



# AIDN NATIONAL NEWSLETTER



## Letter to Members from the **AIDN National CEO**

Welcome to the winter edition of the AIDN National newsletter.

I hope that you are all doing as well as you can be in these trying times.

COVID remains an ongoing issue and will probably remain so for a lot longer. We've seen the CPI index rise to 7%, so all our cost-of-living pressures are increasing. As we all know this has forced the RBA to start lifting interest rates, further increasing pressure on households and businesses alike. This cycle will inevitably put more pressure on wages, so more pressure on all of us.

The conflict in the Ukraine rolls on with no clear end in sight, again putting pressure on the global economy.

A difficult period for all of us and a challenging environment for any Government to be dealing with.

We have an opinion piece for the new Minister for Defence Industry, the Hon Pat Conroy MP. Pat is not new to this space having worked for the Hon Greg Combet when he was Minister for Defence Industry in the Rudd Government. For our next newsletter we will also include the opposition to ensure that we remain a bipartisan organisation.

Our area of interest is becoming more complex and fragile. There can be no denying that China is flexing its significant economic might, and with that, it is testing the boundaries militarily. We are seeing an increasingly bolder China engaging in targeted military intrusions. The PRC is clearly looking to spread its influence further and into more regions and we are seeing the start of countering these actions from the Western alliance. This can only increase the level of tension, and with increased levels of tension the risk



of localised, or more widespread, conflict escalates.

So, what does that mean for Australia and specifically Australia's industrial ecosystem?

There can be no argument that Australia requires a robust, resilient, and guaranteed supply chain. The need to upskill the Australian workforce becomes a fundamental requirement. As does the need to ensure that Australian Industry can supply the ADF independently of the needs of foreign governments, no matter how close an ally they may be. No foreign government will put the needs of another country ahead of its own – it is disingenuous to say or believe otherwise, this is not to say they are not close allies, it is simply reality.

The Federal Government continues with the strategic update of the defence hardware. Our government continues to review new technologies, automated unmanned

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**There can be no argument that Australia requires a robust, resilient, and guaranteed supply chain. The need to upskill the Australian workforce becomes a fundamental requirement.**

systems, space, naval assets, armoured and protected mobility vehicles, air assets, cyber systems, munitions, and many other capabilities. We are at the beginning of the largest military upgrade that we have seen, arguably, since the second world war.

It is vital that Australian Industry is included in this upgrade, it is important that Australian Industry is developed so that it can meet the needs of the country and the ADF. The Albanese government has a unique generational opportunity to ensure that it creates the legacy of ensuring that a robust and significant sovereign Australian Industrial base is created.

Rather than mobilising the industrial base of overseas countries, we need to be mobilising Australia's industrial base. We are an island nation, with some of the most sophisticated and world-leading industrial sectors residing here.

For far too long we have treated our own indigenous defence industry as a bolt on to the International Primes. What we need is to engage with these primes to ensure that there is a complete technology transfer, a transfer of the intellectual property, the technical know-how and know why and the creation of our own Australian Industrial ecosystem. We need leadership to ensure that Australian Industry can work with these international primes to create this capability. The Government needs to properly plan to



## Rather than mobilising the industrial base of overseas countries, we need to be mobilising Australia's industrial base.

grow our small to medium enterprises, and to produce Australian owned and controlled prime contractors.

This should not be a one-way activity; it is only fair and reasonable to compensate these prime contractors properly to ensure that they are rewarded for this effort. We need to develop our Industry rather than simply becoming an importer of other countries industry.

Australia is in a unique position to be an exporter of complex defence equipment and to be a secondary supply chain to our allies of all equipment, all we need is the political will to drive this ambition. The challenge of replacing, upscaling and enhancing the ADF is important to consider that there is another element of National Sovereignty and therefore strategic resilience that must be developed and enhanced, that being the Australian owned and controlled defence industry.

We, as a nation, cannot ignore the lessons of the fragility of our supply chains, learnt from our COVID experience. Many of us

have had issues with sourcing components or items due to the effects of COVID. Even today the world is experiencing a shortage of the diesel additive, AdBlue, without this our vehicles will no longer meet their legislated emission standards and this in turn will impact on our ability to meet our climate reduction targets. There are many more examples of these types of issues.

Australia simply needs to ensure that we grow and develop our defence industry like our allies do. The US, UK, Sweden, Japan, Europe, Canada, Israel, and India have legislation or policies that ensure that their indigenous industries are prioritised. It is not something that would be uniquely Australian, nor would it be considered an unreasonable requirement, as most countries recognise the need for a fully developed defence industrial base.

AIDN looks forward to working proactively with both sides of the political spectrum, Defence, and the multinational companies to achieve the best possible outcome for Australia.

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## The need to build and sustain a sovereign defence industrial base; and industrial base collaboration with our key strategic partners

**There has never been a greater need for a sovereign defence industrial base. As Australia faces an increasingly contested geopolitical environment, it is important for the Australian Government to grow the industrial base required to support the Australian Defence Force.**

We face growing uncertainty globally and within our region. This uncertainty is why the Albanese Government has committed to spending at least 2 per cent of GDP on Defence, to enhance the Australian Defence Force with capabilities it needs.

As the new Minister for Defence Industry, I will build on the successes to date through an evolutionary, rather than a revolutionary approach to our defence industry policies and support programs. This includes election commitments for a Defence Industry Development Strategy, the establishment of the Australian Strategic Research Agency, and the Defence capability component of the National Reconstruction Fund.

