



Edition 2, 2023

Maritime Sustainment Division | Newsletter

HMS Message

Welcome to another edition of the newsletter, which you'll notice has been renamed as a divisional newsletter, covering the whole of Maritime Sustainment Division (MSD). With the stand up of Naval Shipbuilding and Sustainment Group (NSSG), release of the Defence Strategic Review (DSR) and development of a strategy for the division and organisational change proposal underway, it was appropriate to broaden the scope of this newsletter beyond *Maritime Sustainment 2025: Plan Galileo* to keep you updated on all our activities.

I encourage anyone who hasn't read the DSR yet to do so, as it provides direction and will guide how we do things over coming years.

I have been busy travelling the country hosting the *Maritime Sustainment 2025: Plan Galileo* Roadshows. Together with Assistant Secretary (AS) Specialist Systems Ms Helen Loundes, Director General Major Surface Ships (DGMSS), CDRE Brad Smith and Plan Galileo Program Director Mr Adam Purtell, I have visited the sustainment workforce in Cairns, Western Australia and Darwin. Being able to meet with the workforce and hear their concerns and questions has been vital in understanding our progress and what we have left to do. Engaging with our industry partners in these locations has also been valuable, to address their questions directly and reassure them of their vital role in sustainment.

I'd like to take this opportunity to make special mention of, and farewell, Mr Michael (Mick) Saunders, from not only MSD but from the Department. Mick has been fulfilling the role of Director Regional Maintenance Centre (RMC) North East since September 2021 and has been pivotal in the establishment of RMC North East, including integration with the Regional Maintenance Provider, NORSTA Maritime. But that is not where Mick's hard work and dedication ends. Mick was also involved in the tender evaluation for Regional Maintenance Provider West during the course of 2022 and has been an integral and valued member assisting with the stand up of RMC North. Mick, I know I speak on behalf of the entire Division in thanking you for your commitment and your enthusiasm to this role, and in wishing you well for your next adventure in Newcastle. Please do not be a stranger!

All, enjoy the newsletter and I look forward to seeing our Sydney-based workforce at the East roadshow event in early July. There is also a Canberra Roadshow planned, and we will let you know when the date is confirmed.

If you have any questions, contact the *Maritime Sustainment 2025: Plan Galileo* team at plan.galileo@defence.gov.au

Kind regards

S J Tiffen
Rear Admiral, Royal Australian Navy
Head Maritime Sustainment
Maritime Sustainment Division



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Plan Galileo on Tour

The MSD Executive has been ‘on the road’ around Australia to provide Defence and industry personnel an update on the progress of the Plan Galileo five-year program, broader MSD activities and to answer questions. Here’s a quick round-up of where we’ve been and what we’ve learned.

Plan Galileo Roadshows



NORTH EAST — March 2023

The Cairns Roadshow was a three-day affair kicking off with the celebration of RMC North East’s first year of operations on Monday 6 March, attended by the North East workforce, and joined by CDRE Smith, Ms Helen Loundes and Mr Adam Purtell.

The next two days consisted of the Cairns-based MSD Commonwealth workforce briefing on Tuesday 7 March at HMAS Cairns and a combined effort between the Plan Galileo team and NORSTA Maritime hosting the industry briefing at the Pullman Reef Casino Hotel in Cairns city on Wednesday 8 March. This was a great opportunity to answer questions from local maritime industry, and it was pleasing to see how engaged the audiences were over the three days.

The feedback received immediately after the Cairns Roadshow, from both audiences, was positive. Participants in both sessions felt the update was timely and appreciated the MSD senior executive team visiting the region. Both audiences, while very receptive to the broad update, were keen to receive more tailored and specific information on how the continued implementation of Plan Galileo would impact them.





Plan Galileo on Tour

WEST — May 2023

The roadshow made a second stop over in the West. There were workforce sessions with the ANZAC, AORCA and OPV Systems Program Offices (SPOs) along with Fleet Support Unit (FSU) West representatives. The industry briefing was well attended, with over 100 people at the AMC Jakovich Centre on Thursday 4 May.

