



Australian Government
Department of Defence

Submission

For decision

PDMS Ref. Number MS21-001334

Date of Clearance: 26 May 2021

To Minister for Defence

Subject Defence Events of Significance and Importance

Timing Urgent – as per discussions with your office.

Recommendations

That you:

1. **agree** Defence's participation in the events of significance and importance as listed at Attachment A. (agreed) / not agreed
2. **agree** Defence releasing a Joint Directive, outlining how the events will be acknowledged. (agreed) / not agreed
3. **note** Defence will amend internal policy and directives to reflect this approach. (noted) / please discuss

Minister for Defence

s22

Signature.....

Date: 29/05/2021



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Minister's Comments

Please ensure ASD + other groups across the portfolio adhere to this same practice. Thanks.

s22

Rejected Yes/No	Timely Yes/No	Relevance <input type="checkbox"/> Highly relevant <input type="checkbox"/> Significantly relevant <input type="checkbox"/> Not relevant	Length <input type="checkbox"/> Too long <input type="checkbox"/> Right length <input type="checkbox"/> Too brief	Quality Poor 1.....2.....3.....4.....5 Excellent Comments:

Key Issues

- As per your direction on 21 May 2021, the Secretary and the Chief of the Defence Force (CDF) issued a direction outlining that Defence must at all times be focused on our primary mission to protect Australia's national security interests, and any effort into matters that distract from this are not required and must cease.
- Moving forward, and in line with the above, Defence proposes to acknowledge the events listed at Attachment A. With your agreement to this approach, Defence will then release a Secretary and Chief of the Defence Force Joint Directive outlining how these events will be acknowledged, allowing for appropriate planning and communication of these events.
- To achieve Defence's objectives and build capability, these events of significance are proposed on the basis of four categories: national commemorations, culture, workforce and families. The events within each category reflect Australian Government policy or long standing Government/Defence support.
- Defence proposes the following points will direct how the events at Attachment A will be planned and executed:
 - Participation is not to detract from the development or delivery of Defence capability.
 - Participation is to be consistent with ceremonial and dress manuals and other extant guidance.
 - Participation is to be consistent with Defence values and behaviours.
 - Consumption of Defence resources to be commensurate with the significance of the event and appropriate expenditure of public monies.
 - Events are to be inclusive and open to all personnel, subject to operational requirements.
 - The conduct of the activity should reflect positively on Defence's reputation.

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5. To ensure compliance with this approach, the Secretary and CDF have directed that all planning and communication materials supporting days of significance or related issues on diversity and inclusion must be approved by the Associate Secretary.

Background

6. Each year Defence has identified a range of events, including national commemorations, which are acknowledged at an enterprise level. To date, these have been approved by the Enterprise Business Committee, chaired by the Associate Secretary. They have been chosen on the basis of national commemorations, events of significance, and events of importance.
7. Defence also undertakes a number of additional high profile community engagement activities which have been identified to provide significant community exposure. These are approved by yourself on a six-monthly basis, with the latest being *MS21-000884 High Profile Public Event Program Jun – Dec 21*, signed by yourself on 20 May 21.
8. Defence Groups and Services also participate in, or contribute towards, smaller localised events designed to improve community engagement. Defence's participation in these events assist with public awareness, attracting, recruitment and family support activities.
9. Defence participation and engagement with all community events are managed in accordance with *Joint Directive 02/2021 – Defence Engagement with the Australian Community*.

Consultation – internal/external

10. Defence has consulted with other government departments. The proposed approach is aligned with other agencies, noting Defence gives greater weight to military commemorative activities.
11. The following Defence Groups and Services were consulted on this submission:
 - Army
 - Air Force
 - Navy
 - Joint Capabilities Group
 - Vice Chief of Defence Force
 - Ministerial and Executive Coordination and Communication
 - Chief Financial Officer
 - Defence Legal.

