

SUBMERGED

ASC TEAM MAGAZINE

| ISSUE TWO

| 2021

BUILDING A SAFE WORK CULTURE

READ THE FULL STORY
ON PAGE 18



PAYING IT FORWARD
WITH PRIDE



ASC HISTORY: A STEP
BACK IN TIME



2021 SIX-MONTH BUSINESS
REVIEW





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Cover Image: Stewart Alderson,
Engineering Technician, ASC West

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Hi everyone,

Welcome to the second edition of Submerged, our bi-annual team member magazine designed to showcase the great work and innovation happening across our business.

When I look back over the past year, I feel proud of how each of you have worked together to help build an improved culture – one that is safe, engaged and customer focused.

In 2021, we launched our new values of PRIDE – protect, respect, integrity, discipline and excellence. We launched our Reflect Reconciliation Action Plan during Reconciliation Week and recently, we launched our Safety Critical Risk (SCR) Program and our set of 10 Life Saving Commitments.

We also proudly partnered with the Australian Government in the establishment of the Sovereign Shipbuilding Talent Pool, which will secure roles within ASC and the wider industry for workers involved with the Attack Class Submarine Program. In a short period of time, the team established a dedicated Transition Centre and have been supporting individuals who applied for the Talent Pool into roles.

In a significant milestone, we also obtained approval to commence our Digital Transformation Program – and over the past six months we've been in a detailed design phase. As we begin the implementation of the systems in 2022, I am excited to see the benefits the program delivers, including simplifying the way we work and enabling you to save time on repetitive tasks and make more informed decisions using real-time information.

This edition acknowledges ASC's achievements and recognises our team members – noting years of service milestones and showcasing our team members. We also take a step back in time to pay homage to the history of ASC, with some historical build images of the boats and shipyard, which will bring back memories for many.

We hope this magazine gives you and your family an insight into the important work we do at ASC and helps reinforce your pride in working for ASC. As always, we welcome your feedback to continue improving your magazine, so please let us know if there are other articles you are interested in reading.

As we move towards the end of another big year at ASC, I want to thank each of you for your dedication, commitment and hard work.

On behalf of the entire Leadership Team, I wish you and your families a safe and happy holiday season and I look forward to a productive year ahead in 2022.

Thanks,

Stuart Whiley

Stuart Whiley
CEO

TEAM IN THE SPOTLIGHT

SPARKING A CAREER

Electrical control is the physical interconnection of onboard electrical systems that influence the behaviour of other devices and systems.

Our WA-based Electrical Control team is responsible for the selection, installation, set up, testing, fault finding, repairing and maintenance of electrical systems and equipment.

We recently spoke with two members of our night-shift WA Electrical Control team, Greg Porter and Jaimey Smart, about their individual career journeys, and what they love about working at ASC.

Greg, an Engineering Technician, has worked for ASC for over a decade. He successfully completed an apprenticeship with a Certificate III in Electrotechnology.

“I’m currently Acting Maintenance Team Lead for the Electrical Control team, covering night shift – aka the glue that holds the team together,” Greg said.

“Our Electrical Control team implements several system upgrades. The work is diverse and can be quite challenging, but it helps with upskilling and learning new skillsets.”

Jaimey works alongside Greg in ASC’s Electrical Control team. She originally studied and completed an electrical pre-apprenticeship, before joining ASC in January 2017.

“I’m an electrician and this is my first year out of my apprenticeship – my first year as a tradesperson. After many years working fly-in-fly-out in a safety/injury management-based role, I decided to make a change. I wanted a complete career change – a more hands-on role.

“I completed a four-year electrical apprenticeship at ASC and got my Certificate III in Electrotechnology,” Jaimey said.

“I’ve transitioned from apprentice to fully qualified electrician and was lucky enough to be offered a full-time position with ASC at the end of my apprenticeship. I work closely with my fellow trades and try to build on skills at every opportunity.”

Greg reflected on his decade with ASC and the opportunities he has been afforded to further develop his skillset.

“I’ve successfully completed IPC solder training and currently I’m one of the CIT solder trainers on site. ASC also gave me the opportunity to complete my Anritsu line-sweeping training,” he said.

“Working at ASC is exciting and I enjoy the strong camaraderie of my team. This, combined with the job satisfaction of maintaining Australia’s Collins Class submarines and being offered the role of acting Maintenance Team Lead for afternoon shift, are definite career highlights.”

Jaimey agreed with Greg’s sentiment about the people and support.

“Winning Apprentice of the Year and being offered a full-time role have been career highlights for me, but one of the best things about working for ASC is the people I work with,” Jaimey said.

“The constant support and commitment to my ongoing training and development is wonderful – and the job satisfaction of knowing we’re upholding Australia’s defence capabilities together makes ASC a unique place to work.”

We asked Jaimey about what she enjoys doing in her spare time and she shared how she enjoys quality time with her husband and three dogs.

“We enjoy going to the beach for a stroll or some fishing. I also love shopping – especially online.”

When we asked Greg about his pastimes, he responded that none of his free time is free. “I have two young children and wife!” he laughed.

“I do have a project car that I started as a ground-up restoration project 10 years ago. It’s still a work in progress.”

