



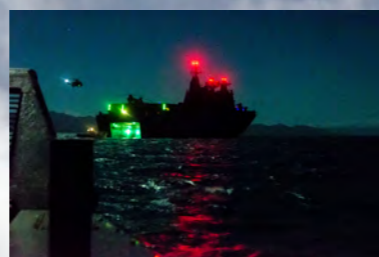
CHIEF OF NAVY AUSTRALIA - INCOMING GOVERNMENT BRIEF



The role of Navy is vital to Australia's security and prosperity in a complex geo-political environment within a dynamic Indo-Pacific region. In this context Navy is playing an increasing role in regional security where the maritime domain is of paramount importance.

In the short-term my top three priorities are:

1. Providing the ships and supporting capabilities to sustain Australia's increasing domestic operations, **regional engagement** and be prepared for warfighting operations.
2. **Workforce retention and growth** to provide the right people, at the right place, at the right time, with the right training that is capable of sustainably operating our future force.
3. **Capability assurance** of our acquisition and sustainment programs to provide Australia the necessary maritime power to achieve its strategic interests. The Attack Class submarine program is the final major ship-building program in the pre-selection phase and one that is key to our future capability.



NAVY WORKFORCE RETENTION AND GROWTH

In a relatively calm and stable maritime environment, Navy's funded strength was reduced by 30% over the two decades from 1982 to 2002. Since that time, Navy's workforce has grown only modestly, with few additional resources enabled by successive Defence White Papers and Force Structure Reviews allocated to remedy symptomatic problems. At present there are 14,200 permanent Navy personnel. This lean model has resulted in a lack of strategic workforce depth, which is required to generate and sustain the high tempo of contemporary operational commitments and Government directed activities in support of our increased engagement in the maritime domain as a hedging strategy against geo-political uncertainty.

Service at sea in a ship or a submarine is fundamentally different to most professions. It requires technically competent, highly trained, fit and motivated people who are ready to go to sea and operate remotely – often without connectivity with loved ones for extended periods. As committed as the Navy workforce is, individuals cannot maintain indefinite periods of sea service. Sea service needs to be balanced with uninterrupted periods of shore service that provide certainty for respite and time with families, allowing a stable and healthy lifestyle to be maintained. Navy is unable to currently provide this 'cycle of stability' to the majority of its workforce, and has not been able to do so for many years - largely maintaining its operational commitments to Government through the professionalism and 'goodwill' of those people who have remained in the Navy for extended periods despite these challenges. There are increasing signs that for many, the 'goodwill' is exhausted and Navy is facing increasing shortages of people at critical rank levels and in critical skill domains. This 'workforce hollowness' undermines Navy's war-fighting potential and is limiting Navy's ability to sustain its high level of contemporary Fleet activities and, in some cases, to generate sufficient crews for the ships it currently operates. It also jeopardises Navy's ability to meet its increasing responsibilities under the continuous naval shipbuilding program. Navy workforce re-design activities are currently underway, with early analysis indicating that **by 2035, there is a requirement for Navy to grow to a force strength of approximately 20,000 people who are trained or undergoing training.**

REGIONAL ENGAGEMENT FOCUS

Navy is maintaining a near continuous presence in the Pacific and in South East Asia as we work with our allies and partners in the region to promote the rules based order and to support Pacific Island Countries. This step-up in the Pacific has placed an increasing demand on the Navy Fleet, that is prioritised alongside our support to border security. Over the past 12 months, 28 of our ships and four submarines have deployed overseas to achieve this goal. Since January 2019, five RAN vessels have deployed to the SW Pacific region including a near continuous presence in PNG waters and engagement activities in Solomon Islands and Vanuatu. Our increased Pacific presence will continue **in the next 12 months with a further 22 ships planned to conduct visits in the period from May 2019 to May 2020.**

In addition, Indo-Pacific and East Asia deployments of surface task groups, generally of three or four ships, occur three times per year. These ships conduct presence operations, exercises with partners and good will port visits.

The RAN makes routine contributions to maritime security training for the Philippines Navy and rotates maritime training teams into the Philippines and patrol boats into the Sulu and Celebes seas to work with the Philippines Navy in support of this objective.



