

***MILITARY JUSTICE INQUIRY***

**LIST OF CONTACTS AND SUBMISSIONS**

*[Annex Omitted]*

**The following persons and organisations made submissions of a general nature:**

**LTGEN P.J. Cosgrove**

**RADM B.L. Adams, RAN**

**RADM G.F. Smith, RAN**

**MAJGEN F. Roberts**

**CDRE M.F.J. Smith, RAN (2 submissions)**

**CDRE P. Clarke, RAN (2 submissions)**

**Anti-Discrimination Commission, Tasmania**

**Ms Bronwen Grey**

**Australian National Audit Office (2 submissions)**

**LTCOL G.D. Bowyer**

## ***MILITARY JUSTICE INQUIRY***

### **CALL/VISIT SCHEDULE (OTHER THAN GROUP DISCUSSIONS)**

**ADML C.A. Barrie, RAN, Chief of the Defence Force**

**VADM D. Shackleton, RAN, Chief of Navy**

**LTGEN P. Cosgrove, Chief of Army**

**AM E. McCormack, Chief of Air Force**

**RADM B. Adams, RAN, Deputy Chief of Navy**

**RADM G. Smith, RAN, Maritime Commander Australia**

**MAJGEN P. Abigail, Land Commander Australia**

**MAJGEN P. Dunn, Defence Materiel Organisation**

**MAJGEN P. Leahy, Deputy Chief of Army**

**MAJGEN J. Molan, Commander, Deployable Joint Force Headquarters**

**MAJGEN F. Roberts, Training Commander**

**MAJGEN S. Willis, Head Defence Personnel Executive**

**AVM J. Kindler, Air Commander Australia**

**AVM R. Treloar, Commander Australian Theatre**

**CDRE P. Clark, RAN, Commander Australian Submarine Group**

**CDRE F.K. De Laat, RANR, Director General Reserves - Navy**

**CDRE M. Hancock, RAN, Chief of Staff Maritime Command**

**CDRE M. Smith, RAN, Director General The Defence Legal Service**

**BRIG B. Hammond, Commander Regional Training Centres, Canungra**

**BRIG G. Jones, Commandant Australian Defence Force Academy**

**BRIG M. Kelly, Commander 3rd Brigade**

**BRIG M. McNairn, Commandant Royal Military College of Australia**

**BRIG D. Roach, Commander 1st Brigade**

**BRIG M. Silverstone, Commander Northern Command**

**BRIG N.R. Turner, Director General Reserves – Army**

**AIRCDRE P. Byrne, Commander Maritime Patrol Group**

**AIRCDRE P. Devine, Commander Tactical Fighter Group**

**AIRCDRE D. Dunlop, Commander Strike Reconnaissance Group**

**AIRCDRE N. Schmidt, Director General Technical Airworthiness**

**AIRCDRE C. Spence, Commander Training Command**

**MAJGEN, The Hon Justice K.P. Duggan, Judge Advocate General**

**Ms B. Grey, Head Defence Equity Organisation**

**Mr B. Humphreys, Director General Communication Strategies**

**Mr C. Newmann, Inspector General Defence**

**Mr O. Winder and Mr R. Finnegan, Defence Force Ombudsman’s Office**

**Mr P. Sharpe, Head Defence Corporate Support**

**CAPT M. Angus RAN, Commander Australian Minewarfare and Clearance Diving Group**

**CAPT G. Christian RAN, Commander Australian Patrol Boat Group**

**COL M. Crane, Commandant Army Recruit Training Centre, Kapooka**

**COL S. Dunn, Commander Australian Service Contingent – East Timor**

**COL D. Stedman, Deputy Head Reserve Policy (Deputy Assistant Chief of the Defence Force (Reserves))**

**COL I. Westwood, Judge Advocate Administrator**

**GPCAPT R. Connor, Director of Reserves – Air Force**

**Single Service Liaison Officers: GPCAPT S. Harvey, CMDR M. Noonan and LTCOL D. Stevens**

**Career Management Staff:**

**ARMY: BRIG M. Evans, COL T. McCullough, LTCOLs N. Welch and R. Bradford**

**RAN: CAPTs G. Ferguson and A. Gough, and CMDR R. Griggs**

**RAAF: WGCDRs R. Green, H. Ehlers, I. Rogers, and R. Johns**

**The Defence Legal Service Staff:**

**LT COL A. Dunn, CMDR M. Fitzpatrick RAN, CMDR D. Thorley**

**RANR, LTCOL M. Kelly, LTCOL D. Wilkinson, WGCDR J. Hugoe-**

**Matthews, LCDR F. Sneath RANR, MAJ J. Watson, MAJ P. Peloquin  
(USAF)**

**LTCOL R. Millington, Senior Army Officer Tasmania**

**Mr T. Sherman, AVM F. Cox (Ret'd) and WGCDR W. Ludwig – Review of  
Management  
Arrangements for Nationally-Based, Non-Operational Integrated  
Organisations**