Our strategic environment dictates the need to build and maintain a robust, resilient and internationally competitive sovereign defence industrial base. This is an absolute necessity in order to provide the support our men and women in uniform need.

There are significant opportunities to grow our industrial capabilities through collaboration with key partners. I'm committed to facilitate greater industrial base collaboration with our allies and partners.

Defence capability is only as effective as the industrial capability supporting it. Investments in our sovereign defence industry not only support Australia's security and the security of our region – they also build our national economic prosperity and create high-skilled, quality jobs. The need for a robust sovereign industrial base was further highlighted by the COVID-19 pandemic, which created massive economic shocks and highlighted supply chain constraints and vulnerabilities.



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

The Government has a long-term vision to build Australia's defence industrial base, and our election commitments articulate how we will achieve that vision.

Through the forthcoming Defence Industry Development Strategy, we will continue to develop Australia's defence industry as the foundation for building our nation's stronger defence capability. This includes a significant investment in Australian skills, infrastructure and technology.

The Albanese Government appreciates and values the contributions Australia's defence industry makes to the development, delivery, maintenance and sustainment of the capabilities of the Australian Defence Force.

Increasing Australian industry's share of Defence work will lead to greater economic development, more technology transfer, upskilling of the workforce and,

ultimately, strengthens our defence industrial base. That is why we have committed to negotiating appropriate, specific, enforceable and audited Australian Industry commitments into contractual arrangements, as well as the review and public disclosure of those commitments.

We must be ambitious but realistic and make choices about investing in and developing the areas that are most critical. Importantly, this signals to industry which industrial capabilities are most needed by our people in uniform. Our Government is committed to making sure industry fully understands these capability priorities, requirements and timeframes.

Defence has an established process to identify those industrial capabilities that are critical to the Australian Defence Force – those that it has determined must be sovereign in this country.

For those industrial capabilities to be sovereign, we must have access to, or control over, the essential skills, technology, intellectual property, financial resources, and infrastructure that underpins them.

In order to grow these capabilities, we must do more than just highlight them, we must support their growth in Australia.

The Government's new \$15 billion National Reconstruction Fund, which includes defence capability as one of its focus areas, will play a key role in this endeavour. It will complement the forthcoming Defence Industry Development Strategy and seek to partner with the private sector to build defence capability and economic sovereignty.

The work that that our Government will deliver in Australia is only one side of the coin. The other side is the recognition that close cooperation between allies and partners needs to be enhanced and elevated to meet and overcome the strategic challenges we face in our near region, and across the globe.

Australian industry has unique skills and capabilities that support our warfighters and are of genuine value to our partners. As the Minister for Defence Industry, I will champion Australian industry with my international counterparts, as we seek to collaborate and complement, not compete, with our key allies and partners. This will forge deeper relationships and build seamlessly integrated supply chains.



**Our strategic environment dictates the need to build and maintain a robust, resilient and internationally competitive sovereign defence industrial base.**

Retaining our technological and military edge in the face of intensifying strategic competition will be contingent on breaking down entrenched barriers to industrial and technological collaboration with our partners.

This has been a key pillar of our Government's first international visits.

Prime Minister Albanese's first international engagement was the Quad Leaders' Meeting in Japan, along with Indian Prime Minister Modi, Japanese Prime Minister Kishida and United States President Biden.

A key outcome of the meeting was a joint mapping of capacity and vulnerabilities in global semiconductor supply chains, with a commitment to better leverage complementary strengths to realise a diverse and competitive market for semiconductors.

Seamless information sharing and technology transfer between our partners – in both directions – is necessary to establish the conditions for interoperability and supply chain security.

We will continue to break down barriers including through multilateral forums such as the National Technological Industrial Base with Canada, the United States and the United Kingdom.

Fundamentally, greater industrial collaboration is necessary to deliver advanced capabilities in the timeframes needed to meet emergent threats.

It is why we are progressing the development of advanced defence capabilities with the United Kingdom and the United States under our technology and capability sharing partnership – AUKUS.

In response to the environment in which we find ourselves, the Government is taking strong action to build and sustain Australia's sovereign defence industry, whilst also strengthening export opportunities with key partners and allies.

Through these policies, and by working with our partners in Australian industry, we can build and sustain the robust, resilient and internationally competitive industrial base that Australia needs.

## SAVE THE DATE! DEFENCE INDUSTRY EVENTS 2022

### JULY 2022

- |                |   |
|----------------|---|
| 25 July        | ADM Townsville Defence Forum              |
| 26 and 28 July | Defence Industry Security Program Webinar |
| 29 July        | AIDN NT Member Networking Event, Darwin   |

### AUGUST 2022

- |              |  |
|--------------|--|
| 15 August    | STEM in Defence Summit   |
| 18 August    | AIDN QLD & Thales Member Meeting & Young Professional Program, Brisbane      |
| 24 August    | Meet The Primes with BAE – AIDN and Ai Group Event                           |
| 25-26 August | Indian Ocean Defence and Security Conference – with AIDN-WA as a participant |

### SEPTEMBER 2022

- |                 |   |
|-----------------|---|
| 14 September    | Women in Defence Awards, Canberra   |
| 15 September    | Defence Connect Awards, Canberra  |
| 15 September    | AIDN QLD & Logan City Council Member Meeting & Young Professional Program, Brisbane |
| 20-21 September | Modern Manufacturing Expo, Sydney   |
| 22 September    | Country in Focus Event – Indonesia – AIDN WA  |

