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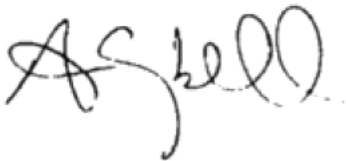
Department of Defence

DEFGRAM 221/2021

Issue date: 21 May 2021
Expiry date: 13 August 2021

DIRECTION FROM SECRETARY AND CDF

1. Defence represents the people of Australia and must at all times be focused on our primary mission to protect Australia's national security interests. We must not be putting effort into matters that distract from this.
2. To meet these important aims, changing language protocols and those events such as morning-teas where personnel are encouraged to wear particular clothes in celebration (as referred via 183/2021) are not required and should cease.
3. We have made it clear to all Service Chiefs and Group Heads that combat and organisational capability is to be delivered through our well-developed training and education programs, exercises and operational experience, with respectful behaviours, underpinned by Defence values.



Angus J. Campbell, AO, DSC
General
Chief of the Defence Force



Mr Greg Moriarty
Secretary for the Department of Defence

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s22

Subject: RE: MS21-001334 Defence Events of Significance and Importance- MINDEF Signed [SEC=OFFICIAL]
Date: Friday, 28 May 2021 2:33:17 PM

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Thanks very much s22

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s22
Sent: Friday, 28 May 2021 1:13 PM
To: s22
Cc: s22
Subject: MS21-001334 Defence Events of Significance and Importance- MINDEF Signed [SEC=OFFICIAL]

OFFICIAL

Hi s22

So that there is no delay in this document getting to you please find attached a scanned copy with MINDEF's sign off.

Please note MINDEF's comment:

"Please ensure ASD and other groups across the portfolio adheres to this same practice."

This document has been scanned into PDMS and the HC destroyed. Please let me know if there is anything I can help you with.

Cheers,

s22

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.



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

Signature s22

Date: 29/05/2021



Minister's Comments				
<p><i>Please ensure A&D + other groups across the portfolio adhere to this same practice. Thanks.</i></p> <p style="color: red; font-size: small;">s22</p>				
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

1. 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.
2. 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.
3. 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.
4. 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.

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.

s22



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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.

s22 [Redacted]

Attachments

Attachment A Proposed Defence Events of Significance and Importance

Authorising Officer

Cleared by: [Redacted] s22

Katherine Jones
Associate Secretary

Date: 26/05/2021

s22 [Redacted]

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

Through: Secretary [Handwritten: 2/5] ~~ASC 2/5~~ CDF

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

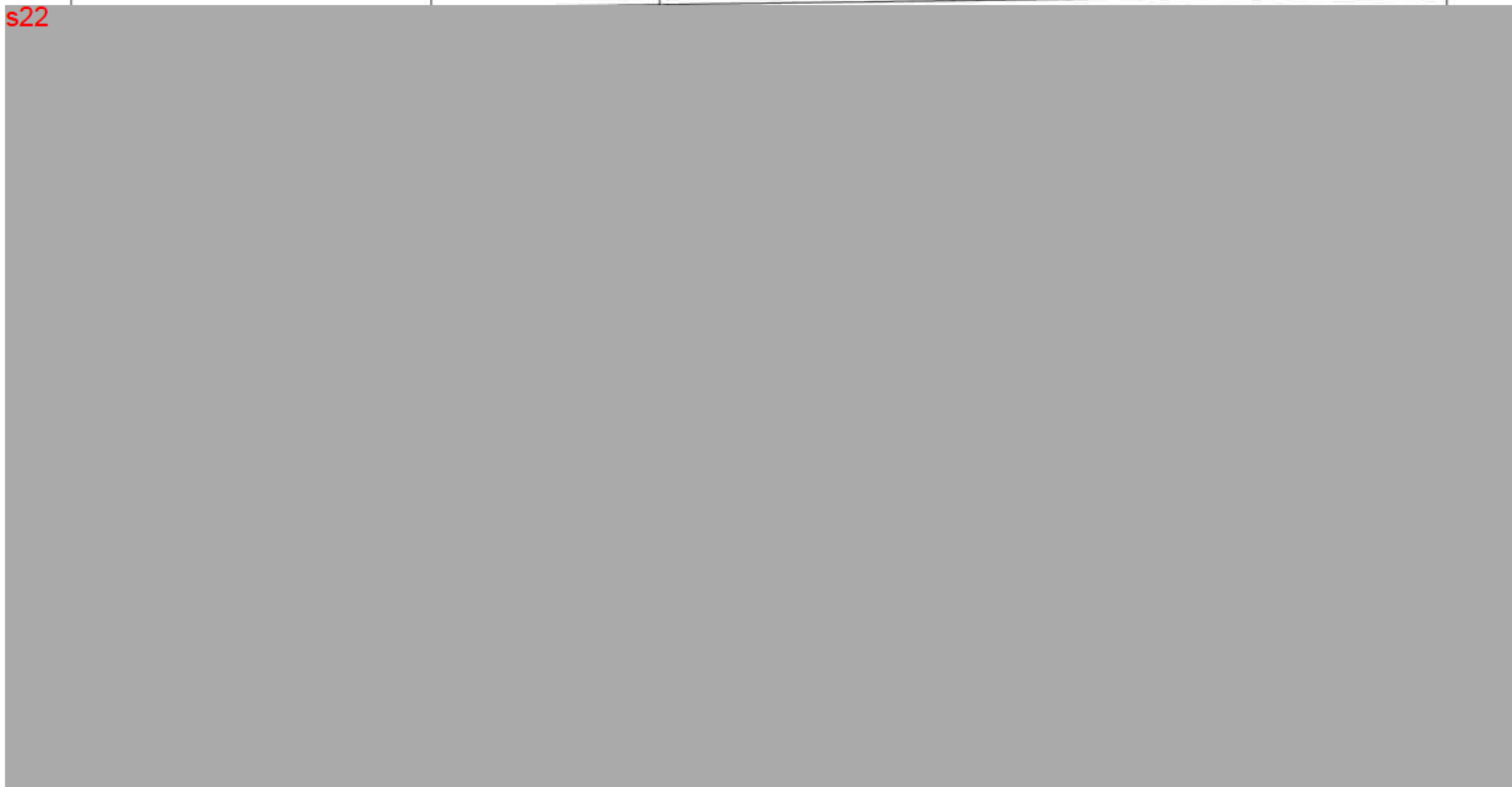
Defence Events of Significance and Importance

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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.
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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.
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