



**SENATOR THE HON LINDA REYNOLDS CSC
MINISTER FOR DEFENCE
SENATOR FOR WESTERN AUSTRALIA**

MS20-002300

Senator the Hon Eric Abetz
Chair of the Senate Foreign Affairs, Defence and Trade Legislation Committee
Parliament House
Canberra ACT 2600

22 OCT 2020

Dear Chair 

In February 2020 I provided you with the initial Naval Shipbuilding Enterprise workforce demand dataset and committed to update it biannually. Please find enclosed the first update to the Enterprise workforce dataset. I forward this dataset to assist the Committee in understanding the workforce required to support the Enterprise.

As with the previous workforce dataset, the estimates relate to direct jobs including the 'above the line' workforce managing the contracts (the Defence Public Servants, uniformed Defence officers and contractors); and the industry, or 'below the line,' workforce required to physically deliver Enterprise outcomes based on data from the prime contractors involved. Both acquisition and sustainment workforces are listed, split into regions and based on today's actual workforce and projections for the workforce over each year of the forward-estimates plus 2025 and 2030. Defence officials will be able to answer questions in relation to these figures at the forthcoming Estimates hearings.

The industry workforce numbers are inherently conservative as they do not, at present, include tier 1 and below sub-contractor workforce numbers, nor the workforce numbers supporting the Enterprise in the supply-chain. It is important to note that Defence does not own or influence the below the line workforce; this is the domain of our Enterprise industry partners.

The Naval Shipbuilding College (established and funded by the Government) is working with our Enterprise industry partners to build a more granular picture of the total below the line industry workforce requirement, including the subcontractor and supply chain workforce, to better signal demand into the supporting training and education sector.

The Government and Defence remain confident when subcontract and supply chain workforce figures are included, the total number of jobs supporting the enterprise will deliver 15,000 Australian jobs.

Building upon this endeavour, the Government has since announced plans through the *2020 Force Structure Plan* to build more Australian Defence Force vessels here in Australia. This includes up to eight mine hunter and hydrographic survey vessels, six evolved Cape Class Patrol Boats, a Pacific support vessel, two multi-role sea-life and replenishment ships, and the replacement of the Young Endeavour Training Ship.

The scale of this additional investment will not only support the creation of more jobs for Australian workers, but supports a sustainable national approach to workforce growth and skills development over many decades.

Yours sincerely

~~Linda Reynolds~~

Workforce estimate for the National Naval Shipbuilding enterprise

Direct jobs, Defence and Prime Contractor, not including Tier 1 and below sub-contractors or supply chain jobs