Consultation – Secretary/CDF

12. The Secretary and CDF have been consulted on this submission.

Sensitivities

13. Changes to the policy and guidance are likely to be of interest to the media.

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Financial/systems/legislation/deregulation/media implications

14. N/A.

Attachments

Attachment A Proposed Defence Events of Significance and Importance

Authorising Officer

Cleared by: s22 [redacted]

Katherine Jones
Associate Secretary

Date: 26/05/2021
Mob: s22 [redacted]

Contact Officer: Justine Greig, Deputy Secretary, Defence People Group, Ph: s22 [redacted]

Through:
Secretary *27/5* ~~ASC 29/5~~
CDF

CC:
Assoc Sec, VCDF, CA, CN, CAF, CJC, FASMECC, Chief Counsel, CFO

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Attachment A

Defence Events of Significance and Importance

National commemorations		
Event	Date(s)	National policy or framework
Anzac Day	25 April	Recognised by the Australian Government as National Event with strong ties to Defence. Participation is important in ensuring Defence acknowledges those who have died in times of war or peacekeeping missions.
Remembrance Day	11 November	Recognised by the Australian Government as National Event with strong ties to Defence. Participation is important in ensuring Defence acknowledges those who have died in times of war or peacekeeping missions.
Other Military Anniversaries (appropriate to calendar year)	Various	Examples include the 70 th Anniversary of the ANZUS Treaty.
Culture		
Event	Date(s)	National policy or framework
International Women's Day	8 March	The Australian Government supports International Women's Day.
National Harmony Day	21 March	The Department of Home Affairs promotes the national celebrations for Harmony Week (15-21 March) to recognise diversity and inclusion activities.
National Reconciliation Week	27 May - 3 June	The Australian Government encourages Australians to participate in National Reconciliation Week to discuss our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. This event forms part of Defence's Indigenous reconciliation, inclusion and procurement strategies which directly enhance capability and improve Indigenous employment and socio-economic outcomes.
NAIDOC Week	4 - 8 July	The Australian Government promotes NAIDOC week to reflect on the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. This event forms part of Defence's Indigenous reconciliation, inclusion and procurement strategies which improve Indigenous employment and socio-economic outcomes.

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Sydney Gay and Lesbian Mardi Gras	19 February	Australian Defence Force members have marched in the Sydney Gay and Lesbian Mardi Gras since 1996 in an unofficial capacity. In 2013, Defence officially allowed its Australian Defence Force members to march in uniform, a practice that still continues annually. Australian Public Service employees are also able to march. The ABF and AFP also march.
International Day of People with Disability	3 December	Recognised by the Australian Government since 1996, this event links to the National Disability Strategy.
Workforce		
Event	Date(s)	National policy or framework
World Mental Health Day	10 October	Mental Health and suicide prevention are priorities of the Australian Government, with various policies and plans in place to guide Government action, including the National Mental Health Policy and the Fifth National Mental Health and Suicide Prevention Plan.
Defence Blood Challenge	September to December	An enduring relationship with the Australian Red Cross, each year Defence undertakes a national challenge to strengthen Australia's blood supplies and support the Australian Community.
National Science (STEM) Week	14 - 22 August	Promoted by the Australian Government, with partnerships with the Commonwealth Scientific and Industrial Research Organisation and Australian Broadcast Corporation. Endorsed by the Minister for Industry, Science and Technology, with strong ties to the Defence Strategic Workforce Plan to enable Defence to continue building a highly skilled and capable workforce.
National Safe Work Month	October	An Australian Government led initiative through Safe Work Australia to promote a healthy and safe work environment. This event is linked to Defence's Work Health and Safety Strategy 2017-2022 as safety underpins all aspects of Defence capability and is an integral part of the way we deliver the Defence Mission.
Families		
Event	Date(s)	National policy or framework
International Day for the Elimination of Violence Against Women	25 November	Promoted by the Minister for Women and Minister for Families and Social Services, this day recognises the importance for all Australians to consider how they can each drive real and lasting change to improve the safety of women and their children.

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National Families' Week	15 May - 21 May	Promoted by the Assistant Minister for Children and Families, this event is dedicated to recognising the vital role that families play within the fabric of Australia.
Legacy Week	30 August – 5 September	Recognised by the Australian Government, Legacy Week raises awareness and funds to support the families of Australian veterans.

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