**Dr J. Scutt, Anti-Discrimination Commissioner Tasmania**

**Warrant Officers D. Wilson (RAN), B. Boughton (ARA), J. Boydell (RAAF) and N.  
Khan  
(RAAF)**

## **SERVICE FAMILIARISATION VISITS**

**3<sup>rd</sup> Battalion, The Royal Australian Regiment**

**Fleet Base East (HMA Ships SUCCESS, MANOORA, SYDNEY)**

**Tactical Fighter Group, Tactical Fighter Logistics Management Squadron, Base  
Commander RAAF Williamtown**

**HMAS CAIRNS, HMAS BENDIGO, HMAS TARAKAN, HMAS MERMAID, HMAS  
PALUMA, HMAS LEEUWIN, HMAS MELVILLE**

**HMAS WALLER**

## ***MILITARY JUSTICE INQUIRY***

### **LIST OF DEFENCE ESTABLISHMENTS, UNITS AND SHIPS VISITED**

#### **ACT**

**ADF and Single Service Headquarters, Department of Defence, and Defence Force  
Ombudsman**

#### **NSW**

**Headquarters Australian Theatre, Sydney**

**Headquarters Maritime Command, Sydney**

**Headquarters Land Command, Sydney**

**Headquarters Air Command, Glenbrook**

**Fleet Base East (HMA Ships SUCCESS, MANOORA, SYDNEY, WALLER)**

**HMAS KUTTABUL**

**HMAS WATERHEN – Clearance Diving Team 1**

**HMAS WATSON**

**HMAS ALBATROSS and Parachute Training School, Nowra**

**3<sup>rd</sup> Battalion, The Royal Australian Regiment, Holsworthy**

**School of Infantry, Singleton**

**RAAF Base Wagga**

**RAAF Base Williamtown**

**Defence Plaza Sydney (Defence Corporate Support)**

## **VIC**

**Army Communications Training Centre, Simpson Barracks, Watsonia**

**RAAF Williams, Headquarters Logistics Command, and Headquarters Training Command, Laverton**

**Victoria Barracks, Melbourne (Defence Materiel Organisation)**

## **QLD**

**HMAS CAIRNS and Minor War Vessels, Cairns**

**Enoggera Barracks, Brisbane**

**Kokoda Barracks, Canungra**

**Lavarack Barracks, Townsville**

**RAAF Base Amberley**

**RAAF Base Townsville**

## **NT**

**Headquarters Northern Command, Darwin**

**HMAS COONAWARRA and Patrol Boat Group Headquarters and facilities, Darwin**

**Robertson Barracks, Darwin**

**RAAF Base Darwin**

## **WA**

**HMAS STIRLING, Fleet Base West - Submarine Training Centre and Clearance Diving Team 4**

**Special Air Service Regiment, Campbell Barracks, Swanbourne**

**RAAF Base Pearce**

## **TAS**

**Senior