SUBMARINE FUTURE PROOFING

Submarines in particular are an essential part of Australia's naval capability, providing a strategic advantage in terms of surveillance and protection of our maritime zones and approaches achieved through their unique properties of stealth, range, endurance and lethality.

Australia's current submarine capability is provided by the Collins class fleet managed through an Enterprise approach (Navy, CASG, Industry) of their upkeep, upgrade and update programs. **A Life of Type extension program will ensure that no capability gap exists as we transition to the Attack Class submarine.** The Attack class submarine design and delivery schedule is aligned to Australia's strategic requirement for a regionally superior submarine capability, and supports a coherent transition from the existing Collins class capability. Navy intends to present a Submarine Capability Transition Plan to Government in Q4 2019 which will lay out the long-term narrative and key decisions covering areas such as CCSM upgrades, Life of Type Extensions, Disposition and Basing, Navy Workforce, industry and support systems, that are required to successfully transition from six Collins class submarines to the expanded force of twelve Attack class submarines over the coming decades.

Navy's Submarine Workforce Growth Strategy is producing some promising results, with the submarine workforce rising to over 800 - a 60% rise in 5 years. This is heading to an approved total workforce size of 940 in 2025, which is considered sustainable for a six submarine force. The workforce requirements of the Attack class will increase further by 2023 with the establishment of the first crew in 2029, along with requisite supporting elements. The submarine workforce will grow further after the 2025 target, which will continue throughout the build program until a steady state of 12 submarines is achieved.