### OCTOBER 2022

- |             |  |
|-------------|--|
| 4-6 October | LAND FORCES 2022, Brisbane QLD   |
| 20 October  | AIDN QLD & EPE Trust Member Meeting & Young Professional Program, Brisbane |

### NOVEMBER 2022

- |             |  |
|-------------|--|
| 4 November  | WA Defence Industry Gala Dinner – AIDN WA Event in collaboration with Henderson Alliance |
| 9 November  | ADM Defence Skilling Summit, Hobart  |
| 22 November | 2022 Maritime RobotX Challenge   |
| 24 November | AIDN VIC Gala Dinner   |
| 24 November | ADM Space Summit   |
| 29 November | Meet the Primes with NSM – AIDN WA and Ai Group Event                                    |

### DECEMBER 2022

- |            |                                |
|------------|--------------------------------|
| 1 December | AIDN QLD Gala Dinner, Brisbane |
| 1 December | ADM Space Summit, Canberra     |

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# Growing defence capability with families in mind

By Claire Harris, Founder/Director at Innovate Communicate  
(www.innovatecommunicate.com)

**The Australian Government is investing \$270 billion in Australia's defence capability over the next ten years.**

Defence capability includes products, services and technology that the Australian Defence Force (ADF) needs to conduct its operations today and in the future. For example, vehicles and equipment, Artificial Intelligence technology and robotics and the people.

Growing Australian's defence capability and supporting industry means more Australian workers with trade, technical and science and technology skills as well as various other management and operational skills. Defence is supporting a number of initiatives to grow this workforce.

There is also demand for more Defence employees. In the short term (to 2024), the Navy, Army and Air Force will all grow their workforce. In the longer term, the Government has committed to grow the ADF by 18,500 uniformed personnel by 2040.

## Workforce wellbeing + families

At the recent Defence People Symposium, Minister for Defence Personnel The Hon Matt Keogh MP told the audience that the most important sovereign capability is people.

Good employers know that they need to create supportive and attractive workplaces and cultures that enable employees to thrive. This is good for their workforce as well as their organisation achieving their desired outcomes.

In the current 'war for talent', employers that come up wanting are being left behind for more forward-thinking, flexible and inclusive workplaces. So, workplaces in all sectors are facing very real 'human problems' as they plan their teams for the future.

And this current and growing workforce is likely to have families. Family members are crucial stakeholders in the employment arrangements in the household.

In short: Defence and defence industry need to consider families when recruiting.

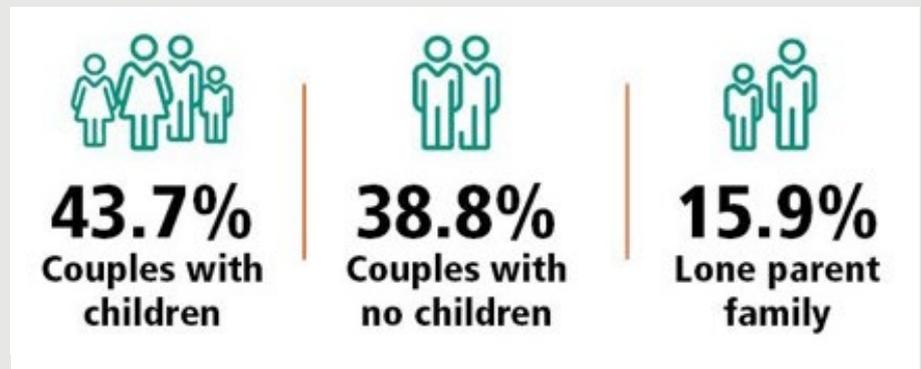
## Military families; untapped potential

ADF families, specifically, may move with postings every 2–3 years and spend frequent and/or lengthy time apart due to ADF training and operations. This can wreak havoc on lifestyles and wellbeing as family members can experience disrupted

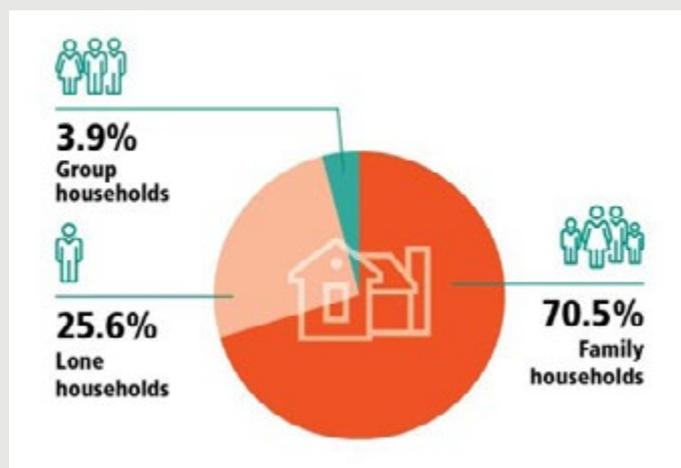
[AIDN LINKEDIN](#)

## ABS CENSUS

According to the ABS Census, there are 5.5 million (5,552,973) couple families. In these families, 53% have children living with them and 47% do not have children living with them (Figure 1). Of the households around Australia, family households make up 70.5%, lone households 25.6% and group households 3.9% (Figure 2).



**Figure 1. Family types: Couples with children make up 43.7 per cent of all families, Couples with no children make up 38.8% of all families, and Lone parent families make up 15.9% of all families.(Source: ABS 2021.)**



**Figure 2. Three household types. Family households 70.5%, lone households 25.6% and group households 3.9%. (Source: ABS 2021.)**

According the Defence Census (2019) the majority of employees are in relationships.