Left to right:
Jaimey Smart
and Greg Porter

CELEBRATING SERVICE MILESTONES AT ASC

Congratulations to the team members who celebrated a service milestone between 1 July and 31 December 2021.

Christopher Ball	5	Andrew France	10	Robert Thompson	10	Clive Smith	15
Jade Bell	5	Kristine Gare	10	David Williamson	10	Andrew Solly	15
Steven Boddy	5	Tyronn Gunn-Brockhoff	10	Matthew Wall	10	Mark Stewart	15
Deanna Byers	5	Dylan Hand	10	Glenn Watling	10	Shane Tatchell	15
Khoi Doan	5	Andrew Henry	10	Luke Watt	10	John Taylor	15
Stephen Ellis	5	John Johansson	10	Russell Webb	10	Zara Tsoulakis	15
Brett Kannane	5	Dylan Jones	10	Cheryl Upton	10	Debra West	15
Sarah Lee	5	Robert Kalinowski	10	Paul Booker	15	Daniel Williams	15
Jonathon Limb	5	Anetka Korepta	10	Isaac Bowes	15	Micah Williams	15
Liam McCormick	5	Thomas Lowther	10	Carlo Camporeale	15	Scott Woollatt	15
Deegan Mutton	5	Dinh Luong	10	Emma Carter	15	Tihomir Sukno	20
Michael Niedbala	5	Amy Martinelli	10	Gintaras Daugalis	15	Danielle Sheppard	25
Beau Parsons	5	Gregory Melville	10	Andrew Draper	15	Paul Matulin	25
Jessica Rutkiewicz	5	Taniya Ozog	10	Paul Dynon	15	Darren Ashton	30
Nathan Shewan	5	David Philps	10	Andrew Foubister	15	Andrew Briggs	30
Tatyana Shipunov	5	Gregory Porter	10	Benjamin Gleeson	15	Eric Cathery	30
Paul Smith	5	David Powles	10	Alan Hall	15	Mark Clarke	30
Mark Staniford	5	Mark Paynter	10	Randall Harris	15	Alan Fletcher	30
Peta Swarbrick	5	Christopher Rands	10	David Hinc	15	Mark Gobell	30
Benjamin Traeger	5	Nathan Richardson	10	Jason King	15	Craig Gustard	30
Nick Annese	10	Jeff Salter	10	Adrian Knoop	15	Robert Langdon	30
Gregory Bero	10	Robert Savorani	10	Riley Koch	15	Bradley Menz	30
Michael Bonjour	10	Joshua Scharf	10	Mark Kraft	15	Wendy Jackson	30
Steven Cameron	10	Surinder Singh	10	Peter McLaughlin	15	Charles Schultz	30
Colin Dalton	10	Srdja Stepanovic	10	Alister Phillips	15	Brian Wardle	30
Martin Edwards	10	Matthew Stevens	10	Sean Ryan	15		

SUBMERGED COMPETITION

» WIN A \$100 GIFT CARD «

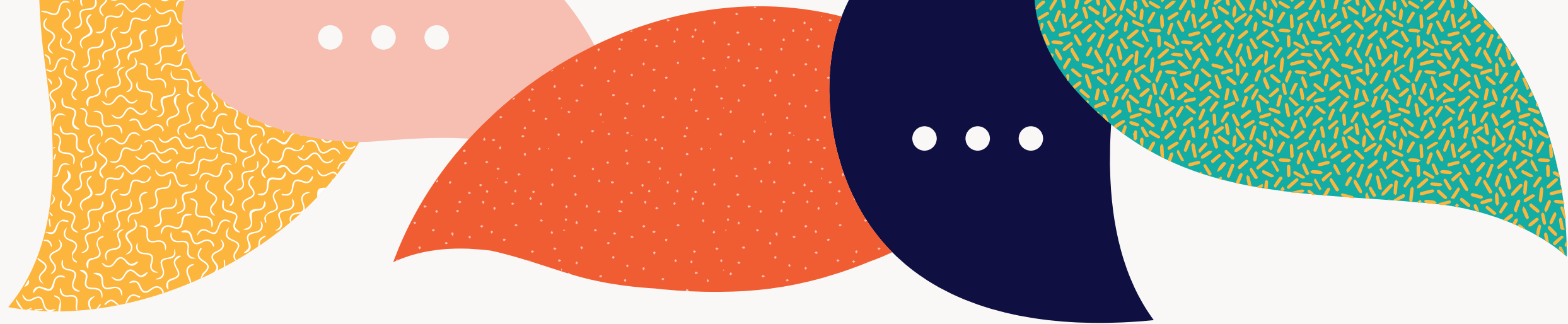
For your chance to win a \$100 gift card, simply email engagement@asc.com.au with:

- your name, team and location
- your answers to the following four questions:

1. Name the team members featured in our ASC History story in this edition
2. What date in the 1980s did the Commonwealth of Australia sign the contract with ASC to design and construct what would one day be known as the Collins class submarines?
3. Name our five PRIDE values?
4. How many Life Saving Commitments do we have at ASC?

Hint: all answers can be found in this edition of Submerged.

Entries close: **Sunday 16 January 2022**



OUR FOCUS FOR MENTAL HEALTH WEEK 2021

With a theme of ‘we all have a role to play’, this year we acknowledged the importance of mental health and wellbeing with five days of events and activities across SA and WA.