Army Officer Tasmania, Hobart**

## **EAST TIMOR**

**Australian National Command Element, Dili**

**Australian Battalion, Balibo**

## **INITIAL TRAINING ESTABLISHMENTS**

**Australian Defence Force Academy, Canberra, ACT**

**Royal Australian Naval College, HMAS CRESWELL, Jervis Bay, ACT**

**Royal Military College of Australia, Duntroon, Canberra, ACT**

**RAAF College, Point Cook, Vic**

**Recruit Training School, HMAS CERBERUS, Westernport, Vic**

**Army Recruit Training Centre, Kapooka, Wagga, NSW**

**No 1 Recruit Training Unit, RAAF Edinburgh, Edinburgh, SA**

***MILITARY JUSTICE INQUIRY***

**LIST OF PERSONS INTERVIEWED FOLLOWING  
SUBMISSIONS**

*[Annex omitted]*



***MILITARY JUSTICE INQUIRY***

**LIST OF OTHER PERSONS INTERVIEWED**

*[Annex omitted]*

## MILITARY JUSTICE INQUIRY GROUP DISCUSSION STATISTICS

LOCATION	DATE	OFFICERS		SNCOS/ WO		JNCO/OR		TRAINEE/ RECRUIT		TOTAL
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
KAPOOKA	13-Feb-01	22	1	18	2	14	6	23	8	94
RAAF WAGGA	14-Feb-01	16	3	28	4	11	2	41	4	109
RAAF TOWNSVILLE	19-Feb-01	15		15		22	6			58
HMAS CAIRNS	19-Feb-01	20	2	22		40	1			85
LAVARACK BARRACKS	20-Feb-01	25	2	20		16	6			69
ENOGGERA BARRACKS	21-Feb-01	12	1	12		12				37
RAAF AMBERLEY	22-Feb-01	18	6	14		8	4			50
CANUNGRA	23-Feb-01	21	2	89	7	10				129
HMAS WATSON	27-Feb-01	8	1	17	3	10	4	11	8	62
FLEET BASE EAST (MFU)	28-Feb-01	4	3	5	2	4				18
HMAS WATERHEN	1-Mar-01	11	3	16	1	16	1			48
RAAF EDINBURGH	5-Mar-01	12	1	7	2	14	2	13	10	61
HQNORCOM	6-Mar-01	12	2	13	4					31
ROBERTSON BARRACKS	7-Mar-01	17	3	15	1	10	1			47
NAVY DARWIN	8-Mar-01	16	2	14	4	17	3			56
RAAF DARWIN	9-Mar-01	13		19		17	5			54
FLEET BASE WEST	12-Mar-01	9	8	12	2	8	5			44
RAAF PEARCE	13-Mar-01	6						4	3	13
SWANBOURNE BARRACKS	14-Mar-01	18		16	2	14				50
WATSONIA	20-Mar-01	16	4	19	4	17	1	21	8	90
HMAS CERBERUS	21-Mar-01	18	2	15	2	9	5	29	11	91
RAAF WILLIAMS	22-Mar-01	10	1	7	1			20	3	42
ADFA	26-Mar-01	21	3	16		14	2	33	6	95
RMC	27-Mar-01	28	3	18	7			50	9	115
East Timor (ASNCE)	29-Mar-01	23	1	18	3	10	5			60
East Timor (AUSBATT)	30-Mar-01	18	1	16		25				60
SINGLETON	3-Apr-01	24		24		22		28		98
RAAF WILLIAMTOWN	4-Apr-01	26	2	12	5	11	6			62
HMAS CRESWELL	10-Apr-01	8		9	1	9	2	21	6	56



