19 January 2024

I would like to express my support for Department of Defence — Canberra Defence Precinct Tranche 1 Australian Defence Force Academy Living-in Accommodation project **Option 3 – New Build**.

It is both critical and urgent that Defence creates effective strategies to attract and retain the ADF personnel Australia needs. People are looking for jobs with purpose and Defence risks being seen as not a competitive employer in an increasingly competitive labour market. It is vital that Defence invest in the workforce capability that our rapidly deteriorating strategic landscape demands.

University campuses across Australia compete to provide striking buildings that physically realise the organisations aspirations for excellence. ADFA is a part of that competitive landscape.

Why Option 3 is needed

1. The existing living in accommodation is no longer fit for purpose due to its age and represents poor design by today's standards
2. The current buildings do not allow for future Trainee Officer numbers growth
3. There are health and safety deficiencies due to the poor design and inadequate ventilation of the existing buildings
4. Defence must provide a high standard of facilities to compete with other vocational pathways and tertiary institutions

In a competitive market the quality of the built living environment at ADFA is an important component in a person's decision making about whether to embark on a career in Defence or continue one once they start.

Comment on the Aurecon scope overview pack

Whilst acknowledging that the architectural images likely represent blocking/concept they are visually dull. The aerial views particularly are reminiscent of the Soviet architecture of last century. I would simply urge Defence to strive for excellence in design beyond simply the functional. For example, beyond the building aesthetic, external spaces including landscaped areas and even carparks are powerful symbols and attractors and attention should be paid to the design of all components.