Kicking off the week on Monday 11 October 2021, we launched our partnership with The Resilience Project and shared an exclusive presentation by its founder, Hugh Van Cuylenburg – and there was fantastic attendance at each session.

During the week, we also hosted several engaging in-person speakers. Mark Aiston (SA) addressed a near-capacity auditorium about his struggles with mental health and addiction, while in WA we hosted experiential speaker Michael Weston for an equally well-attended event focusing on the pressure of his career on his mental health.

Across both WA and SA, team members enjoyed live entertainment from our exciting in-house bands, the Sounds of Sonar (WA), Lima Charlie (SA) and Ships Office Flat (SA). The bands played each day of the week, creating a celebratory atmosphere in the canteen areas, also showcasing the hidden talents of our ASC team members! Giant games, chocolate wheels and free popcorn also contributed to the festive mood at ASC.

Thank you to our bands, those who volunteered to host an event and team members who participated in the activities, helping to make the week a great success.

DISCOVERING RESILIENCE

The mental health statistics in Australia are confronting but understanding the issues around mental health – and what we can all do – will help us build our resilience, gratitude and happiness in our private and working lives.

Prevention and participation are both important. By developing wellbeing activities into our daily lives, we increase our capacity to deal with adversity, change and challenges.

There are three activities that instantly promote a positive shift in our emotional state:

- listening to music
- doing exercise
- laughing.

Article source: ¹ Australian Bureau of Statistics via The Resilience Project website.

DID YOU KNOW'...

- » 1 in 5 adults will experience mental health problems throughout the year
- » 1 in 4 adolescents have a mental illness
- » 1 in 3 girls and 1 in 5 boys suffer from an anxiety disorder
- » 1 in 7 primary school children have a mental illness
- » 65% of adolescents do not seek help for mental illness.

Continued from page 7

OUR FOCUS FOR
MENTAL HEALTH WEEK 2021

For better physical and mental health, combine any one of these with specific wellbeing strategies, such as practising:

- **gratitude**
- **empathy**
- **mindfulness.**

The Resilience Project's wellbeing series covers some simple ways we can bring wellbeing practice into our everyday. The website has information and useful tips on what to try, videos and links to additional resources.

The Resilience Project's first wellbeing strategy to explore is gratitude.



» Scan the QR code to access **gratitude** learning materials.

HOW TO PRACTISE
MINDFULNESS

The benefits of meditation are both mental and physical. You can download several apps to help, such as Headspace, The Resilience Project and Buddify for both Android and Apple.

Mental benefits

- Reduces depression
- Reduces anxiety
- Improves decision making
- Improves ability to focus
- Reduces drug/alcohol abuse.

Physical benefits

- Relieves stress
- Prevents heart disease
- Lowers blood pressure
- Reduces chronic pain
- Improves sleep
- Makes you less nervous.



» Scan the QR code to access **mindfulness** learning materials.

HOW TO PRACTISE
GRATITUDE

Gratitude is focusing on and being thankful for what you've got, as opposed to focusing on what you don't have.

Ask yourself:

1. What was the best thing that happened to me today?
2. Who am I most grateful for today and why?
3. What am I looking forward to most about tomorrow?

HOW TO PRACTISE
EMPATHY

Every time you do something kind for someone else, your brain releases oxytocin that leads to:

- Increased self-esteem and confidence
- Increased energy
- Increased levels of happiness
- Increased levels of positivity.



» Scan the QR code to access **empathy** learning materials.

DID YOU KNOW?

- » It is said that 1 in 5 Australian employees³ is affected by poor mental health, costing the Australian economy more than \$10 billion dollars a year.
- » In fact, the SuperFriend 2019 national survey⁴ found that 50.6% of the Australian workforce has experienced a mental health condition.

Article sources: ^{1,2} Australian Bureau of Statistics via The Resilience Project website.
³ Beyond Blue. ⁴ superfriend.com.au.

MEET OUR DTP
PROCESS AUTOMATION TEAM

THE TALENT BEHIND OUR STREAMLINED PROCESSES

ASC's Digital Transformation Program (DTP) is up and running and creating a new and exciting chapter for our business — ASC has achieved another significant milestone as we've stepped into the implementation phase of our program.

Since July 2020, our Process Automation team have been doing some excellent work to streamline our processes as part of our DTP.

The team recently rolled out several automated solutions into the ASC environment. These automated solutions and digital workflows will help us to accelerate our transformation and simplify the way we do things.

We asked DTP 'super user' and Project Manager of Process Automation Implementation, Chris Ridge about what it means to implement these automated solutions and modernise targeted processes through technology.

"We have the ability to make a change for the better that will expand the way we do business day-in, day-out and improve employee experiences," he said.

"We've launched automated solutions and started introducing a new set of technical capabilities."

Chris also shared his enthusiasm about the DTP Process Automation Team.

"This project has involved some amazing people. I'd like to recognise the efforts of those team members, past and present, on the program. You've all been an immense help to ensure our project's success."

The team's important work will help us to improve ASC's workflow and building capabilities. We'll eventually have fewer repetitive tasks, less emphasis on spreadsheets and less paperwork.

We can all look forward to having the tools and systems we need to get the job done more efficiently – that way, we'll spend less time chasing data and more time carrying out high-value work for ASC.