**MILITARY JUSTICE INQUIRY**

LIST OF REFERRALS TO OTHER AUTHORITIES MADE IN  
ACCORDANCE WITH TERM OF REFERENCE 3

*[Annex omitted]*

**MILITARY JUSTICE INQUIRY**

LIST OF SUBMISSIONS REFERRED TO THE INQUIRY BY THE  
DEFENCE SUB-COMMITTEE OF THE JOINT STANDING  
COMMITTEE ON FOREIGN AFFAIRS, DEFENCE AND TRADE

*[Annex omitted]*

## **MILITARY JUSTICE INQUIRY**

### **ANALYSIS OF THE SUBMISSIONS**

#### *Numerical Analysis*

1. A total of **586** formal contacts and oral and written submissions were received by the Inquiry Team. Of these, 12 contained the views of a number of senior commanders, ADF executives and others including the Defence Force Ombudsman. Thus **574** formal contacts or submissions were received from individuals.
2. **Six** formal contacts sought general information only and no submission was forthcoming. A total of **120** formal contacts requested a copy of the Terms of Reference (TORS) and no submission was received. Consequently, there were **448** submissions to be examined and processed by the Inquiry Team.
3. There were **199** submissions the content of which was deemed to be outside the TORs. Ten of these were outside the TORs by time – some referred to Vietnam, Korea and one even to WWII. The majority of the others referred to management and equity issues or administrative process where the outcomes were not yet determined.
4. **Fifty-one** submissions were positive in nature expressing views that the present discipline system works well and that no rough justice had been experienced or observed by the authors. Thirty-five of these submissions were from soldiers of Bravo Company, 3RAR.
5. Consequently, a total of **198** submissions were deemed by the Inquiry Team to fall within the TORs. These submissions were examined in detail and were taken into account in compiling the report of the Inquiry.

#### *Gender Analysis*

6. Of the 448 written submissions, 320 (71%) were from males and 96 (21%) were from females. The remaining 32 (7%) were from parents and families of serving or ex-members, or were anonymous submissions.

### ***Anonymous Submissions***

7. There were 24 anonymous submissions.

### ***Analysis by Service***

8. Of the 448 written submissions, 71 (15%) were from Navy members, 220 (49%) from Army members, 107 (23%) from Air Force members and 36 (8%) from civilians including ex-members.

### ***Management Issues***

9. A number of submissions contained complaints or allegations concerning equity, poor management or maladministration. Some contained complaints of one or a combination of these issues. An analysis of the number of complaints received is as follows:
  - a. equity - 73,
  - b. poor management - 119, and
  - c. maladministration - 76.

### ***Personal Interviews***

10. The Inquiry Team conducted 88 individual interviews with persons who had made written submissions.

### ***Submissions Referred by the JSCFADT Defence Sub-Committee***

11. The Defence Sub-Committee of the Joint Standing Committee on Foreign Affairs, Defence and Trade received a number of submissions from individuals as part of their inquiry into allegations of brutality in 3RAR at Holsworthy. Some of these submissions concerned matters not relevant to the 3RAR matters. The Sub-Committee sought the concurrence of the authors of these submissions to forward them to the Investigating Officer for examination.
12. The Sub-Committee forwarded 18 submissions to the Investigating Officer. The authors of seven of these submissions had already made separate representation to the Investigating Officer.

### ***Matters Referred to Other Authorities***

13. Term of Reference 3 required the Investigating Officer to consider whether or not matters that came to his attention should be referred to appropriate ADF command or management authorities or to appropriate Commonwealth or State authorities.
14. Matters arising from 30 of the submissions were referred to various authorities. A list of these submissions together with details of the referrals are listed in Annex G.

### ***Racial/Ethnic Discrimination***

15. Four submissions contained allegations of racial or ethnic discrimination.

### ***Dissatisfaction With the Redress of Grievance (ROG) System***

16. The authors of 20 submissions expressed dissatisfaction with the ROG system. While some of these complaints centred on desired outcomes of ROG applications not being achieved, many complaints related to the quite considerable time taken to finalise applications.

