For those that are Australian citizens, DFR will continue to do our best to ensure that they commence their ePack process prior to appointment/enlistment and arrival at a training establishment. There are obviously some limitations in what DFR can do, including our ability to ensure that they have been submitted (or commenced if they are short-notice call-forward); however, our messaging will place emphasis on the importance of the ePack prior to appointment/enlistment. Despite DFRs best attempts, you can expect that from time to time there will be some people who have not adequately progressed their ePack who will need to be managed.

I encourage you to scan the factsheet 'NV1 Clearance Assessment–Information and Documents Required' for a sense of the AGSVA considerations and to guide your decision making (<http://www.defence.gov.au/agsva/factsheets-forms.asp>).

My POC is MAJ Tim Stewart.

Regards,

Phil

Phillip Hoglin

Colonel

Director Military Recruiting

DEFENCE FORCE RECRUITING

Ground Floor F7

Richmond Avenue,

CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002

Mob: s22

E-mail: phillip.hoglin@defence.gov.au

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From: [Hoglin, Phillip COL](#)
To: [Fortune, Daniel MR 1](#); [McGready, Sue AIRCDRE](#)
Cc: [Graham, Bronwyn MRS](#); [Taylor, Allan MR 2](#)
Subject: RE: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Date: Thursday, 21 June 2018 12:09:00 PM

~~Sensitive:Personal~~

Sir, Ma'am; ack.

I've set expectations internally and once Bronwyn, Allan and the DFR team meet to discuss and finalise a few details we can move to a process previously described by Bronwyn. That is; mandatory submission **and acceptance** of a NV1 application prior to enlistment/appointment.

Regards,

Phil

Phillip Hoglin
Colonel
Director Military Recruiting

DEFENCE FORCE RECRUITING

Ground Floor F7
Richmond Avenue,
CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002
Mob: s22
E-mail: phillip.hoglin@defence.gov.au

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From: Fortune, Daniel MR 1
Sent: Thursday, 21 June 2018 12:07 PM
To: McGready, Sue AIRCDRE
Cc: Hoglin, Phillip COL; Graham, Bronwyn MRS; Taylor, Allan MR 2
Subject: FW: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Importance: High

~~Sensitive:Personal~~

Sue this case highlights the risks and issues related to the current 'deemed BASELINE' process and lack of compliance with PSPF policy (eg sponsor –DFR- not managing initial employment screening obligations regarding background check ability and waiver obligations to hold an NV1 level clearance.

I understand DFR are operating under an ADF 'authority' for the deeming process? - however no

one seems to be able to produce this 'reference A'.

Given the wider Government focus on mitigating the insider threat / PSPF reform and the implementation of the internal to Defence DSPF this DFR 'non compliance' is going to be elevated... as I am the control owner for PERSEC issues

Suggest we meet to discuss options – to build on the work Phil is already exploring on alt options – eg NV1 packs submitted pre enlistment etc.

Respectfully,

Dan Fortune
Assistant Secretary
Australian Government Security Vetting Agency (AGSVA)

+61s22

daniel.fortune1@defence.gov.au

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From: Fortune, Daniel MR 1
Sent: Thursday, 21 June 2018 11:56 AM
To: Taylor, Allan MR 2
Cc: Bullock, Adele-Marie MS; Graham, Bronwyn MRS; Hoglin, Phillip COL
Subject: FW: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Importance: High

~~Sensitive:Personal~~

Allan pls engage with the RAAF / AFHQ security advisor (not the unit SO) and inform them of this issue and seek their views on:

There awareness of the provisional NV1 request
Waiver requirements given UCB – capacity ot manage as PV role
Who sought the PV eg what capability requirement.
Potential management HR employment impacts on temporary removal of BASELINE access.