Left to Right: Nadine Powell (seated), Kurt Edmonds, Maria Ignacio and Chris Ridge

RYAN PEARCE

Senior Engineering Technical Officer and ADF Reservist

ONE TEAM

PRIDE

THERE'S MORE
THAN ONE WAY TO
SERVE A NATION

Adelaide Hills clearing of fire tracks from fallen trees

What's your role at ASC?

As Senior Engineering Technical Officer, I'm responsible for introducing engineering improvements to help proactive decisions to Operations, with an end goal of reducing engineering effort towards submarine maintenance.

How long have you been at ASC?

It will be 12 years in March 2022 – I worked on the AWD program for seven and half years and four years on submarines.

Tell us about your career progression at ASC?

My career at ASC started as a boilermaker in 2010, when I was studying an Advanced Diploma of Engineering. I had an opportunity to support the Structural Engineering department to assist with CAD designs for the building process of the AWD block components. The role also included designs for many jigs and fixtures, block transportation, and lifting and handling of structural components.

About four years later, during the consolidation of the AWD, I was promoted to Field Engineer. This role involved providing solutions to the production supervisors where I worked to rectify design errors and seek approval to allow drawing changes. I gave feedback to production for implementation.

I've also worked with Delivery and Acceptance, ensuring ship areas or compartments were delivered to a high standard with all Objective Quality Evidence (OQE) requirements accepted before engagement with the Royal Australian Navy for final inspection and handover.

I moved to ASC North within the Hull Integrated Work Team, rectifying production surveys and problem deviation reports (PDRs). My next role was Boat Engineering lead, which involved coordinating the engineering integrated work teams to make

sure the submarine was delivered to a high standard, and certification was achieved with optimum results.

What are some career highlights at ASC?

I have fond memories of the build phase of the Air Warfare Destroyer program, where everything we touched was new and innovation was at its finest!

ASC South

One of my favourite projects was for the integration of the ship's bow structure (B601). The project breakdown consisted of structural designing for transporting using temporary steel frames to control distortion during the transportation via barge from Spain. The bow structure was transferred through Self-propelled Modular Transporters (SPMT) for block rotation using lifting and handling methods. The final consolidation stages involved a ship integration jig.

ASC North

Contributing to submarine certification of the past two full-cycle dockings has allowed me to fully understand ASC North's processes. I've also appreciated the opportunity to be involved with improvements to the business in engineering maintenance to achieve a more efficient full-cycle docking.

What makes you feel proud of ASC's work?

Contributing to the defence of Australian borders.

How do you spend your free time?

I've been an Army Reservist for six years, which I thoroughly enjoy. In my free time I like to go on hikes, pushbike rides and swimming. If I'm not outdoors enjoying the fresh air, you'll find me renovating our 1910 character villa, or in my shed working on my Holden Torana or dirt bike.

ASC's Senior Engineering Technical Officer, Ryan Pearce is passionate about contributing to Australia's national security.

He does this through submarine sustainment work with ASC's full-cycle docking team, and by supporting his fellow Australians through the defence force.

Like many ASC team members, Ryan is a member of the Australian Defence Force (ADF) Reserves. He proudly holds a position in the Third Field Squadron, Royal Australian Engineers.

"I've been deployed across the state on numerous exercises and operations including Joint Taskforce Operation Bushfire Assist across the Adelaide Hills, during the bushfire recovering missions in 2020 – where I met this little guy," Ryan said.

For decades, our ADF Reserves have served alongside full-time ADF members in times of war, conflict, peace-keeping operations, national disasters and emergencies.

The first of July each year is a day when we formally recognise people like Ryan on Reserve Forces Day. In the 12 months to July 2021, reservists were involved in 18 operations both domestically and overseas. About 2,500 reservists were deployed on recent domestic operations such as Operation NSW Flood Assist and Operation COVID-19 Assist, where they supported quarantine compliance, logistics and the vaccination roll-out.

Head of Culture, Change and Communications, Mike Cassidy said ASC fully supports the important work of ADF reservists.

"ASC provides 10 days paid leave while reservists are in a training camp or serving active duty," he said. "We believe in creating a workplace environment that helps team members like Ryan to excel in both their civilian and military roles – and are proud to do so."



Cleland Conservation park

Want to know more?



To be eligible for ASC's ADF Reservist leave you need to be an active member of the ADF Reserves and submit supporting documentation of the requirement to participate in ADF activities.



Visit The Port's Employee Benefits section to learn more about ADF Reservists leave and how to apply.

To all our team members who serve as Reservists – current and past – and to all your families – thank you.

PAYING IT FORWARD WITH PRIDE

In October, ASC launched the PRIDE Awards – a reward and recognition program for team members to acknowledge the exceptional efforts of their colleagues.

Our PRIDE Awards include:

‘Work with PRIDE’ coins

An informal way of recognising a team member’s efforts in the workplace. Team members who receive a coin can then pay it forward to a colleague when they see PRIDE values in action.