- ◆ Permanent ADF: 66% are married or in a relationship. (38% are married. In 2019, almost 35% had at least one child living with them.)
- ◆ ADF Reserve: 74% are married or in a relationship. (57% are married.)
- ◆ Defence APS: 63% are married or in a relationship. (50% are married.)

The partners and families of defence support the workforce, and often take on greater responsibilities 'on the home front' and in the community. And most families want/need to be dual income.

careers, training and employment, and in the case of partners, high caregiving workloads, as a result.

The effects on working age family members can be cumulative, and patchy job histories, workload restrictions (or flexibility requirements), or bias from regional employers against employing ADF partners or family members can affect future employment and financial security.

At the same time, family members build valuable skills from their experiences, and are more likely to be highly educated and more likely 'security safe', which can add value to defence industry workplaces all over Australia.

The availability of ADF family members as employees can be a strategic benefit to Defence and defence industry companies. Because families are relocating to Defence

installations around Australia, Defence and industry can benefit from this mobile but strategically located workforce and save on recruiting, onboarding and training costs.

A further benefit is that several of these installations are in regional and remote areas where finding suitably qualified candidates can be a challenge for employers and bearing the full cost of relocating employees can be expensive.

## Diversity opportunities

Diverse and inclusive workplaces are good for business. More inclusive organisations benefit from more talent, better solutions to challenging problems and enhanced innovation. Inclusive, supportive culture also means that team members are better listeners and more open to new ideas, which is also attractive to new talent.

In the 2019 report, *Growing the defence industry workforce: Attracting and retaining women with critical skills and trades*, by Rapid Context, the authors noted that with the many big projects (such as Naval Shipbuilding Plan, which is estimated to create up to 15,000 direct and indirect jobs) a focus on attracting and retaining a diverse workforce is now even more crucial.

Their analysis of the top 20 defence industry companies showed that less than 1 in 5 defence industry employees are women (compared to a national average of 1 in 2), and less than 1 in 7 defence industry managers are women.

Worryingly, their research showed that women are leaving their roles in defence industry companies at disproportionately high rates when compared to their male counterparts. Has this changed post-COVID?

In conclusion, the authors said: "Establishing and maintaining an attractive workplace culture that embraces diversity and is truly inclusive can be difficult. Effective culture change is predicated on commitment from leadership and takes time. But the potential rewards are great, both in terms of an organisation's bottom line, and its alignment with contemporary community values. For defence industry in particular, this will be a crucial step to ensure that it can take advantage of the growth opportunities before it, to innovate, and to meet Australia's capability requirements."

## Innovation, policy and capability

The 2020 Defence Strategic Update says: "Australia's defence policy must be agile and adaptive". Part of ensuring that Australia has a willing and able military force is considering the aspects of capability that

influence this readiness. This includes things like technology, infrastructure and services and the people in the ADF and in industry who are contributing their passions, expertise and skills.

The Defence Capability Policy Framework emphasises that "capabilities are more effective if used in combinations that support each other. Each capability involves effectively combining our people, major systems and other Fundamental Inputs to Capability."

People and Industry are both Fundamental Inputs to Capability, Deliberations about how Australia's Defence Force will function in future will need to include families. In addition to their potential influence on capability one could argue it is also the ethical thing to do for the wellbeing of the military community.

Going a step further to consider the value of considering veterans, families of veterans and current-serving ADF members, Gwen Cherne, the Veteran Family Advocate of Australia said that industry will be missing out if they don't engage effectively.

"Not engaging with families is doing a disservice to the entire Defence, veteran and Defence industry community," said Ms Cherne.

"We have made great strides to increase the focus on families over the last five years, but there is still more to do to proactively engage with and better inform families about services, support and job opportunities. We are missing a key piece of the puzzle if industry isn't engaging with families – especially when it comes to capability and service design and delivery," she said.

## A focus on military families at the Australian Institute of Family Studies Conference

Given the focus on expanding defence and defence industry, it was encouraging to see military families featured at the recent Australian Institute of Family Studies (AIFS) 2022 Conference. This conference, in June 2022, aimed to prompt attendees and organisations to imagine "a future where putting families at the centre drives the work of researchers, policy makers, and service providers."

The Defence Family Advocate of Australia, Sandi Laaksonen-Sherrin, said that the organisation was proud to support the conference.

"We wanted to put Australian Defence Force (ADF) families in the spotlight there, and want to keep the focus on the needs and different perspectives of the Defence

community," she said.

"Insights from policymakers, practitioners and researchers can help spark innovation and positive impact for Defence families. This is important because happy, stable families lead to high performance and Defence capability. There are no excuses for not considering families in policy and practice. It makes sense from the business and social perspectives alike.

"Investment in supporting current serving ADF families from the start of their loved one's military service generates more benefits than a largely reactive strategy post-service. It means healthier, happier families, including longer serving, better performing ADF members.

"Families are natural support networks, but under stress need to be more supported. Families cannot and should not have to manage all stressors alone. But by helping families, policymakers and leaders can reduce stress and maximise resilience in their people," said Mrs Laaksonen-Sherrin.

A number of researchers and practitioners employed across government, university and private enterprise participated in the military family focused sessions at the conference. A quick snapshot of some of the sessions is provided here. More about the sessions is available on the AIFS Conference program.