Respectfully,

Dan Fortune

Assistant Secretary
Australian Government Security Vetting Agency (AGSVA)

+61s22

daniel.fortune1@defence.gov.au

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From: Graham, Bronwyn MRS
Sent: Thursday, 21 June 2018 11:11 AM
To: Fortune, Daniel MR 1
Cc: Taylor, Allan MR 2; Dandria Hunt, Sylvia MS
Subject: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Importance: High

~~Sensitive:Personal~~

Dan,

s22



Bronwyn Graham

Director Vetting Operations (Integration)
Australian Government Security Vetting Agency
Ph: 02 6266 4663

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From: [Hoglin, Phillip COL](#)
To: [Groat, Jason LTCOL](#); [Stewart, Timothy MAJ 1](#)
Cc: [Sarah Lowe](#); [McGready, Sue AIRCDRE](#); [Graham, Bronwyn MRS](#)
Subject: RE: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Date: Thursday, 21 June 2018 12:07:00 PM

~~Sensitive:Personal~~

Jason, Tim;

An interesting case study regarding why the previous/current deemed baseline process is flawed (I've removed the member's details) and why Defence needs to move to a different process.

More to follow when I hear back from AGSCA.

Cheers,

Phillip Hoglin
Colonel
Director Military Recruiting

DEFENCE FORCE RECRUITING

Ground Floor F7
Richmond Avenue,
CANBERRA AIRPORT ACT 2609

Tel: (02) 6122 4002
Mob: s22
E-mail: phillip.hoglin@defence.gov.au

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From: Fortune, Daniel MR 1
Sent: Thursday, 21 June 2018 11:56 AM
To: Taylor, Allan MR 2
Cc: Bullock, Adele-Marie MS; Graham, Bronwyn MRS; Hoglin, Phillip COL
Subject: FW: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Importance: High

~~Sensitive:Personal~~

Allan pls engage with the RAAF / AFHQ security advisor (not the unit SO) and inform them of this issue and seek their views on:

There awareness of the provisional NV1 request
Waiver requirements given UCB – capacity ot manage as PV role
Who sought the PV eg what capability requirement.
Potential management HR employment impacts on temporary removal of BASELINE access.

Respectfully,

Dan Fortune
Assistant Secretary
Australian Government Security Vetting Agency (AGSVA)

+61s22

daniel.fortune1@defence.gov.au

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From: Graham, Bronwyn MRS
Sent: Thursday, 21 June 2018 11:11 AM
To: Fortune, Daniel MR 1
Cc: Taylor, Allan MR 2; Dandria Hunt, Sylvia MS
Subject: Priority PV case/deemed baseline [DLM=~~Sensitive:Personal~~]
Importance: High

~~Sensitive:Personal~~

Dan,

s22



Bronwyn Graham

Director Vetting Operations (Integration)
Australian Government Security Vetting Agency
Ph: 02 6266 4663

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From: [Stewart, Timothy MAJ 1](#)
To: [Hoglin, Phillip COL](#)
Subject: RE: Recruiting of PR's [SEC=~~UNCLASSIFIED~~]
Date: Thursday, 5 July 2018 3:24:10 PM

~~UNCLASSIFIED~~

Ack Sir,

I provided the following advice to CMDR Whittaker earlier this afternoon,

Ma'am,

In very recent discussions between AGSVA and the DMR we have been advised that AGSVA won't process an e-pack security classification for a non-Australian citizen unless it is in exceptional circumstances and underpinned by a risk assessment from a department head. This means that if we enlist or appoint a PR they will not get a security clearance, will not get a CIOG approval for access to the DPN because they are not listed as an Australian citizen in PSAMs and therefore will not progress through training.

AGSVA guidance is that Government Departments should not employ non-Australian citizens unless there are no Australian citizens available or qualified for the position. In exceptional, circumstances a citizenship waiver can be requested in order for AGSVA to progress with a processing a security clearance.

In recent SITREPs I have advised the DFRCs to cease enlisting or appointing PRs unless there are no Australian citizens in the DFR pipeline. We have ceased processing Checkable Background Assessments for non-Australian citizens.