### ***Fear of Making Complaint***

17. Five individuals stated in their submissions that they were or had been afraid to make a complaint to a superior because they believed that, had they done so, they would have been subject to harassment, intimidation, threats or victimisation of some kind.

### ***Criticisms of Investigations and Inquiries***

18. Twenty-six submissions were critical of various investigations or inquiries. The main criticisms were that the investigations and inquiries were conducted by untrained or inexperienced persons, that proper procedures were not followed and that complainants and persons against whom allegations were made were not properly interviewed or provided with an opportunity to state their case.
19. Two persons complained of command interference in investigations.



### ***Competence of Persons Involved in the Disciplinary Process***

20. There were 13 complaints alleging that persons involved in the formal disciplinary process were not competent to undertake their roles as defending or prosecuting officers, or as summary authorities.
21. In addition, 18 submissions contained recommendations that persons involved in the disciplinary process undergo significantly more formal training for their roles.

### ***Use of Extra Duties***

22. The authors of 13 submissions stated that they had either experienced or observed extra duties being ordered without any formal disciplinary processes being undertaken.
23. Three persons stated that they had observed administrative action being used when formal disciplinary action would have been appropriate.

### ***Expansion of the Discipline Officer System***

24. Six submissions contained recommendations that the Discipline Officer system be extended to include a wider range of applicable infringements and punishments. A broadening of who may be subject to the Discipline Officer system and who may be appointed as Discipline Officers were also suggested.

### ***Different Standards of Discipline for Officers and Other Ranks***

25. Twelve submissions contained complaints that the provisions of the *Defence Force Discipline Act* are applied differently to officers and other ranks. In particular, the complaints were that officers are not charged with some offences and that often, alternatives to disciplinary action are taken instead, or sometimes, no action is taken at all. It was alleged that even when investigations showed that a prima facie case existed, officers were not charged with an offence.
26. This alleged difference in the standards of application of formal disciplinary action between officers and other ranks is perceived to be unfair.

### ***Management of Medical Facilities***

27. Nine submissions made complaints concerning the management of different service medical facilities.

### ***Management of Medical Chits***

28. The authors of 10 submissions alleged that their superiors ignored the recommendation of medical officers on medical chits. They complained that despite the medical officers' recommendations that they not undergo duty involving specific physical activity, their superiors ordered them to undertake such duties.

### ***Relevance to the Terms of Reference***

29. Each of the 198 submissions deemed by the Inquiry to fall within the TORs were examined in relation to their relevance to each TOR. Some submissions contained matters that were relevant to more than one TOR.

30. Appendix 1 shows a graph of the frequency of relevance of the submissions to each TOR. The graph shows that the submissions were most often relevant to the following TORs:

- a. 1a (whether there is evidence of systemic avoidance of due disciplinary processes)(90 submissions);
- b. 1b (whether there are irregularities in the administration of military justice)(64 submissions);
- c. 1b2 (whether there was a failure to act on reports or complaints of violence, or avoidance of due process or abuse of authority)(77 submissions); and
- d. 1b4 (whether any person who has made a report of possible offences or harassment, or has made a complaint of unacceptable behaviour has been treated unfairly)(48 submissions).