Quarterly PRIDE Awards

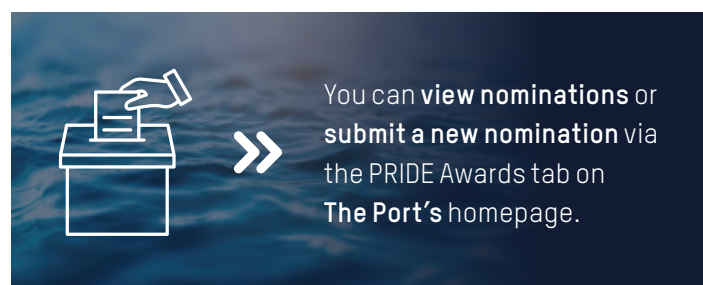
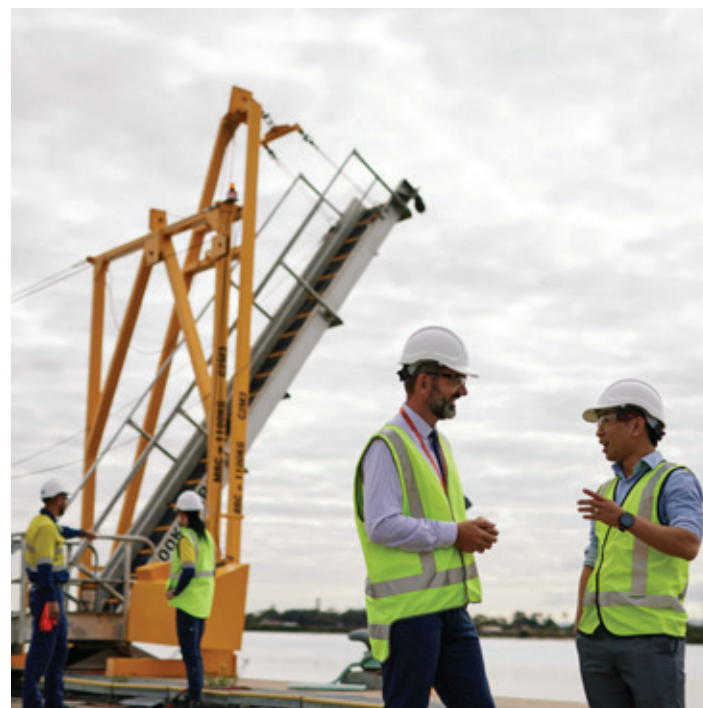
Our quarterly PRIDE Awards are a formal way of recognising team members who display specific PRIDE values. Nominations are submitted online or on paper. Each quarter, the Executive Team reviews nominations and a winner is selected for each PRIDE value. Winners receive a \$250 gift card and are automatically nominated for an Annual PRIDE Award.

Annual PRIDE Award

Our Annual PRIDE Award is given to one team member and is selected by the CEO from the quarterly PRIDE Award winners. This winner is announced at an event in July each year and receives a \$1000 gift card.

We’re thrilled that team members have embraced this program by acknowledging the above-and-beyond efforts and skills of our team members. In the first month, we received more than 50 nominations for our quarterly PRIDE Awards!

We’re also seeing the Work with PRIDE coins being paid forward by team members. This type of camaraderie is helping to create a workplace we can all be proud of.



ASC’S WOMEN’S NETWORK

ASC’s Diversity and Inclusion Council ‘Together as One’ has identified four pillars of focus in its game plan – age, gender, Aboriginal and Torres Strait Islander participation, and advocacy.

As part of the gender pillar of focus, the council launched ASC’s Women’s Network.

This is a network to proactively connect women in the business so they can learn from each other and celebrate successes and stories.

It was originally formed by a small number of women in 2020, who quickly realised that broadening the concept and creating a formal network with an ongoing series of activities and networking opportunities would be beneficial for other female team members.

Since its launch in May 2021, the network has hosted a monthly event with topics ranging from Equity v Equality to How to Build Influence and Advocacy.

Recently, the network hosted Dr Sanjuga Vas Des to speak



Left to Right Allison Brecht and Melissa Weston

about advocacy. Sanjuga has more than a decade’s experience working in the South Australian Government and is passionate about supporting organisations to explore ways to develop equal partnerships between people. She offered practical tips and tools about how to self-advocate and advocate for other women.

Annalyse Petta, Operations Administrator from WA said: “I feel like since going to the women’s networking events it has given me the opportunity to meet people I wouldn’t usually get to talk to in the business. I also feel more connected to the other women here, which has been a great support.”

The Women’s Network will host more sessions in 2022.

NAIDOC WEEK CELEBRATIONS AT ASC

Celebrating NAIDOC Week is an important opportunity for us to embrace Indigenous cultural knowledge on our journey to reconciliation.

This year, NAIDOC Week ran from Sunday 4 July to Sunday 11 July 2021.

ASC North team members celebrated the week by inviting local Kurna artists to conduct a hands-on workshop, focused on Kurna art. It was an immersive experience where team members learned about the art of dot painting and Kurna art history.

WA COVID restrictions in July delayed our celebrations in the West until November, when we invited Aboriginal vocal artists Gina Williams and Guy Ghouse to host several workshops and a special

performance for ASC team members. Focussed on the importance of keeping Noongar language and culture alive, with team members learning original Noongar language songs grounded in the four principles of Koort (heart), Moort (family/community), Boodja (land) and Koorlangka (children/legacy).

This year’s NAIDOC theme – Heal Country – called for stronger measures to recognise, protect, and maintain all aspects of First Nations cultures and heritages.