I have drafted a directive which has been considered by the DMR and it will undergo some more consideration and release after the Operations Seminar.

I will discuss whether DJS needs to be amended when I next see the DMR. He is back in the office tomorrow after a three day tour west.

Tim Stewart
Major
Operations Officer - Military Operations
Headquarters - **DEFENCE FORCE RECRUITING**

Phone: (02) 6122 4088
Mobile: S22
Email: timothy.stewart1@defence.gov.au
tistewart@dfr.com.au

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FAIRBAIRN ACT 2609

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From: Hoglin, Phillip COL

Sent: Thursday, 5 July 2018 3:13 PM

To: Bryant, James LTCOL <james.bryant@defence.gov.au>

Cc: Given, Iain MR 1 <iain.given1@defence.gov.au>; Stewart, Timothy MAJ 1 <timothy.stewart1@defence.gov.au>; Whittaker, Sharon CMDR <sharon.whittaker@defence.gov.au>; Hollings, Kerry WGCdr <kerry.hollings@defence.gov.au>

Subject: Re: Recruiting of PR's [SEC=~~UNCLASSIFIED~~]

James, all;

Please be careful with our terminology. We won't definitely shut the door on non-citizens but there must be an exceptional reason to progress these candidates which we will not publicise in order to manage expectations. I don't want to give false and unrealistic hope because the likelihood is increasingly slim. There are legal and policy avenues to recruit PR but it is not ideal to do so and there are implications for AGSVA. In effect this makes it harder to recruit non citizens, but not impossible should we absolutely need to.

I will advise when a little more is known, but the interim advice from Tim is a sound synopsis of the direction.

From a DFR perspective it's a bit of a pain, but I'm not alarmed by the emphasis on security clearances. I don't expect a significant impact on target achievement. There will be a positive impact on training establishments.

Cheers,

PJH

Sent from my iPhone

On 5 Jul 2018, at 2:18 pm, Bryant, James LTCOL <james.bryant@defence.gov.au> wrote:

~~UNCLASSIFIED~~

Thanks Iain, Tim for noting. Grateful for what comes out of the discussion with AGSVA on this issue. As per Navy, we weren't aware DFR had shut this particular door for PR's, but note the rationale (vis a vis e-packs). If that is the advice that Col H gets from AGSVA, then naturally that is what we will roll with.

Thanks

James Bryant
LTCOL
DRR
s22

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From: Given, Iain MR 1
Sent: Thursday, 5 July 2018 1:22 PM
To: Bryant, James LTCOL <james.bryant@defence.gov.au>
Cc: Carr, Tracey MS <tracey.carr@defence.gov.au>
Subject: RE: Candidate number s47F [REDACTED] DOB: s47F [REDACTED]
[SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

James,

First I've heard for certain that DFR are not recruiting applicants who are not Australian citizens. I know that there was an AGSVA updated earlier this year that provided guidance along the lines of *sufficient justification must be provided to illustrate why a non-Australian citizen has been chosen over an Australian citizen* (my memory paraphrasing) in regards to a citizenship eligibility waiver to start the security clearance process and that this was impacting on DFR, but I heard nothing further after.

From a Defence security policy perspective the Defence Security Principles Framework (DSPF) provides the following [DSPF Personnel Security Clearance – Control 40.1]:

Where a clearance subject requires both a citizenship eligibility waiver and an uncheckable background eligibility waiver, these can be covered by a single business case and risk assessment. However, approval of the waivers and acceptance of the associated risks remain separate. This is because a clearance holder can obtain citizenship but still have an uncheckable background, in which case, limitations applicable to the uncheckable background will still apply.