### ***Categories of Complaint***

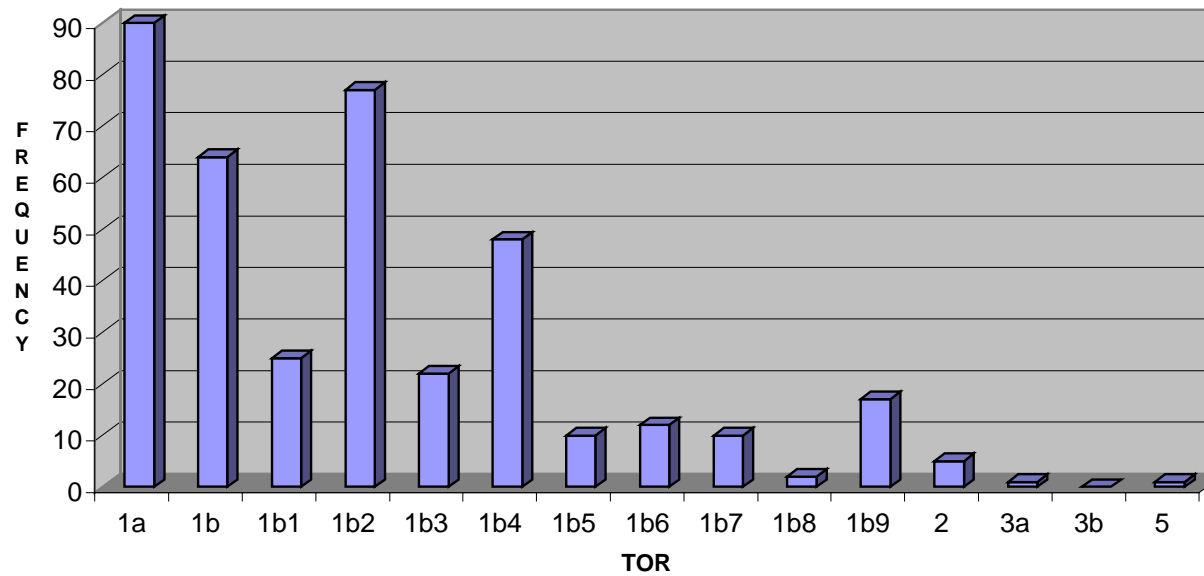
31. The Inquiry identified 18 categories of complaint which were derived from allegations contained in the submissions. The categories are listed at Appendix 2 together with the frequency with which each was made in the submissions.
32. The categories were derived from the 488 submissions processed by the Inquiry. Some submissions contained only one category while others contained more than one: some submissions contained none of the identified categories.
33. ***Abuse of authority*** (148) and ***harassment*** (132) were by far the most frequent allegations mentioned. ***Failure to act*** (99), ***avoidance of due process*** (90), ***intimidation*** (89), ***victimisation*** (85), ***abuse of process*** (80) and ***denial of rights*** (77) were the next most frequently mentioned allegations.
34. There were 69 allegations of ***assault*** in the submissions while a further eight submissions contained allegations of ***assault perpetrated for disciplinary purposes***.
35. In addition, ***disciplinary assault*** (8), ***sexual harassment*** (16) and ***sexual assault*** (20) were allegations or complaints that also were made.

### **Appendices:**

1. Frequency of Relevance of Submissions to each of the TORs.
2. Categories of Complaint - Frequency of occurrence.

**Frequency of relevance of each of the 198 submissions falling within  
the TORs to each of the TORs.**

**(Note: Some submissions related to one TOR but most related to a combination of the TORs.  
TOR identification numbers relate to the TOR document).**





## ***MILITARY JUSTICE INQUIRY***

### ***REFERENCE MATERIAL***

1. *Annual Reports of the Judge Advocate General – Australian Defence Force 1985 to 2000*
2. *Report of the Commission on the 50<sup>th</sup> Anniversary of the Uniform Code of Military Justice*, National (US) Institute of Military Justice, May 2001
3. *Review of the Australian Defence Force (ADF) Redress of Grievance (ROG) System*, Defence Personnel Executive, September 2000
4. *Redress of Grievances in the Australian Defence Force*, Australian National Audit Office, Audit Report No 46 1998-99, 10 June 1999
5. *Rough Justice? An Investigation into Allegations of Brutality in the Army's Parachute Battalion*, JSCFADT 11 April 2001
6. *Contracting Arrangements for Agencies' Travel*, Australian National Audit Office, Audit Report No 28 1997-98, 23 September 1997
7. *Report of the Commission of Inquiry into the Deployment of Canadian Forces to Somalia*, Vols 1-5, Minister of Public Works and Government Services, Canada, 1997
8. *US Naval Inspector General Investigation Manual*, 2001
9. *US Air Force Inspector General System*, Air Force Policy Directives 90-2, 90-201, 90-3, and 90-301
10. *Transcript of Proceedings, Trial by Defence Force Magistrate*, PTE A.B. Bell, 4-5 April 2001
11. *Transcript of Proceedings, Trial by Defence Force Magistrate*, MAJ Troy Brook Quinn, 1-13 March 2001
12. *Integrity: but not by trust alone, AFP & NCA complaints and disciplinary systems*, Report No 82, Australian Law Reform Commission, 22 November 1996