To learn more visit www.naidoc.org.au.

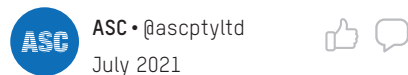


2021



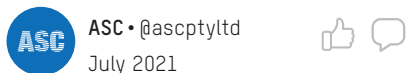
WSHE REWARD AND RECOGNITION PROGRAM

Launched in July, our Workplace Health and Safety Environment Reward and Recognition Program is a new initiative to further strengthen our safety culture. The program comprises five categories and is an important step in creating a safety culture we can be proud of, valued by ASC's entire workforce.



RELEASE OF ASC'S FIRST ISSUE OF SUBMERGED MAGAZINE

The inaugural edition of our team member magazine hit mailboxes and in-boxes in WA and SA, showcasing all the great work and innovation happening across our business.



BUSINESS REVIEW

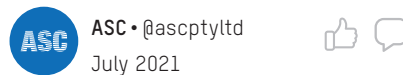
SIX MONTHS IN REVIEW

We've had some amazing moments and achievements over the past six months! Some of these are captured below and also on The Port intranet page.



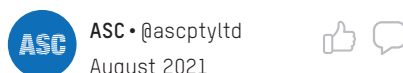
THIRD AIR WARFARE DESTROYER ACCEPTED BY THE COMMONWEALTH OF AUSTRALIA

The crew of the Navy's third and final Hobart-class destroyer, HMAS Sydney conducted combat system sea qualification trials, including weapons firings off the US west coast and integrated sonar suite trials, sailing from NanOOSE Bay, Canada. HMAS Sydney passed the tests and now joins her sister ships HMAS Hobart and HMAS Brisbane ready for operational deployment. All three ships were constructed in Osborne by the AWD Alliance including ASC as lead shipbuilder.



CORPORATE CUP

ASC supported this year's Corporate Cup by welcoming nominations from teams interested in seeking entry-fee sponsorship. The Cup combined on-site and virtual events, with Mawson Lakes and Adelaide on-site events requiring the use of timing cards. Semaphore and Glenelg events used a GPS running app to record times.



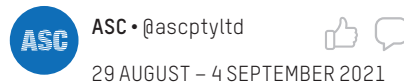
SKILLSWEST CAREERS AND EMPLOYMENT EXPO

Team members attended the Skills West Expo at the Perth Convention Centre (25-27 Aug), where students and jobseekers heard about exciting job opportunities and took a virtual reality tour of a Collins Class submarine.



LEGACY WEEK

Every year during Legacy Week (29 Aug-3 Sep 2021) our ASC team members dig deep through selling merchandise to help raise funds to support families of veterans who gave their lives or their health for our country.



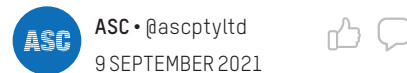
NEW SCOPE OF WORK FOR ASC ANNOUNCED

ASC welcomed the Australian Government's commitment to extend the life of all six Collins Class submarines and retain their full-cycle docking in South Australia.



R U OK? DAY

ASC team members were invited to visit R U OK? Day 'have a break' stations on 8 September for free coffee and snacks...and most importantly, to have a conversation with work mates. There were also video screenings of R U OK ambassador Matt Newlands, who shared his personal story to help raise awareness of the importance of R U OK? Day and normalise asking 'are you ok?' to reduce stigma around mental health.



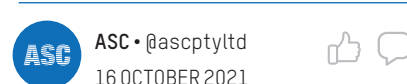
SOVEREIGN SHIPBUILDING TALENT POOL ESTABLISHED

ASC proudly partnered with the Australian Government to establish the Sovereign Shipbuilding Talent Pool, which will secure roles within ASC and the wider industry for workers involved with the Attack Class program, and build the nation's skilled shipbuilding capability.



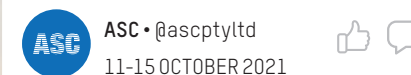
MINISTER FOR FINANCE AND MINISTER FOR DEFENCE INDUSTRY VISIT ASC WEST

It was an honour to host Minister Birmingham and Minister Price at our Henderson site in WA.



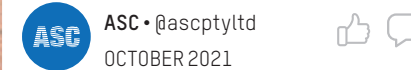
MENTAL HEALTH WEEK

We all have a role to play and throughout Mental Health Week, ASC acknowledged the importance of emotional wellbeing, with daily communications, activities and events that encouraged team members to think about the elements that support good mental health. Activities included yoga sessions, outdoor and indoor games, resilience-building activities and presentations from local mental health advocates.



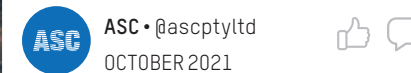
LIFE-SAVING COMMITMENTS LAUNCHED

During the development of the Safety Critical Risk Program, ASC developed a set of 'life-saving commitments' from a key critical control considered to be essential.



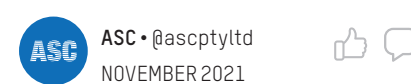
SUPPLY NATION MEMBERSHIP

ASC joined Supply Nation, which connects Australian organisations to the biggest national database of Aboriginal and Torres Strait Islander businesses. This helps to grow our capabilities for future programs and to engage with more Indigenous suppliers during procurement.