This event was a positive step in highlighting the experiences of military and veteran families as well as the importance of families and support networks as a central wellbeing pillar. Greater focus by Defence and defence industry on people and their families will ensure goals for sovereign capability will be achieved.

## The sessions specifically about military service and family life were:

- ◆ Family experiences of service life and how they affect decisions to leave or remain in the Australian Defence Force, Dr. Jody Hughes Australian Institute of Family Studies and Luke Gahan, Australian Institute of Family Studies.
- ◆ Young children's experiences of parental deployment within a defence family: Building research-based resources, Dr. Marg Rogers, University of New England and Amy Johnson, Central Queensland University.
- ◆ Challenges of military service on families: Impacts in a changing social context, David Cadden, Department of Defence.
- ◆ Wellbeing for partners of current serving ADF members: The unique military experience, Dr Amy Johnson, Central

Queensland University.

- ◆ Social media and digital technology for facilitating parent–child relationships during military absences, Marg Rogers, University of New England.

#### Military focused ePosters included:

- ◆ Stakeholder engagement and innovation: outlines initial findings about how a range of military interested organisations are engaging with stakeholders, in particular partners and families. This eposter presents some of the initial results from the industry first, independent survey.
- ◆ A focus on wellbeing: explores how the military way of life presents particular challenges to families. The authors asked: Is the focus on building self-reliance and resilience appropriate? How can we celebrate the initiatives that are working? How can we also address the systemic issues that surround families?
- ◆ Juggling ‘all the things’ and being a Defence family: explores the links between employment and wellbeing, along with growing demands and desires for both partners to engage in paid work for financial and fulfilment reasons, and the economic benefits of supporting women in work, increases the pressure on Defence organisations to have workplace and family support arrangements in place that support dual working families. The poster also highlights key attributes of the ‘challenges’ of juggling ‘all the things’ and provides a case study (Cowork Coplay) plus recommendations.
- ◆ Career support for Defence families: outlines the widespread benefits of supporting ADF family careers; discuss what a quality career development system for ADF partners would look like (drawing on components outlined in the National Careers Institute background paper); and discuss target areas for attention, including awareness of and access to career support, the quality of career development services, ADF family input into design of policies and services, employer engagement and systemic career constraints. It also shares key points from the inaugural International Military Spouse Employment Summit that took place in November 2021.
- ◆ Meaningful connection essential in supporting the wellbeing of contemporary Australian Defence Force families: shows the critical value from

social connection. Based on her own experience, journalist and ADF partner, Rebecca Rayner recognised the need for increased social connections and set about creating the Military Life (ML) support community. This poster shares some of the changes that have taken place in Defence family policy, community, services and lifestyle and how this has impacted social connection; relevant research on the importance of sharing meaningful connection with other people. It also shares insights and what Rebecca believes is essential for supporting wellbeing.

#### References and further reading:

- <https://www.defence.gov.au/business-industry>
- <https://www.defence.gov.au/business-industry/skilling-defence-industry/stem-support>
- <https://www.abc.net.au/news/2022-03-10/defence-workforce-growing-2040-national-security/100896902>
- <https://www.defence.gov.au/sites/default/files/2021-01/Defence-Census-2019-Public-Report.pdf>
- <https://www.defence.gov.au/sites/default/files/2021-06/Defence-Census-Compositional-Change-1991-2019.pdf>
- The Diversity Bonus, Scott E. Page, Princeton University Press, ISBN 978-0-691-19153-9.
- <https://www.innovatecommunicate.com/defence-family-focus-aifs-conference/>

## Free training for Queensland Veterans

**Free TAFE training and apprenticeships are now available for hundreds of Australian Defence Force veterans moving to civilian careers under the new Defence to Civilian Success Training Program.**

The Queensland governments \$1.1 million in funding will support up to 300 Queensland veterans into different careers as they transition from the Australian Defence Force.

The Defence to Civilian Success Training Program builds on the Queensland Government’s commitment to supporting veterans at a time when they are looking to utilise their skills and move in a new direction.

This program will enhance the support that is currently available to veterans by matching their skills with more educational opportunities, helping to lead them to another rewarding career.

TAFE Queensland has already delivered remarkable outcomes with its existing Transition to Civi Street program, which will now be enhanced by the new training program, providing further opportunities to those veterans who need support.

TAFE Queensland Defence Solutions Manager Garry Hargreaves said the key to the

program’s success is that our Defence Force Project Officers are ex military and have transitioned from defence into civilian careers themselves and are eager to help other members who face the challenges.

“Our TAFE Queensland Defence Force Project Officers have the ability to understand the unique skill sets obtained throughout a career in defence and how those skills transfer into civilian careers,” Mr Hargreaves said.

“Our project officers also have the ability to speak both the defence language and the language our employers and industry understand. Not being able to bridge this gap offers a barrier for many veterans as they embark on new careers post defence.”

The program currently operates across the state and veterans seeking more information about transitioning pathways simply need to contact the TAFE Queensland Defence team directly on 07 3244 0155.

Once contacted TAFE Queensland Officers can discuss the best way forward finding appropriate training pathways available at one of TAFE Queensland’s 50 campuses with remote and online learning options available to those in more remote areas.



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### SATELLITE GROUND STATION SUSTAINMENT

Australian team of specialist field engineers trained and authorised by major ground station manufacturers to prescribe and provide preventative and corrective maintenance. When the unexpected occurs, Av-Comm's rapid-response team can be deployed to restore and recover your satellite ground station.