Acquisition	Location	Now						2021						2022						2023						2025						2030							
		SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total		
Attack Class Submarine	Defence	170		60			230	250	60			310	250	60			310	250	60			310	260	80			340	260	80			340	260	80			340		
	Industry	450		20			470	870	90			960	950	180			1130	1020	200			1220	1670			1670	2320			2320	2320			2320			2320		
	Total	620	0	80	0	0	700	1120	150	0	0	1270	1200	240	0	0	1440	1270	260	0	0	1530	1930	80	0	0	2010	2580	0	0	2660	2580	0	0	2660	2580	0	0	2660
Hunter Class Frigate	Defence			170			170	40	180			220	85	185			270	100	185			285	105	185			290	160	185			345	160	185			345		
	Industry	480				85	565	910		110	1020	1300		110	1410	1470	100	1570	1590	70	1660	1860		70	1950	2020		50	1910	1860		50	1910	1860		50	1910		
	Total	480	0	170	0	85	735	950	180	110	1240	1385	0	110	1680	1570	185	1680	1695	0	185	1950	2020	70	1950	2020	0	185	2255	2020	0	185	2255	2020	0	185	2255		
Arafura Class Offshore Patrol Vessel	Defence	50	10	50			110	20	25	60			105	10	35	60	105	10	35	60			95		35	60			95		35	60			95		35	60	
	Industry	380	200				580	380	225			605	300	260			560	230	230			230	230			230	230			230	230			230	230			230	
	Total	430	210	50	0	0	690	400	250	60	0	0	710	310	295	60	665	335	265	60	0	0	325	0	265	60	0	325	0	265	60	0	325	0	265	60	0	325	
Guardian Class Pacific Patrol Boat	Defence		5	10			15	5	10			15	5	10			15	5	10			15			0														
	Industry	210					210	220			215	220		215	220		215	220		215	220			0		0													
	Total	0	215	10	0	0	225	0	225	10	0	0	235	0	220	10	230	0	65	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Evolved Cape Class Patrol Boats	Defence						0					0				0																							
	Industry		290				290	410			410	250		250	5		5																						
	Total	0	290	0	0	0	290	0	410	0	0	410	0	250	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hobart Class Destroyer	Defence	10					10	10				10				0																							
	Industry						0				0					0																							
	Total	10	0	0	0	0	10	10	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Supply Class Maritime Operational Support	Defence			30			30				30					30						15																	
	Industry	20	20				40	5	20			25				0						0																	
	Total	20	20	30	0	0	70	5	20	30	0	0	55	0	0	30	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Combat Systems Enterprise	Defence	20		70			90	30	80			110				110						110																	
	Industry	310		70			380	335	75	10	420	355	85	10	450	380	95	10	485	415	110	10	535	415	110	10	535	415	110	10	535	415	110	10	535	415	110	10	535
	Total	330	0	140	0	0	470	365	155	10	530	355	195	10	560	380	205	10	595	415	240	10	665	415	240	10	665	415	240	10	665	415	240	10	665	415	240	10	665
Emerging Projects	Defence			15			15		30			30				30					50		10			50		5	25										
	Industry						0	40	10		50	90	30		120	250	100		350	250	120		370	150	40		370	150	40		370	150	40		370	150	40		
	Total	0	0	15	0	0	15	40	40	0	80	90	60	0	150	260	140	0	400	260	160	0	420	155	65	0	420	155	65	0	420	155	65	0	420	155	65	0	
Total Acquisition	Defence	250	15	405	0	0	670	350	30	450	0	0	830	345	40	485	0	0	870	360	50	480	0	0	890	365	45	495	0	0	905	420	40	480	0	0	940		
	Industry	1640	720	90	0	85	2535	2500	915	175	0	120	3710	2905	815	295	0	120	4135	2870	545	395	0	110	3920	3675	480	230	545	80	4465	4595	380	150	0	60	5185		
	Total	1890	735	495	0	85	3205	2850	945	175	0	120	4540	3250	855	780	0	120	5005	3230	595	875	0	110	4810	4040	525	725	0	80	5370	5015	420	630	0	60	6125		