NAVY VALUES

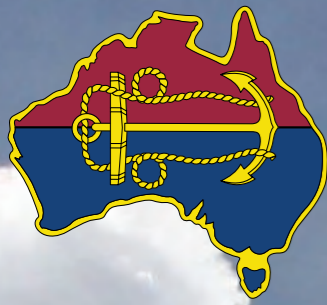
HONOUR

HONESTY

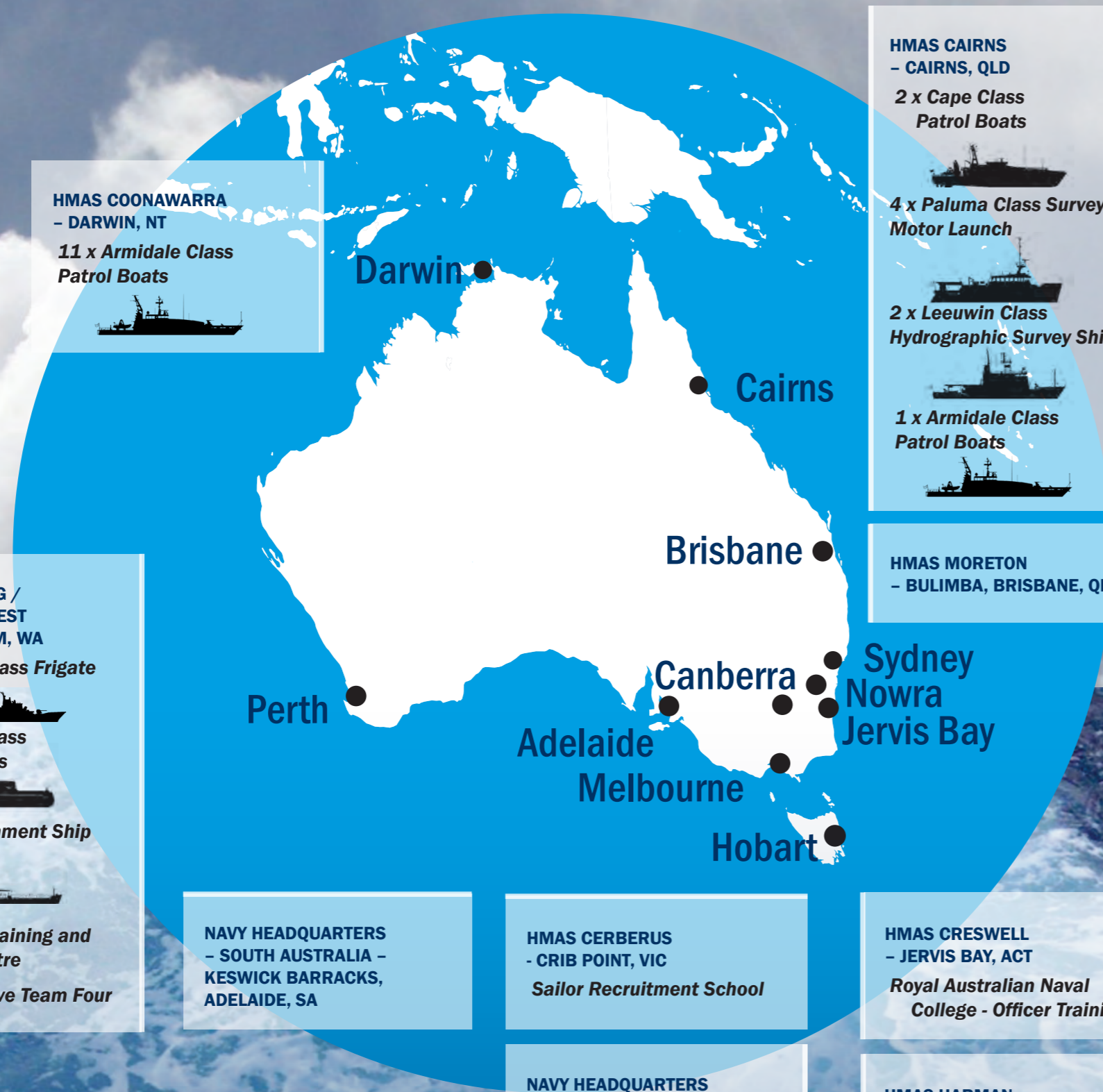
COURAGE

INTEGRITY

LOYALTY







NAVY FLEET BASES AT A GLANCE




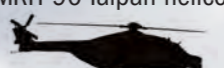
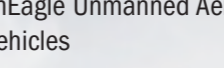
HMAS COONAWARRA
- DARWIN, NT
11 x *Armidale Class*
Patrol Boats



HMAS CAIRNS
- CAIRNS, QLD
2 x *Cape Class*
Patrol Boats


 4 x *Paluma Class*
Survey Motor Launch

 2 x *Leeuwin Class*
Hydrographic Survey Ship

 1 x *Armidale Class*
Patrol Boats


HMAS ALBATROSS
- NOWRA, NSW
EC-135 Training helicopters
24 x MH-60R Seahawk helicopters
7 x MRH-90 Taipan helicopters
ScanEagle Unmanned Aerial Vehicles
Camcopter S-100 Unmanned Aerial Vehicles

HMAS MORETON
- BULIMBA, BRISBANE, QLD

HMAS KUTTABUL / FLEET BASE EAST - POTTS POINT, SYDNEY, NSW
2 x *Adelaide Class*
Frigate


 2 x *ANZAC Class*
Frigate

 3 x *Hobart Class*
Destroyers

 2 x *Canberra Class*
Landing Helicopter Dock

 1 x *Bay Class*
Landing Ship Dock

 1 x *Replenishment Ship*


HMAS STIRLING / FLEET BASE WEST - ROCKINGHAM, WA
5 x *ANZAC Class*
Frigate


 6 x *Collins Class*
Submarines

 1 x *Replenishment Ship*

Submarine Training and Systems Centre
Clearance Dive Team Four

NAVY HEADQUARTERS - SOUTH AUSTRALIA - KESWICK BARRACKS, ADELAIDE, SA

HMAS CERBERUS - CRIB POINT, VIC
Sailor Recruitment School


HMAS CRESWELL - JERVIS BAY, ACT
Royal Australian Naval College - Officer Training