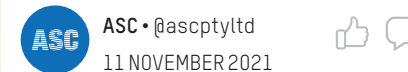
MOVEMBER

More than just parading spectacular facial hair, throughout November, ASC encouraged team members to support the Movember Foundation and raise awareness of the challenges men face as they confront the status quo and transform men's health.



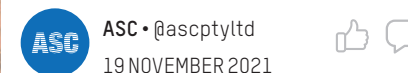
REMEMBRANCE DAY

Team members in WA and SA observed one minute's silence at 11am on 11 November 2021 while the Last Post sounded and other team members laid wreaths at the base of the flag poles in Osborne and Henderson to commemorate Remembrance Day.



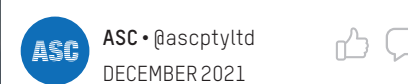
INTERNATIONAL MEN'S DAY

International Men's Day is an opportunity for people everywhere to appreciate the men in their lives and celebrate the positive value men bring to the world, their families and communities. This year's theme was 'Better relations between men and women' and we invited Nathan Bolton – Special Operations Engineer Regiment veteran to ASC North. This event was held in both states and was streamed from SA to WA on 23 November.



2022 ASC CALENDAR

Our ASC tradition continues with the launch of our 2022 Calendar, featuring original artworks created by budding young artists – our children, grandchildren, nieces and nephews. The calendars will be available in December. Stay tuned for further information.



PAYING HOMAGE TO OUR HISTORY

It's been more than thirty years since ASC was first formed. We recently sat down with ASC's Executive – Maritime Services Group, Martin Edwards, to talk about his memories of the early days.

"I originally joined ASC in January 1988, starting in the temporary offices in the old Holden facility at Woodville along with a number of fresh and young engineers and designers that would ultimately become part of the original design team, a key part of the technology transfer program between Kockums and ASC," Martin said.

"I was then seconded to Kockums AB in Malmö, Sweden and worked on various mechanical design activities for the Collins Class which would then ultimately be transferred back to Adelaide for the start of submarine construction.

"In 2007 I briefly left ASC to work overseas on several large offshore and onshore construction projects and then returned to ASC in 2011 to work within ASC Shipbuilding as part of the AWD project leadership team," Martin said.

"From this experience I can clearly say that ASC is arguably one of the most reliable and experienced shipbuilders in Australia.

"Over the past 30 years, we've consistently delivered high quality products for our customer – and we've built a culture based on our shared values."

As Martin shared past editions of ASC's printed employee newsletter SUB EDIT from the late 1980s, he pointed out an article about ASC's launch in 1985 when Kockums was awarded a Project Definition Study by the Australian Government for 'the new submarine project'.

The article stated:

The Australian Submarine Corporation was greatly influenced by the Government's decision to build all the submarines in Australia using Australian goods and services to a maximum. On 3 June 1987, the Commonwealth of Australia signed a contract with ASC for the design and construction of six Kockums Type 471 submarines to progressively replace the six Oberon submarines, with an exercisable option to acquire two additional submarines.

"The signing of that contract in 1987 was a historic moment, essentially marking the beginning of Australia's Submarine

Building Industry providing the opportunity for establishing the centre of Australia's Naval Shipbuilding Industry in Adelaide," Martin said.

"By October 1987, construction had started north of Port Adelaide at a location we've come to know as the Osborne Naval Shipyard in South Australia."

ASC Pty Ltd is wholly owned by the Australian Government represented by our shareholder, the Minister for Finance. ASC is also a trusted partner of the Australian Defence Force.

Our highly skilled and dedicated workforce comprise more than 1,300 team members who work from facilities located in Osborne in South Australia and Henderson in Western Australia. Our Henderson site opened on 30 April 2008 and for the past 28 years, ASC has been the trusted training partner for the Submarine Training and Systems Centre at HMAS Stirling on Garden Island in Western Australia.

Today, ASC is responsible for the sustainment and upgrades to the Collins fleet, is finalising the contractual delivery of the successful AWD program and is playing a support role to Luerksen Australia in the build of the first two Arafura Class offshore patrol vessels in Adelaide. In addition, ASC has also recently partnered with the Australian Government to establish the Sovereign Shipbuilding Talent Pool.

"What we do at ASC across the organisation is important for the men and women who serve in the Royal Australian Navy," Martin said.

"I admire the focus and dedication of our people. They get on and do the job, with a strong focus on safety and quality."

"Our people are some of Australia's most experienced submarine engineers, naval architects and production staff – and they're our most valued asset. Many of our staff have been here since the early days," he said.

We also chatted with some of our long-serving team members in WA and SA who shared their memories of what it was like back in the early days of ASC, and what they love about working for ASC today.



Visitors inspecting progress on ASC's Hull and Outfitting Workshop.

Connor MacLeod sub-contracted for a couple of years working on the diesel engines before joining ASC full time in January 2006 as a Mechanical Supervisor. He'd just spent a decade serving in the Royal Australian Navy on HMAS Orion, HMAS Waller and HMAS Farncomb. Connor is now our Maintenance Planner, based at ASC West.

"The first time I remember travelling to ASC North was onboard HMAS Waller when I was in the Royal Australian Navy. We pulled in for repairs on the way to Sydney.