### FIELD ENGINEERING & PROJECT MANAGEMENT

Av-Comm's team of Australian engineers are driven to find innovative solutions by challenging conventional thinking with smart field engineering and project management solutions for geostationary and non-geostationary ground station systems.



# Would you like to be part of the Defence Industry Security Program?

CyberCX has Australia's most experienced DISP team to help your business achieve its goals.

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CyberCX's experienced team will help you navigate the DISP journey from gap analysis through to managed service.





## Indo Pacific 2022

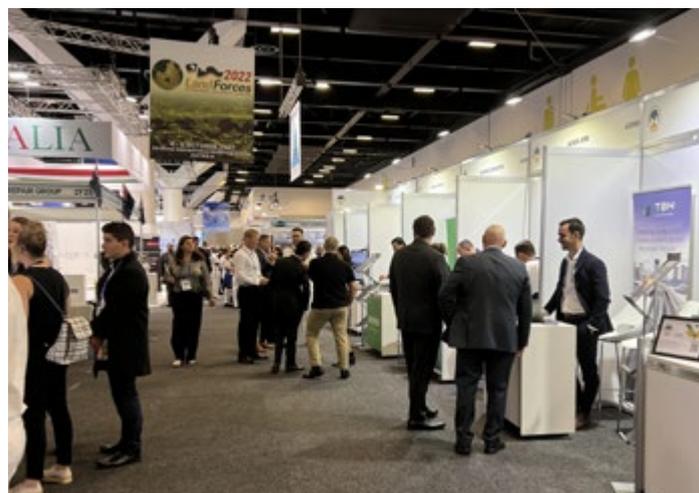
The highly successful Indo Pacific event was held from 10-12 May 2022 at the Sydney International Convention Centre, Darling Harbour after a long hiatus due to COVID. AIDN Members enjoyed 3 full days of networking, wheeling and dealing and meeting up with colleagues and friends not seen for a long time.

13 AIDN members participated on our Showcase Pavilion, with many more represented throughout the expo. The event saw more than 25,000 visitors from Australia and around the world. Indo Pacific 2022 is believed to be the largest defence industry event ever held in Australia, after a record 736 participating exhibitor companies presented.

AIDN would like to thank our members who participated in, and/or visited our pavilion. We enjoyed speaking to our members and putting faces to names that we've been in contact with for months. It was a true pleasure to meet you all, see your exhibits and hear your experiences. Indo Pacific will be held again in 2023 in its traditional schedule from 7-9 November 2023. We hope to see you all there again for another fantastic event.

### INDO PACIFIC 2022 facts:

- ◆ More than 25,000 visitor attendances across the three days
- ◆ 736 participating exhibitor companies from 23 countries
- ◆ An exhibition space 11% larger than the previous record set in 2019
- ◆ More than 70 conferences, symposia and presentations
- ◆ 115 official defence, industry, academic and government delegations
- ◆ 20 industry sponsors
- ◆ More than 40 nations represented, with 39 Chiefs of Navy or their Counterparts from around the world.
- ◆ Visits from Australia's Minister for Defence and Minister for Defence Industry.



AIDN Member Stands at Indo Pacific.



L-R: Mikki Patterson, AIDN Executive Administration Assistant, Divine Moutney, AIDN NSW Project Coordinator, Anna Murray, AIDN NSW President, and Michael Slattery, AIDN SA President.



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## AIDN Young Achiever Award – OPEN NOW!

AIDN is pleased to launch the AIDN Young Achiever of the Year program for 2022.

### About the Award

Since 2008, the AIDN Young Achiever Award (YAA) is designed for driven and talented young people who are the key to the future of Australia's Defence support industry. AIDN has conducted the Young Achiever Award (YAA) to recognise individuals who may be future industry leaders.

This prestigious award is held at the State or Territory level with winners receiving recognition for the hard work and dedication to industry and Defence. Winners will be announced in November and December at a gala event. Each State or Territory winner will then go on to compete for the National award which will be announced at the AIDN National Dinner in Canberra, to be held in early 2023.

### Can you enter?

Winning the AIDN Young Achiever Award recognises your efforts and demonstrates your achievements and your potential to colleagues, clients, and future employers.

The Award is open to all members of Defence support industry aged under 30 years, as of 1st January 2022.

Applicants need to:

- ◆ Provide two referees including written references and contact details (one of which must be a financial AIDN Member)
- ◆ Resume
- ◆ Proof of Age
- ◆ Answer 6 questions that will demonstrate why you should be awarded the title of Young Achiever of the Year

### How to Enter

Applications are now open. Click the link below to download the form to begin.

Entries close at 5pm on the **16th of September AEST**.

Late entries will not be accepted.



**2021 Winner Photo.** L-R Deputy Secretary Capability Acquisition and Sustainment Group (CASG) MAJ GEN Tony Fraser AO CSC (ret), AIDN YAA Winner Jason Brand CEO Flight Design, Chief of Defence Force General Angus Campbell AO DSC and Secretary of the Department of Defence, Greg Moriarty



**2021 Finalist Group Photo.** L-R Warren Ko, Connor Brandish, Jason Brand, Lukas Krellemann, Harry Carr and Priyank Menezes.





## Update from the office of AIDN QLD President, Frank Harrington-



AIDN QLD continued to hold our regular monthly meetings with some great attendances from members this quarter. The April meeting was hosted by Tagai Management Consultants and held at Birrunga Gallery in the Brisbane CBD. Our May meeting was hosted by Elexon Electronics, one of our electronics manufacturing members located in Brendale, and our June meeting was kindly hosted by NIOA at their facility in Pinkenba.