NB: Figures may not add due to rounding

Sustainment	Location	Now						2021						2022						2023						2025						2030					
		SA	WA	NSW/ACT	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT/Overseas	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT	Qld/NT	Vic/Tas	Total	SA	WA	NSW/ACT	Qld/NT	Vic/Tas	Total
Collins Class Submarine	Defence	55	55	30			140	80	70				150	80	70				150	80	70				150	80	70	5			155	80	70	5			155
	Industry	850	430	80			1360	850	435	80			1365	850	435	80			1365	850	435	80			1365	850	430	80			1360	850	430	80			1360
	Total	905	485	110	0	0	1500	930	505	80	0	0	1515	930	505	80	0	0	1515	930	505	80	0	0	1515	930	500	85	0	0	1515	930	500	85	0	0	1515
Anzac Class Frigate	Defence		80	5			85		80			80		80			80		80		80			80		80	5			85		80	5			85	
	Industry		150				150		150			150		150			150		150		150			150		150				150		150				150	
	Total	0	230	5	0	0	235	0	230	0	0	230	0	230	0	0	230	0	230	0	230	0	0	230	0	230	5	0	0	235	0	230	5	0	0	235	
Hobart Class Destroyer	Defence			45			45		45			45		45			45		45		45			45		45				45		45				45	
	Industry			150			150		150			150		150			150		150		150			150		150				150		150				150	
	Total	0	0	195	0	0	195	0	195	0	0	195	0	195	0	0	195	0	195	0	195	0	0	195	0	195	0	0	195	0	195	0	195	0	195	0	195
Armidale and Cape Class Patrol Boats	Defence				45		45			40		40			40		40			40			40		40				40						40		
	Industry				125		125			125		125			125		125			125			130		130				130						130		
	Total	0	0	0	170	0	170	0	0	165	0	165	0	0	165	0	0	165	0	0	165	0	0	170	0	170	0	0	170	0	0	170	0	0	170		
Hydrographic Ships	Defence				60		60			60		60			60		60			60			60		60				60						60		
	Industry				60		60			60		60			60		60			60			60		60				60						60		
	Total	0	0	0	120	0	120	0	0	120	0	120	0	0	120	0	120	0	0	120	0	0	120	0	120	0	0	120	0	120	0	120	0	120	0	120	
Canberra Class Landing Helicopter Dock	Defence			40			40			40		40			40		40			40			40		40				40						40		
	Industry			230			230		200		200		200		200		200		200		200			200		200		5	200		205		200		200		
	Total	0	0	270	0	0	270	0	0	240	0	240	0	0	240	0	240	0	0	240	0	0	240	0	240	0	5	240	0	245	0	240	0	240	0	240	
Huron Class Mine Hunters	Defence			80			80		70		70		80		80		80		80		80			80		80				80						80	
	Industry			85			85		85		85		85		85		85		85		85			85		85				85						85	
	Total	0	0	165	0	0	165	0	0	155	0	155	0	0	165	0	165	0	0	165	0	0	165	0	165	0	0	165	0	165	0	165	0	165	0	165	
Pacific and Guardian Class Patrol Boats	Defence			10	5		15			10		10			10		10			10			10		10		5	5		10		5	5		10		
	Industry			60			60		60		60		60		60		60		60		60			60		60		60		60		60		60		60	
	Total	0	0	10	65	0	75	0	0	10	60	0	70	0	0	70	0	70	0	0	70	0	0	70	0	70	0	5	65	0	70	0	5	65	0	70	
Arafura Class Offshore Patrol Vessel	Defence		2	2			4		20		20		30		30		35		35		40		40		40				40		40				40		
	Industry		1				1		20		20		35		35		40		40		80		80		80		50	80		130		50		150	200		
	Total	0	3	2	0	0	5	0	40	0	0	40	0	65	0	0	65	0	75	0	40	0	40	0	115	0	90	0	80	0	170	0	90	0	150	240	
Success/Sirius/Supply Class Replenishment Ship	Defence		15	30			45		15	30		45		15	30		45		13	30		43		15	30				45		15	30		45			
	Industry		35	60			95		35	60		95		35	60		95		35	60		95		60		60			60		60		60		60		
	Total	0	50	90	0	0	140	0	50	90	0	140	0	50	90	0	140	0	48	90	0	138	0	15	90	0	0	105	0	15	90	0	105	0	105		
Maritime Support Branch - Cross Class Enabling Support	Defence		10	200			210		10	220		230		10	225		235		10	225		235		10	225				235		10	225		235			
	Industry	10	30	200	25	15	280	20	30	190	30	15	285	20	30	190	30	15	285	20	30	190	30	15	285	20	30	190	40	10	290	20	30	190	40	10	290
	Total	10	40	400	25	15	490	20	40	410	30	15	515	20	40	415	30	15	520	20	40	415	30	15	520	20	40	415	40	10	525	20	40	415	40	10	525
Upgrades, Assurance Programs and Emerging Projects	Defence						0					0					0						0						0						0		
	Industry						0					0					0						0						0		150		100		250		
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	150	100	0	250	0	250			
Total Sustainment	Defence	55	162	442	110	0	769	80	195	415	100	0	790	80	205	420	110	0	815	80	208	420	110	0	818	80	215	435	105	0	835	80	215	355	65	0	715
	Industry	860	646	805	270	15	2596	870	670	765	275	15	2595	870	685	765	275	15	2610	870	690	765	320	15	2660	870	665	765	370	10	2680	870	810	680	410	10	2780
	Total	915	808	1247	380	15	3365	950	865	1180	375	15	3385	950	890	1185	385	15	3425	950	898	1185	430	15	3478	950	880	1200	475	10	3515	950	1025	1035	475	10	3495
Total Workforce	Defence	305	177	847	110	0	1439	430	225	865	100	0	1620	425	245	905	110	0	1685	440	258	900	110	0	1708	445	260	930	105	0	1740	500	255	835	65	0	1655
	Industry	2500	1366	895	270	100	5131	3370	1585	940	275	135	6305	3775	1500	1060	275	135	6745	3740	1235	1160	320	125	6580	4545	1145	995	370	90	7145	5465	1190	830	410	70	7965
	Total	2805	1543	1742	380	100	6570	3800	1810	1805	375	135	7925	4200	1745	1965	385	135	8430	4180	1493	2060	430	125	8288	4990	1405	1925	475	90	8885	5965	1445	1665	475	70	9620

NB: Figures may not add due to rounding