13. *Report of the review into policies and practices to deal with sexual harassment and sexual offences*, Australian Defence Force Academy, June 1998
14. Government Response to *Facing the Future Together, Report on Sexual Harassment in the Australian Defence Force* by the JSCFADT, December 1994
15. *Military Justice Procedures in the Australian Defence Force*, report by the Defence Sub-Committee of the Joint Standing Committee on Foreign Affairs Defence and Trade, Parliament House Canberra, 21 June 1999
16. *Prosecution Policy of the Commonwealth*, Commonwealth Director of Public Prosecutions, 1986
17. *Law of Armed Conflict*, ADFP 37, Operations Series
18. *Discipline Law Manual*, ADFP201, Vols 1 and 2
19. *Administrative Inquiries Manual*, ADFP 202, Administration Series, 15 May 2000
20. *Defence Plain-English Guide to Managing and Eliminating Unacceptable Behaviour in the Workplace*, Defence Equity Organisation, 16 May 2000
21. *Australian Defence Force Sexual Assault Information Pack, A Guide for Commanders, Managers, Complainants and Peers*, Department of Defence, Canberra, April 1999
22. *Reference Material on Judicial Independence and Other Areas of Current Interest Under the DFDA, Vol 1: General Information*, Overseas Study Trip by DJAG-ADF CDRE T.R.H. Cole, RFD, RANR June 1994
23. *Reference Material on Judicial Independence and Other Areas of Current Interest Under the DFDA, Vols 2 and 3: Judicial Independence*, Overseas Study Trip by DJAG-ADF CDRE T.R.H. Cole, RFD, RANR June 1994
24. *A Review of Military Legal, Disciplinary and Criminal Structures: A Proposal For Change*, CDRE The Hon Mr Justice T.R.H. Cole, RFD, RANR

25. *Own Motion Investigation into How the Australian Defence Force Responds to Allegations of Serious Incidents and Offences*, Report of the Commonwealth (Defence Force) Ombudsman, January 1998
26. Annual Report 97/97, Independent Commission Against Corruption
27. *The Jurisdiction of Military Disciplinary Tribunals – Three Battles Won, But The War Is Not Over*, Stephen Neville Smith, LLB, GDLP(QUT), February 1997
28. *Report of Review of Disciplinary and Administrative Policy, Processes and Practices (Including Management Initiated Early Retirement) in Dealing With Cases of Unacceptable Behaviour in the ADF*, AIRCDRE K.N. Birrer, 1 November 1999
29. *A Report for The Chief Of Navy on the Abadee Study into the Judicial System under the Defence Force Discipline Act 1982*, by Commander G.L. Purcell RANR and Commander G.L. Vickridge RFD, RANR, January 1998
30. *Review of Unacceptable Behaviour Statistics – FY 1999/2000*, CDRE R.W. Gates, RAN
31. *Report of the Defence Force Discipline Board of Review*, May 1989
32. *Study Into the Judicial Independence of Military Trials*, (Abadee Review) Deputy Judge Advocate General Brigadier A.R. Abadee, 22 May 1998
33. *Manual of Defence Legislation, Vols 1 and 2: Acts* (DRB 16)
34. *Manual of Defence Legislation, Vols 1 and 2: Regulations* (DRB 17)
35. *Report of the 1999 Defence Attitude Survey*, DSPPR Research Report 1/2000
36. *Report of the ADF Exit Survey Trial*, DSPPR Research Note 1/2000