Reasons for waiving the Australian citizenship eligibility requirement for a security clearance may include, but are not limited to:

- a. the person is critical to Defence outcomes (including Defence Industry in its role as a Defence capability enabler) and the risks to Defence can be mitigated and/or managed;*
- b. the role cannot be redesigned so that access to classified information or assets is restricted to existing employees with the appropriate clearance;*
- c. the role cannot be performed by an Australian citizen and there is no conflict of interest or other concern in relation to the person's country of allegiance and the role being undertaken;*

d. the foreign national is a permanent resident of Australia who is eligible for citizenship and is actively seeking citizenship at the time of application, and the citizenship process will be concluded in a reasonable period; or

e. the foreign national is contracted directly to Defence to supply services in an overseas location and is not covered by an Security of Information Agreements and Arrangements (SIA).

In accordance with the Military Personnel Manual (MILPERSMAN), foreign nationals may be provisionally enlisted into the ADF despite not holding Australian citizenship. In accordance with Section 23 of the Australian Citizenship Act 2007, these individuals are eligible to apply for Australian citizenship after completing at least 90 days relevant Defence service in the permanent force or, in the case of Reservists, six months relevant Defence service. These recruits sign an undertaking to apply for Australian citizenship as soon as they are eligible to do so; if they do not, their ADF service may be terminated

I would suggest that, based on the DSPF and information provided by MAJ Stewart, that s47F not be recruited at this stage. I would be interested to see the outcome of discussions between COL Hoglin and AGSVA.

Happy to discuss further as required.

Cheers,

Iain Given

A/Principal Security Adviser

ARMY SECURITY

Directorate Workplace Health Safety and Security – Army

Army Headquarters

R8-7-026 | Canberra ACT 2600

Tel: +61 2 6265 1664

Mob: s22

army.security@defence.gov.au

armypositivevetting@drn.mil.au

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From: Stewart, Timothy MAJ 1

Sent: Thursday, 5 July 2018 12:33 PM

To: Bryant, James LTCOL <james.bryant@defence.gov.au>; Carr, Tracey MS <tracey.carr@defence.gov.au>; Army Security <army.security@defence.gov.au>; Benson, David LTCOL <david.benson@defence.gov.au>; Navy RLO <navy.rlo@defence.gov.au>; Andrews, Anne CMDR <anne.andrews@defence.gov.au>

Cc: Groat, Jason LTCOL <jason.groat@defence.gov.au>; HQDFR Mil Ops <hqdf.milops@defence.gov.au>

Subject: RE: Candidate number s47F DOB: s47F

[SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hello,

DFR no longer recruits people who are not Australian Citizens. Please see the advice I provided to RAAF RLO in the italics below. I should have sent this to Navy and Army also.

Hello Sir,

Thank you for the attached feedback from the 03/18 Initial Officer Course. The points made about the timely submission of the e-pack by candidates is acknowledged and DFR has been informed for several months by RLO-AF that it is a significant problem. This is an issue affecting all three Services.

DFR is quickly evolving to a point that will address this problem.

The Director of Military Recruiting, COL Phil Hoglin, is leading DFR negotiations with AGSVA in order to address the problem. The current actions and the likely future procedures include:

- 1. DFR no longer recruits non-Australian citizens despite current policy that we can enlist or appoint recruit Permanent Residents. This is because AGSVA has advised they will not process security clearance applications for people who are not Australian citizens.*
- 2. DFR now advises all candidates that they should submit their e-pack to AGSVA no later than 21 days before enlistment/appointment or they risk serious detrimental effects for their progression through training.*
- 3. DFR lists all necessary supporting documentation for an e-pack that the candidate should take with them to their ab-initio training in order to expedite e-pack processing for those candidate who do not heed the warning for timely submission of their e-packs.*
- 4. Pending details to be worked out with AGSVA timelines for e-pack submission are likely to go well beyond the 21 days and to be submitted shortly after their DFR Assessment Day to be held at AGSVA pending processing on advice of enlistment or appointment of the candidate; from which point the candidate will be granted a provisional Baseline before enlist/appointment.*
- 5. Possession of a minimum of a provisional baseline clearance will soon become an eligibility criteria for enlistment / appointment.*