Participants in all sessions appreciated getting an update from RADM Tiffen on outcomes of the DSR and what's happening with the division. They also had the opportunity to ask questions on transition to the Maritime Sustainment Model (MSM), and how specific sustainment/maintenance activities will be handled.



NORTH — May 2023

The roadshow visited the North workforce in Darwin on Wednesday 17 and Thursday 18 May, which was timed to coincide with the Northern Territory's Defence Week. Updates were provided to around 50 members of the local workforce from Patrol Boat SPO, RMC North, FSU and Army Marine.

Over 80 people attended the industry briefing on Thursday 18 May at the Darwin Hilton.

Participants in both sessions were keen to understand when the Regional Maintenance Provider (RMP) will be appointed for the North, as well as how it will be phased in and how Defence will work around some key infrastructure challenges in the region over the coming years.

RADM Tiffen reassured participants that Defence is committed to seeing Plan Galileo implemented in the region, and encouraged all key stakeholders to work together to ensure maximum benefit and efficiency from the Model to meet the needs of the assets homeported to Darwin.

NEXT STOP IS...?

Invitations to register for the East Roadshow in Sydney on Thursday 6th and Friday 7th July will be issued soon. Once the date for the Canberra roadshow is confirmed it will be promoted, so watch this space.

The PowerPoint presentations and videos from the roadshows have been uploaded to the Plan Galileo intranet page. The industry presentation is also available on the Plan Galileo GovTeams site. If you aren't a member but would like access, reach out to the team at plan.galileo@defence.gov.au. The Q and As from each session will be uploaded once they are transcribed.

The DSR has been released – what it means for MSD

The [DSR was released](#) in April and provides direction for Defence, including for MSD, over coming years.

Of note, the Government confirmed its commitment to Continuous Naval Shipbuilding (CNS). There is a renewed focus on the North and the Australian Defence Force (ADF) operating from there.

The DSR also recognised the importance of having fit for purpose infrastructure in strategic locations, including Henderson and Stirling in WA, Osbourne in South Australia and at our northern bases and ports.

It is not surprising there was also a focus on up-skilling our people, and increasing our numbers to do the work we need to do.

It will be interesting to see how the commitment to an enhanced lethality surface combatant fleet plays out practically in the Fleet Review to be released by the end of Q3, 2023.

In the meantime, we will continue delivering on current contracts and realisation of *Maritime Sustainment 2025-Plan Galileo*, as this remains closely aligned to both CNS and what we currently understand of the DSR.

DSR Update videos were recently released, one of which provided some details on strengthening capabilities in the north: [Strengthening our northern bases.mp4](#) | [Strengthening our northern bases - The Defence Image Gallery \(fotoware.com.au\)](#)



New MSD divisional strategy under development

It was mentioned in our last edition that MSD is developing a new divisional strategy, that will define the role of MSD and explain how we best deliver on government direction, including the DSR.

Development of the strategy is being led by HMS, RADM Steve Tiffen, and the Executive team. It will include the MSD mission and vision, explain how we will operate, our organisational design, governance framework, our culture - and what success looks like.

A draft will be circulated to the Executive leadership team in the second half of the year and we expect it to be out by the end of the year.

RMC North East and NORSTA take centre stage at Maritime Careers Day

By Warrant Officer Danny Taylor CSM, Capability Engagement RMC-North East

Cairns recently delivered a very successful Maritime Careers Day, with NORSTA and the RMC North East team in attendance.

This event was the first of its kind to be held in the region. It highlighted the local career opportunities in the marine/reef tourism and manufacturing industries, as well as the global career opportunities in the Defence, supply chain and sustainment, commercial shipping, and superyacht sectors.

Held at TAFE Queensland's Great Barrier Reef International Marine College, it attracted an impressive turnout of 1228 visitors eager to explore the variety of career opportunities available in the marine industry. Some of these career-seekers travelled from as far as the Cape York town of Bamaga, some 12 hours north of Cairns.