AIDN CEO, Brent Clark, made the trip up from Canberra for the NIOA event. Brent delivered an insight full speech outlining the strategies he undertakes and dealings he has when representing our members to the Federal Government and Defence Primes. The real value in becoming a national entity was realised in Brent's discussion with his laser focus on AIC for our members and SME's.

Our next meeting will be on 21st July at Rudd Chains. I hope to see some of you there.

AIDN presented and had a stand at the recent ODIS Forum titled 'Readiness and Resilience' in Brisbane. Over 150 participants attended the event, with presentations by several SME's, Defence Jobs Queensland, Queensland Defence Hub, and organisations providing information on their challenges and successes in the defence industry. There were several discussions on cyber security and the importance of SME's understanding and being aware of cyber treats and strategies to employ to combat these.



TOP: AIDN QLD April Monthly Member Meeting.

LEFT: Murray Saylor, Managing Director, Tagai Management Consultants



RIGHT: Frank Faller, CEO, Elexon Electronics



# AIDN QLD Update

An AIDN Young Professionals Pilot Program (YPP) is being launched with 21 participants scheduled to attend the first meeting to be held on the 21st of July. This program is aimed at persons under thirty years within our members and SME's who wish to grow their defence industry knowledge and network. The program is an AIDN Queensland initiative and was the brainchild of AIDN Queensland's 2021 Young Achiever Award winner, Priyank Menezes of Airbus. Priyank is heading up the pilot program, and if successful, the program will be rolled out across the nation before the end of this year. This is a program that we are very excited about, helping assist in the growth of our industries capability and resources is very much in line with AIDN's purpose.

The AIDN Qld dinner will be held on the 1st of Dec at the Hilton in Brisbane. Please save the date and prepare to attend, as it is sure to be a great night. Keep a look out for upcoming advertisement and sponsorship opportunities.



**Frank Harrington, AIDN QLD President and IntelliDesign**



**ABOVE:  
Brent Clark, AIDN CEO**



**LEFT:  
Michael Clark, AIDN QLD Committee Member and Boeing**



**Nigel Everingham, NIOA COO**



**L-R Michael Clark of Boeing, Frank Harrington AIDN QLD President, Brent Clark, AIDN CEO, Don Roach, Defence Jobs Qld, Nigel Everingham, NIOA**



## Update from the office of AIDN NSW President, Anna Murray –



On Wed 29th June, the University of Sydney very kindly hosted AIDN members for a tour of its Defence Research and Manufacturing Capabilities. These manufacturing research capabilities were enhanced over the last 2 years and then COVID rudely interrupted. The Sydney Manufacturing Hub is part of the University's core research facilities which provide access to high end research infrastructure and geared to enable concept to production demonstration capabilities including additive manufacturing, microscopy, and microanalysis as well as nanoscience.

The AIDN attendees were split into smaller groups and matched with a very knowledgeable tour guide who took us into the Nanoscience Hub and the clean rooms - and most of it went way above my head. Direct quote from the website "The building, labs and fabrication facilities are designed to enable the precise measurements needed to access exotic phenomena on the nanoscale." We then visited the Microscopy facilities and viewed the extensive range available for research and industrial applications. And lastly, we visited the relatively new Manufacturing Hub with its additive capabilities and viewed a presentation from the director.



THE UNIVERSITY OF SYDNEY

The feedback from all the AIDN attendees was that this was a really worthwhile, and informative session and greatly assisted those members to understand what sort of capability Sydney University could offer Defence Industry. We hope it is the start of an ongoing partnership.



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## Update from the office of AIDN SA President, Michael Slattery –



**AIDN SA hosted two fantastic side-by-side events in Adelaide on Tuesday 12 July 2022.**

AIDN SA was pleased to host two of Capability Acquisition and Sustainment Group's (CASG) finest, Fran Rush, Chief Counsel - Commercial at Department of Defence and Jane Wood, Assistant Secretary Australian Industry Capability Delivery. Both Fran and Jane provided terrific insight into defence procurement, policy and AUSDEFCON contracting.

The meeting was supported magnificently by Office of Defence Industry Support's (ODIS) Judy Denison, State Manager Business Access Office at DMO and team.

AIDN CEO, Brent Clark was also on hand to tell of the continued support and advocacy for SME's.

The event was followed by networking drinks sponsored by Australian Defence Consultancy Group (ADCG) represented by Kathleen Smith and Wayne Higgins and Asension (formerly DEWC Systems) represented by Graham Priestnall, OAM.

Thank you to all who contributed to this fully subscribed outstanding event.

Stay tuned, more to come!



**L-R: AIDN CEO, Brent Clark, Fran Rush, Chief Counsel - Commercial at Department of Defence and Jane Wood, Assistant Secretary Australian Industry Capability Delivery, Judy Denison, State Manager Business Access Office at DMO ODIS and AIDN SA President, Michael Slattery.**

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# AIDN WA Update



## Update from the office of AIDN WA President, Kris Constantinides –



### ODIS Forum – Perth

A big thank you to the Office of Defence Industry Support (ODIS) for putting together the Defence Industry Hub held at the Belmont Racecourse, Perth on 5 May 2022. Australian Industry and Defence Network Western Australia (AIDN WA) was thrilled to be part of the event and to learn more about the wonderful capabilities we have here in the west.

Special thanks to all those involved in organising the event. Looking forward to many more.