Tim Stewart
Major
Operations Officer - Military Operations
Headquarters - **DEFENCE FORCE RECRUITING**

Phone: (02) 6122 4088

Mobile: s22

Email: timothy.stewart1@defence.gov.au
tistewart@dfr.com.au

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FAIRBAIRN ACT 2609

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From: Bryant, James LTCOL
Sent: Thursday, 5 July 2018 10:19 AM
To: Carr, Tracey MS <tracey.carr@defence.gov.au>; Stewart, Timothy MAJ 1 <timothy.stewart1@defence.gov.au>; Army Security <army.security@defence.gov.au>
Cc: Benson, David LTCOL <david.benson@defence.gov.au>
Subject: RE: Candidate number **S47F** DOB: **S47F**
[SEC= ~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Thx, Tim ref below, this approach is getting increasingly problematic isn't it – or does the guidance in the ADFRI still stand to your knowledge?

Army Sec, can I have your advice please?

With thanks,

James Bryant
LTCOL
Recruiting Liaison Officer, Recruiting & Retention Directorate
Director General Personnel - Army
Brindabella Business Park | BP29-04-129 | PO Box 7980 | CANBERRA BC 2610
Tel: 02 6144 7603 | **Mob** **S22**

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From: Carr, Tracey MS
Sent: Wednesday, 4 July 2018 11:29 AM

To: Benson, David LTCOL <david.benson@defence.gov.au>

Cc: Bryant, James LTCOL <james.bryant@defence.gov.au>

Subject: RE: Candidate number s47F [REDACTED] DOB: s47F [REDACTED]

[SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Dave,

As discussed citizenship cannot be waived but a PR is able to provisionally enlist as long as they complete and sign Annex E of ADFRI001 – this is an acknowledgement that they must undertake to apply for citizenship as soon as they are eligible to do so. Also of note is that the citizenship application can be accelerated if the candidate has completed relevant Defence service (90 days in FT or PT).

I've also had a quick look at the CBA on Powerforce and from the info available and I agree that he would not have any difficulties obtaining a security clearance.

Regards,

Tracey Carr
Recruiting & Retention - Army
DGPERS-A, Army Headquarters
Department of Defence

Brindabella Business Park | BP29-4-128
P: 02 6144 7839 | E: tracey.carr@defence.gov.au

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From: Benson, David LTCOL

Sent: Wednesday, 4 July 2018 9:56 AM

To: Carr, Tracey MS

Cc: Bryant, James LTCOL

Subject: FW: Candidate number s47F [REDACTED] DOB: s47F [REDACTED]

[SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Tracey,

Can you have a look into this chap and provide some advice. James, maybe you should respond to this noting it is waivers? Happy either way. s47F [REDACTED] was the

bloke from the Pilbara who came to ESRI training.

Dave

David Benson

Lieutenant Colonel

SO1 Workforce Supply Management - Army

Directorate of Recruiting and Retention

Personnel Branch – Army

Army Headquarters

Brindabella Business Park | BP29-04-131 | PO Box 7980 | CANBERRA BC 2610

Tel: 02 6144 7604

david.benson@defence.gov.au

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From: Hill, Peter CAPT 8

Sent: Tuesday, 3 July 2018 3:31 PM

To: Benson, David LTCOL

Cc: Defreitas, Marco MAJ 3

Subject: Candidate number s47F [REDACTED] DOB: s47F [REDACTED]

[SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Sir, I've been requested by my CO to follow-up on a potential candidate that missed out on GE and the PILB REGT is keen provide a RFSL waiver. The issue for GE is around citizenship. I am after some direction from Army HQ recruiting to guide the CO's decision. I'm contacting you in the first instance hoping you might be able to provide guidance for a determination or put me in contact with the right person at your end.