HMAS WATSON - SOUTH HEAD, SYDNEY, NSW
Maritime Warfare Training

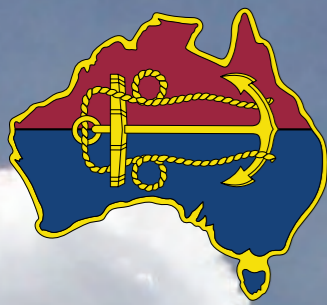
NAVY HEADQUARTERS - TASMANIA - ANGLESEA BARRACKS, HOBART, TAS

HMAS HARMAN - CANBERRA, ACT

HMAS WATERHEN - WAVERTON, SYDNEY, NSW
4 x *Huon Class*
Minehunters


Clearance Dive Team One
Mine Warfare Team 16
Mine Warfare School

HMAS PENGUIN - BALMORAL, SYDNEY, NSW
Diving School



NAVAL OPERATIONS SNAPSHOT - OUR FLEET APRIL 2019

SHIPS AT SEA = UP TO 27 (50% OF THE FLEET) PEOPLE AT SEA = UP TO 2500 (20% OF TOTAL WORKFORCE)



Legend

- Bases
- ✈ Aviation
- Adelaide Class Frigate
- ANZAC Class Frigate
- Armada Class Patrol Boat
- Bay Class Landing Ship Dock
- Canberra Class Landing Helicopter Deck
- Collins Class Submarines
- Durance Class Fleet Replenishment Oiler
- Hobart Class Destroyer
- Huon Class Mine Hunter
- Leeuwin Class Hydrographic Survey Ship
- Paluma Class Survey Vessel
- ADV Ocean Protector

OPERATION MANITOU

A Navy warship remains on station in the Middle East Region, contributing to stable, rules-based global security. Since 1990, the RAN has conducted maritime security operations in the MER, which remains strategically important to Australia's economic and trade interests. HMAS *Ballarat* is currently on station until June this year.

SUPPORTING BORDER PROTECTION

Navy maintains a significant contribution to national border protection through Operation RESOLUTE. Navy is routinely providing five to six patrol boats to the Operation along with ADV Ocean Protector.

OPERATION AUGURY PHILIPPINES

The RAN makes a routine contribution to maritime security training for the Philippines Navy through this joint operation. The RAN rotates maritime training teams into the Philippines and patrol boats into the Sulu and Celebes sea maritime littoral to work with the Philippines Navy in support of this objective.

INDO-PACIFIC ENDEAVOUR

Supporting Australia's Step-up in the Pacific and South East Asian region is Navy's primary strategic focus.

Indo Pacific Endeavour is held annually and is geared towards enhancing interoperability with Australia's key regional partners. This year, our Landing Helicopter Dock, HMAS *Canberra* is the flagship of the joint taskforce including HMA Ships *Success*, *Newcastle* and *Parramatta*, and embarked MH-60R maritime combat helicopters and MRH-90 maritime support helicopters.

Running from March to May, Indo-Pacific Endeavour 2019, including Sri Lanka, India, Malaysia, Thailand, Vietnam, Singapore and Indonesia.

In the third iteration of the activity, Indo-Pacific Endeavour 2019 is a key part of Australia's ongoing efforts to re-affirm positive relationships with other militaries through joint practical activities.

EAST ASIA DEPLOYMENT

These deployments of surface task groups generally of three or four ships occur twice per year and incorporate different parts of maritime Southeast and Northeast Asia. They incorporate presence operations, exercises with partners and international engagement good will port visits.

HUMANITARIAN AND DISASTER RELIEF

Navy has a Major Fleet unit permanently Force Assigned as the Humanitarian and Disaster Relief (HaDR) vessel and we are able to surge as required with further support at short notice.

SUBMARINE THEATRE DEPLOYMENTS

RAN submarines are routinely deployed in the region for extensive deployments. The specific details will be provided in classified briefings, however the rate of deployment in 2018 and 2019 is the highest ever achieved for Collins class.

SOUTH WEST PACIFIC

Near continuous presence in the South West Pacific region. Since January 2019, 5 x RAN vessels have deployed to the region including a near continuous presence in PNG waters and engagement activities in 3 nations (PNG, Solomon Islands and Vanuatu) in broader SWP. Our increased Pacific presence will continue in the next 12 months with a further 22 ships planned to conduct visits in the period from May 2019 to May 2020).





INCOMING GOVERNMENT BRIEF – MARITIME CAPABILITY

Chief of Navy (CN) is the Capability Manager responsible for managing the Capability Life Cycle (CLC) for Maritime Domain Programs comprising 48 unapproved and 40 approved projects. Critical projects, including those which have Government decision points within the next 12 months, are listed below. Note that these projects are still on track in accordance with the CLC.