There was significant interest from attendees on NORSTA's work, and lots of questions about what *Maritime Sustainment 2025-Plan Galileo* is working to achieve – and how it aligns in supporting the future direction of the Maritime industry in Cairns. The day identified many individuals wishing to begin a career in the Maritime industry through trades and engineering streams. NORSTA members also discussed their career pathways with many interested attendees, as well as the work of Engineers Australia.

The event was interactive with guided tours through the Shipyards of Austal, Norship, and Tropical Reef Shipyard for the attendees. Visitors could engage in discussions and witness first-hand the state-of-the-art technologies and facilities driving the industry forward. The event also featured a live radio broadcast from STAR 102.7, adding a unique element to the interactive experience of the day.

In addition, the Open Day showcased on-water emergency scenarios through dynamic demonstrations of fire and ship sinking simulations. It also included bridge simulation capability, and informative presentations on topics such as the future of the marine Industry, marine apprenticeships, and females in the marine industry, providing attendees with valuable insights and inspiration.

Attendees included the Hon Dianne (Di) Farmer, Queensland Minister for Employment and Small Business, Minister for Training and Skills Development and Minister for Youth Justice, and Member for Cairns Mr Michael Healy, (also Queensland Assistant Minister for Tourism Industry Development), who took the opportunity to interact with industry professionals and gain insights into the extensive range of opportunities the marine sector has to offer.



Students from the Cape York town of Bamaga travelled a long way to attend the career day, pictured here with Mick Saunders, former Director RMC North East, and Greame Wood, Platform Engineer with NORSTA, working at RMC North East.



Commanding Officer of HMAS Cairns, CMDR Alfonso Santos (far left), chats to the NORSTA Team (working at RMC North East) who attended to inform attendees about a range of maritime careers: (L-R) Greame Wood, Platform Engineer; Justin Mitchel, Transition/Continuous Improvement Manager and Nick Hubbard, Engineering Services Manager.

Supporting Women in Manufacturing in Cairns



Personnel working for the RMC North East attended the Women in Manufacturing – Cairns event, delivered by Australian Industry Group (AIG) on behalf of the Queensland Government to promote Women in Manufacturing and highlight pathways for women and maximise workforce participation and job opportunities.

The diverse speakers panel included Ms Jarna McIntosh, People and Safety Manager at Norship Marine, who shared her story about how she got into her current role, and her thoughts around the importance of role models - and how we can attract other young women in to the sector.

Organisational change to support MSD

MSD has seen a lot of change. As mentioned earlier in this newsletter, the MSM is being transitioned in, NSSG has been created, the DSR has been released (with the Fleet Review coming in Q3) and the MSD Strategy is being developed. To support this, an organisational change plan is being developed for the division.

The plan will explain what changes need to occur to our functions, roles and responsibilities so that we best deliver, and how the workforce will be engaged and supported through it. This will include some re-organisation of the existing workforce and over time, expected growth in the total Australian Public Service workforce. An example of the type of change we will see is transitioning some positions from within SPOs to an RMC.

The plan will deliver the enhanced collaboration, co-ordination, workforce development and expansion to build the capability and capacity needed to meet changing sustainment demands.

The MSD Change Manager is Brad Hopkins, currently supported by a team from Deloitte. Brad will engage with all affected SPOs in the coming month to map out changes, staff movements and roles and responsibilities. These will be formally promulgated in an Draft Organisational Change Proposal during July, where all MSD employees will have the opportunity to comment and provide feedback on the proposed changes. In the meantime, we will keep you updated on development and implementation of the plan, which will occur in stages.



More Information:

Plan Galileo Intranet:

The Plan Galileo intranet has a range of information, including short videos which explain how the new approach will work in practice.

Go to: drnet.defence.gov.au/casg/Plan_Galileo/



Plan Galileo External Website:

For those who don't have access to the intranet, there is also the external website and the Plan Galileo GovTeams page www1.defence.gov.au/business-industry/naval-shipbuilding/plan/galileo



Email:

You can email plan.galileo@defence.gov.au with any questions and comments and A member of the team will get back to you within two business days or to ask to join the industry Plan Galileo GovTeams community.