The candidate s47F [REDACTED] in Geraldton and will be eligible for citizenship in 2019. This is why GE was not given. The CO would like to waiver this person however the citizenship issue is not the same as a speeding fine. The DFR-Perth CO suggested getting in contact with Army HQ for guidance. As more background, the candidate's colleague in the same circumstances was permitted to GE but applied a year earlier. We understand the citizenship space has changed. For consideration in the DFR system on the candidate: s47F [REDACTED] receive - CBA risk assessment conducted, X considered LOW RISK - only time outside of Australia was in UK prior to immigrating in 2015". Should the CO PILB REGT be granting a waiver to s47F [REDACTED] ?

Thank you for the reading this email.

Regards,
Peter

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From: [Hoglin, Phillip COL](#)
To: [Geordie McGuinness](#)
Cc: [Sarah Lowe](#); [Mathew Maclay](#); [Park, Simon WOFF 1](#); [Whitehead, Keith LEUT](#); Kenneth.steinmen@defence.gov.au; [Timothy Stewart](#)
Subject: Re: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]
Date: Thursday, 31 May 2018 2:11:48 PM

Thanks Geordie,

At this time they're not talking about NV1 clearance before enlistment, just submission of the ePack for NV1, so timeframes may not be as impacted as thought.

Yes, I should stick my head in on Tuesday as there is a risk of too much involvement from too many people. We're still in the scoping and impact stage.

Cheers,

Phil

Sent from my iPhone

On 31 May 2018, at 2:03 pm, Geordie McGuinness <gmcguinness@dfr.com.au> wrote:

Hi all,

I have removed some recipients from the previous train to DFR staff only.

I would be concerned about changing DFRs process to select a Neg Vet 1 instead of Baseline from epack commencement purely based on the substantially longer wait times. The wait times would much longer and I don't think you are solving the Services problem of candidates turning up to training without a clearance at all to access the DRN.

Phil/Sarah/Ken – MilOps/HQ ADF SO and facilities already have a meeting scheduled to discuss AGSVA and security related issues within HQ for next Tuesday, this topic is one item for discussion, please let me know if you would like to attend also (even if it for this item only) and I will forward you the meeting invite.

Thanks,
G

From: Graham, Bronwyn MRS [<mailto:bronwyn.graham@defence.gov.au>]
Sent: Thursday, 31 May 2018 1:19 PM
To: Hoglin, Phillip COL; Geordie McGuinness; Taylor, Allan MR 2; Sarah Lowe
Cc: Mathew Maclay; Park, Simon WOFF 1; Whitehead, Keith LEUT; Caspersonn, Gwenda LTCOL; 'Kenneth.steinmen@defence.gov.au'
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Phil,

Further to our discussion yesterday, below are the list of evidence requirements required for both the Baseline and NV1 clearances – they are the same. I would therefore recommend we aim to go straight for the NV1 clearance. After answering the questions in the e-Pack (some additional questions apply to NV1), the CS is required to submit copies of the following documents to AGSVA:

- <!--[if !supportLists]-->• <!--[endif]-->Proof of Australian Citizenship - eg: Birth certificate, passport or citizenship certificate
- <!--[if !supportLists]-->• <!--[endif]-->Evidence of footprint in the community - eg: Utilities bill, Rates notice, Telephone bill, etc
- <!--[if !supportLists]-->• <!--[endif]-->Proof of identity (previously referred to as 100 point check) - Usually copies of drivers licence, 18+ card, passport, Medicare card, shooters licence, marine licence, etc.

The process by where DFR initiate a clearance request in the DOSD dashboard would essentially remain the same, but brought forward to an appropriate point in your timeline and at the NV1 level instead of the Baseline level. I'll leave you to consider where this might best sit this ahead of further discussions. Once we understand the timeline we will develop a proposal for how AGSVA best actions the case to ensure some form of clearance recognition is available prior to the recruit commencing with Defence. This can then in turn inform an alternative process for late notice call-forwards and those exceptions where citizenship can't be established and a waiver required.

Grateful if you could advise a convenient time to meet again to progress.