37. Defence Instructions (General) as follows:

- DI(G) PERS 03-3 *Policy on the Retirement and Termination of Appointment of Australian Defence Force Officers*
- DI(G) PERS 12-1 *General Scope of Legal Assistance Provided to Service Personnel and Legal Aid to Australian Defence Force Members Overseas*
- DI(G) PERS 15-1 *Misuse of Alcohol in the Defence Force*
- DI(G) PERS 15-2 *Involvement by Members of the Australian Defence Force with Illegal Drugs*
- DI(G) PERS 32-2 *Defence Equity Adviser Network*
- DI(G) PERS 34-1 *Redress of Grievance – Tri-Service Procedures*
- DI(G) PERS 34-2 *Complaints of Discrimination and Harassment Through the Human Rights and Equal Opportunity Commission*
- DI(G) PERS 34-3 *Inquiries by the Commonwealth Ombudsman and the Defence Force Ombudsman Affecting the Department of Defence and the Australian Defence Force*
- DI(G) PERS 35-2 *Application of the Sex Discrimination Act to the Australian Defence Force*
- DI(G) PERS 35-3 *Discrimination, Harassment, Sexual Offences and Other Unacceptable Behaviour in the Australian Defence Force*
- DI(G) PERS 44-1 *Australian Defence Force Policy Regarding the Avoidance and Elimination of Racist Behaviour*
- DI(G) PERS 45-1 *Jurisdiction Under Defence Force Discipline Act – Guidance For Military Commanders*
- DI(G) PERS 45-3 *Australian Defence Force Detention Centres*
- DI(G) PERS 45-4 *Australian Defence Force Prosecution Policy*

- DI(G) PERS 50-1 *Equity and Diversity in the Australian Defence Force*
- DI(N) PERS 13-1 *Illegal Use of Drugs and Drug Education in the RAN*
- DI(N) PERS 90-4 *Legal Counselling*
- DI(A) PERS 111-2 *Legal Aid*
- DI(A) PERS111-4 *Civil Convictions*

## MILITARY JUSTICE AUDIT

### STATEMENT OF COSTS OF THE INQUIRY

**Initial Budget: \$M1.69**

***COST CENTRE: 422927***

<b>ACCOUNT CODE</b>	<b>COST ELEMENTS</b>	<b>ACTUAL COSTS</b>
20708	Stamp Duty & Charges	\$ 26.25
21004	Printing & Reproduction	\$ 973.25
21008	Stationery	\$ 2,280.52
21010	Postage	\$ 75.00
21039	Other General Services	\$ 10,106.63
21301	Overseas Travel Allowances	\$ 2,218.66
21313	Attachments Travel	\$ 166.30
21325	General Travel	\$ 361,759.38
21401	Mobile Phone Usage	\$ 39.62
21450	IT Repair and Maintenance	\$ 26.25
21702	Professional Service Provider	\$ 63,785.10
21713	Reserve Legal Officer Fees	\$ 4,864.00
21730	Legal Expenses Other	\$ 377.50
21761	Other Advertising Costs	\$ 14,890.35
24300	Inventory General stores	\$ 1,983.16
24930	General Equipment Lease	\$ 1,750.00
<b>TOTAL</b>		<b>\$ 465,321.97</b>
	<b>ADDITIONAL ESTIMATED COSTS</b>	
	Travelling Allowance	\$ 14,000.00
	Professional Services	\$ 1,000.00
	Printing	\$ 10,000.00
	Other Travelling Allowance (QANTAS ETC)	\$ 5,000.00
<b>GRAND TOTAL</b>		<b>\$ 495,321.97</b>

*Notes:*

1. *Cost of salaries for Permanent and Reserve service members are not included in the costings.*
2. *Some other services (eg mobile phones, some office equipment, etc) were sourced through the existing Defence system.*