### Defence Industry Pathway Program

On Friday the 24th of June, Australian Industry and Defence Network Western Australia (AIDN WA) hosted an event that highlighted the impact of the Defence Industry Pathways Program.



L-R: Michael Hadlow, Director and Principal Consultant at AMCER Consulting, AIDN WA President, Kristian Constantinides, students from Defence Industry Pathways Program and Captain Angela F. Bond, FAIM, Board Member, Education and Defence Industry)

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This program is a pilot program, convened with impressive speed, commencing in WA, and already exhibiting tremendous value. It takes students through a combination of in-class learning and diverse on-job training to expose students to various aspects of Defence industry.

The results to date have been wonderful. Students that see Defence industry as a viable career move. Varied experiences that help provide clarity to students about their chosen path within industry. Opportunities for host companies to share their knowledge and get firsthand view of a potential future employment candidate.

Thank you to all of our event participants, including Captain Angela F. Bond, FAIM Bond, Brenda Micale of South Metropolitan TAFE TAFE, Elizabeth Lucas of Programmed, Gregg B. of Thales, and to trainees Zoe Gillard and Cooper Graydon.



## SAVE THE DATE: 4 NOVEMBER 2022 (TAKE 2)

The Australian Industry and Defence Network Western Australia (AIDN WA) and the Henderson Alliance are thrilled to announce the date for the 2022 WA

Defence Industry Gala Dinner - 4 November 2022. The event will once again be at Optus Stadium.

Mark the date in your diary and stay tuned for more details in the coming weeks.



Representing the wealth of capability and experience of SMEs across Australia, SME Gateway provides a trusted, single point of contact to meet Commonwealth, State and Territory government, Defence and industry needs.

2022 sees a refreshed logo to reflect SME Gateway's growth and focus; while we continue to enable our nearly 450 members to win work, collaborate, grow and build their businesses.

Best practice and our unique reach to sovereign capability through our low margin operating model, underpin SME Gateway's success.

Our constantly-growing membership Australia-wide, with nearing 200 skills and capabilities, and our in-depth understanding of our client's specific requirements, including existing and changing environments, enables us to provide specialists to deliver short-term, long-term and sustainable solutions.

SME Gateway member businesses provide the capacity uplift and capability solutions that our Defence, government, and industry clients require. Our members continue to provide excellence, commitment, and value for money outcomes.

## Do you have news?

**Share your recent success stories, products or services with us!**

We'd love to tell our Member Companies and people with an interest in the defence, security and aerospace sector.

Views expressed in the AIDN Newsletter do not necessarily reflect the opinion of AIDN Ltd. Not all third-party events included in the Upcoming Activities section are endorsed by AIDN. No responsibility is accepted by AIDN or the editor for the accuracy of information contained in the newsletter or the consequences of any person relying upon such information.

### Contact

If you would like any further information or require any assistance with defence industry issues, please contact AIDN at: [info@aidn.org.au](mailto:info@aidn.org.au)

## AIDN QLD Gala Dinner – Save the Date!

AIDN QLD is proud to announce the 2022 AIDN QLD Annual Gala Dinner will be held on 1st of December 2022 at the Hilton, Brisbane.

This highly popular evening promises to be full of unmissable entertainment, great food and wine! Join us in celebrating the accomplishments of 2022 with guests from across the Australian SME community, Defence Primes, Defence Force, and industry organisations.

The dinner will feature keynote and guest speakers from Defence and Industry to be announced shortly and the presentation of our AIDN QLD Young Achiever of the Year Award, sponsored by the Queensland Government.



ABOVE: 2021 AIDN QLD Gala Dinner.

INSET: AIDN QLD 2021 Young Achiever Award Winner Priyank Menezes.

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## 2022 Land Forces – AIDN Seminar & Member Networking Event

The 2022 Land Forces Land Defence Exposition will be held at the Brisbane Convention and Exhibition Centre, Glenelg St, South Brisbane from 4-6 October 2022.

The three-day event will include an extensive conference program covering land defence topical issues, an industry exhibition and formal networking and engagement programs. International attendees from industry, government, defence and academia will converge on Brisbane for the event making this a key event for AIDN members to represent Australian Capability.

AIDN will have a strong presence at Land Forces 2022 and we are pleased to announce we will again be hosting two fantastic events:

1. 'Are You Defence Ready?' Seminar, 10:00am-12:00pm Tuesday 4th October 2022
2. Member Networking Event, 4:00pm-5:00pm, Wednesday 5th October 2022

Both events are free, and information will be sent out to the membership shortly.

**A full program can be downloaded here**



## Do you have news?

**Share your recent success stories, products or services with us!**

We'd love to tell our Member Companies and people with an interest in the defence, security and aerospace sector.

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An advertisement for Andro Maritime Services Australia. The background is a photograph of a white and blue boat named 'INCEPTION II' moving through the water. In the top left corner, there is a logo for Andro Maritime Services Australia, featuring a red map of Australia with a compass rose and the text 'ANDRO MARITIME SERVICES AUSTRALIA'. The text 'Need a Boat' is written in large white font on the right side. Below the logo, a list of services is provided: 'Andro Maritime is capable to supply a range of vessel R&amp;D of Equipment Hydrographic Survey Environmental Survey Dive vessel Port Security Vessel Transfer ROV'. At the bottom, contact information is listed: 'Tony Scarangella - 0417 477177', 'P.O. Box 207 Hamilton Hill WA 6963', and the website 'andro@andromaritime.com.au www.andromaritime.com.au'.