Regards,

Bronwyn Graham
Director Vetting Operations (Integration)
Australian Government Security Vetting Agency
Ph: 02 6266 4663

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From: Hoglin, Phillip COL
Sent: Wednesday, 30 May 2018 9:55 PM
To: 'Geordie McGuinness'; Graham, Bronwyn MRS; Taylor, Allan MR 2; 'Sarah Lowe'
Cc: 'Mathew Maclay'; Park, Simon WOFF 1; Whitehead, Keith LEUT; Caspersonn, Gwenda LTCOL; 'Kenneth.steinmen@defence.gov.au'
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

~~UNCLASSIFIED~~

Hi Bron,

Good to catch up today. As soon as you and Allan are ready I will arrange a meeting

with all of the key players in DFR.

To be frank, the initial indications that we discussed today do not especially concern me at all; however, we will need to slightly redefine a process that meets all of our needs and there is some minor risk to target achievement (such as late-notice call forwards) that I would like to discuss. As you go through your own process and considerations you may need to identify a process for exceptional circumstances.

Geordie/Sarah: it is increasingly clear that our current process of 'deemed baseline' for candidates is not sustainable. It is emerging that not only is citizenship increasingly necessary, but so is a completed ePack. I've had an initial meeting with AGSVA and there are a few options, but they will put some better definition on their own internal process before discussing options with DFR.

Regards,

Phillip Hoglin
Colonel
Director Military Recruiting

DEFENCE FORCE RECRUITING
Ground Floor F7
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From: Geordie McGuiness [<mailto:gmcguiness@dfr.com.au>]
Sent: Tuesday, 22 May 2018 9:52 AM
To: Caspersonn, Gwenda LTCOL; 'Kenneth.steinmen@defence.gov.au'
Cc: Mathew Maclay; Park, Simon WOFF 1; Whitehead, Keith LEUT; Hoglin, Phillip COL
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

Good morning Ken / Gwenda / Phil,

Just following up as to when we can have a discussion about this.

Thanks,
Geordie

From: Geordie McGuiness
Sent: Tuesday, 27 March 2018 2:10 PM

To: 'gwendu.caspersonn@defence.gov.au'; 'Kenneth.steinmen@defence.gov.au'
Cc: Mathew Maclay; 'Park, Simon WOFF 1 <simon.park1@defence.gov.au>
(simon.park1@defence.gov.au)'; 'Whitehead, Keith LEUT
(keith.whitehead@defence.gov.au)'; Hoglin, Phillip COL (phillip.hoglin@defence.gov.au)
Subject: RE: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

Good afternoon all,

Just following up on the below, hoping we can lock in a time to discuss the below and any other security matters.

Phil – just for your oversight noting the issues we had with DOSD last week.

Thanks in advance,
Geordie

From: Geordie McGuiness
Sent: Wednesday, 14 March 2018 5:45 PM
To: gwendu.caspersonn@defence.gov.au; 'Kenneth.steinmen@defence.gov.au'
Cc: Mathew Maclay; Park, Simon WOFF 1 <simon.park1@defence.gov.au>
(simon.park1@defence.gov.au); Whitehead, Keith LEUT
(keith.whitehead@defence.gov.au)
Subject: Security Clearances for DFR candidates [SEC=~~UNCLASSIFIED~~]

Good afternoon Gwenda / Ken,

Following our conversations over the last two days in respect to gap I believe is missing in the candidate security clearance process, Ken is looking at what can be added to the current policy and process to minimise or remove this occurring in the future.

Given that now I think we have identified the stakeholders from a HQ perspective I hope we can sit down soon to reduce any duplication of conversations and work load in order to simplify the process and provide clarity for the business moving forward.

Ken / Simon – look forwarding to discussing this shortly, amongst other security gaps that we have all highlighted over the last 6 months. Once Keith is back I have doubt he will also have some to add.

Thanks,
Geordie

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