MARITIME CAPABILITY PROGRAMS 8 KEY PROJECTS JULY 2019 – JULY 2020



Total Maritime Domain Projects Managed
48 Unapproved (UA)
& 40 Approved (A)

Jul 2019 Aug 2019 Sep 2019 Oct 2019 Nov 2019 Dec 2019 Jan 2020 Feb 2020 Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020

<p>Hunter Class Frigate (SEA 5000 Phase 1) - Design and Construction (Approved) will acquire nine Anti-Submarine Warfare surface combatants built in three batches of three to replace the Anzac Class Frigates. The decision for Batch 1 is scheduled in financial year 2021-22.</p>	<p>Hunter Class Frigate - Design and Construction (SEA 5000 Ph1) (A)</p>															
<p>Navy Capability Infrastructure Subprogram (NCIS) – SEA 1180 Phase 1 (N2263) Arafura Class Offshore Patrol Vessel Facilities Project and SEA 5000 (N2265) Hunter Class Frigate Facilities Project (Approved) scheduled for a Parliamentary Standing Committee on Public Works (PWC) hearing in Q3 2019, will deliver supporting infrastructure including wharfs, accommodation, operational and maintenance support facilities in HMA Ships <i>Stirling</i>, <i>Cairns</i> and <i>Coonawarra</i>, as well as in Adelaide (Osborne), Perth (Henderson) and the Garden Island Defence Precinct (GIDP) in Sydney.</p>	<p>Navy Capability Infrastructure Subprogram (NCIS) (UA) (SEA 1180 & SEA 5000)</p>	Parliamentary Standing Committee on Public Works (PWC)														
<p>Hydrographic Data Collection Capability Facilities Project (SEA 2400) (Unapproved) - for first pass approval Q4 2019, will deliver the facilities and infrastructure required to support the future military hydrographic vessel that will replace the existing hydrographic survey capability homeported in HMAS <i>Cairns</i>. At the same time the project will also seek second pass approval for the HydroScheme Industry Partnership Program (HIPP).</p>	<p>Hydrographic Data Collection Capability Facilities Project (SEA 2400) (UA)</p>			First Pass												
<p>Offshore Patrol Vessel (SEA 1180 Phase 1) (Approved) is on track to deliver 12 new Offshore Patrol Vessels (OPVs) to replace the Navy's Armidale Class Patrol Boats. Second Pass approval was achieved 21 Nov 2017 and build commenced in Nov 2018. The In-service Support Contract is due to be presented to Government in Jun 2020.</p>	<p>Offshore Patrol Vessel (SEA 1180 Ph1) (A)</p>													Second Pass		
<p>Maritime Mine Countermeasures Program (SEA 1905) (Unapproved) for NSIC/NSC First Pass consideration in Q2 2020, will deliver an alternative strategy for countering the threat of sea mines, utilising packages of autonomous and remote systems that be deployed independently or from manned support ships.</p>	<p>Maritime Mine Countermeasures Program (SEA 1905) (UA)</p>									First Pass						
<p>Future Submarine (SEA 1000 Phase 1&2) - Design and Construction (Approved) will provide the ADF with 12 regionally superior, conventional (i.e. non-nuclear) submarines.</p>	<p>Future Submarine Design and Construction (SEA 1000 Ph1&2) (A)</p>			Collins Class Full Cycle Docking Proposal		Naval Shipbuilding Infrastructure Update		Submarine Construction Yard Submission								
<p>Collins Class Submarine (SEA 1450 Phase 1) (Unapproved) will provide a Life of Type Extension to the Collins Class submarine ahead of the introduction of the Attack class submarine.</p>	<p>Collins Class Life of Type Extension (SEA 1000 Ph1&2) (UA)</p>												First Pass			
<p>The Submarine Capability Transition Plan (Unapproved), for NSC consideration in Nov 2019, will present a roadmap for the transition from the Collins to the Attack Class Submarine Force.</p>	<p>The Collins Class Submarine Capability Transition Plan (UA)</p>				NSC											