"When I first joined ASC, we had dedicated boat teams. I remember there was a strong sense of pride and achievement when our boat stayed at sea. This was considered a true reflection of the combined effort of 'larger-than-life' individuals and their unwavering commitment to ASC and our customer. I enjoy hearing the stories spun by older submariners, which certainly livens-up the work environment."



Leanne Bowden moved to Adelaide from Lamerloo in South Australia's Murray Mallee Region when she first joined ASC in 1988 as a Junior Typist Clerk in Procurement. After a short break, she returned to the ASC family in 1999 and is now Executive Assistant to our CEO, based at ASC North.

"I fondly remember the early days at ASC based in the offices behind the old Holden factory at Woodville, while the current facility was being built," Leanne said.

"I remember using a tiny Macintosh computer with a screen the size of an A5 sheet of paper. I typed faxes and letters from hand-written notes or transcribed in shorthand. I also remember typing out purchase orders on an electric typewriter using triplicate coloured carbon paper.

"I was a very shy country girl but the entire team took me under their wing and made me feel part of an extended family. They were wonderful people who mentored me with their advice and support. It still brings a smile to my face to remember those times. I have a lot to be thankful for.

"In the early days at Woodville and Osborne it felt like everyone knew each other and while many of these characters have come and gone, they'll always have a place in my heart. ASC has never lost its heart and soul after all of this time. That's a testament to everyone who works here – our people really are the difference.

"I love working alongside all the talented and passionate people that I'm proud to call my colleagues. It amazes me what we have achieved together and how we continue to excel every day. I love the sense of family and belonging that comes from working at ASC. It's where I have met some of my very best friends.

"I love the fact that anyone can have a fulfilling career at ASC. I never imagined when I started work at 17 that I would now be working as the EA to the CEO all these years later. It's a privilege to work here and I'm proud of the work we all do to play our part in protecting our country."



Peter Whyte joined ASC in 1988 and undertook the first weld for the construction of the Collins Class submarines at ASC North during his first year. Peter is now our Submarine Manager, based at ASC North.

"The early days of ASC were very exciting but also demanding. The challenge to build a new class of submarine on a greenfield site while the design was still being finalised was immense. It was very rewarding to work alongside the Swedish and Australian designers and builders. Every day something new was happening and as the first submarine began to take shape, we all knew we were part of something unique. The Collins submarines were well designed and ahead of their time," Peter said.

"As part of the team that keeps the Collins Class available to serve the Royal Australian Navy and the people of Australia, I'm so proud to see the next generation of ASC team members become such highly capable and dedicated submarine experts to take ASC into an exciting future. It will be challenging and demanding, but that's what our foundations are built on."

Want to take a step back in time?

Scan the QR code to watch a video on the history of the build on YouTube, *ASC and the Collins Class submarine*.





BUILDING A SAFETY CULTURE

WHSE REWARD AND RECOGNITION PROGRAM

Congratulations to the team members who were recognised as part of our WHSE Reward and Recognition Program between July and October 2021.

Ben Gleeson's commitment, professionalism and dedication to a strong safety culture at ASC was recognised by Boat Manger, Steven Boddy who nominated him for the July Safety Leader of the Month. Following the fire on Waller, Ben has been at the

forefront of implementing, providing and maintaining safe systems and areas of work for those who work on board. Ben was awarded with a certificate and a \$250 gift card.

QUARTERLY INITIATIVE WINNERS

Jennifer Della-Flora	SA	Planning
Matthew Evans	SA	Production Support
Shane Woods	SA	Production Support
Andrew Watson	WA	Operations Support

WHSE SAFETY LEADER OF THE MONTH

July	WA	Ben Gleeson	Electrical, Operations Support
August	SA	Matthew Hillier	Warehouse & Distribution
September	WA	Jason Treseder-Batten (3rd Year Apprentice)	Production

MONTHLY HAZARD WINNERS

JULY

Alex Turner	SA	Production
Malcolm McMillan	SA	Production Support
Simon Ats	SA	Production Support
Steven Graham	WA	Production
Chloe Hill	WA	Contractor (Cleanaway)
Steven Nock	WA	Production

AUGUST

Craig Ritchie	SA	Production Support
Brad Menz	SA	Production
Paul Henderson	WA	Planning Support
Thomas Lowther	WA	Production
Darryl Broomer	WA	Production

SEPTEMBER

Alison Carter	SA	Production
David Wickstein	SA	Production Support
Craig Ritchie	SA	Production Support
Greg Porter	WA	Production
Gerry Higton	WA	Production
Jaimey Smart	WA	Production

OCTOBER

Dylan Jones	WA	Production
Simon Quinzi	WA	Production
Mark Windebank	WA	Engineering
Craig Ritchie	SA	Production Support
Robert Savorani	SA	Production
Matthew Gould	SA	Production Support

During the development of the Safety Critical Risk Program, a set of ten Life Saving Commitments were launched in October 2021 to identify the minimum standards we expect of all employees, contractors and visitors when working or visiting an ASC site.

OUR LIFE SAVING COMMITMENTS



FIT FOR WORK

I will never work under the influence of drugs or alcohol.



CONFINED SPACE

I will only enter a confined space if trained, competent and authorised with a valid permit.



ELECTRICAL SAFETY

I will always verify isolations and test for dead before commencing work, unless authorised to work on live equipment with a valid SWMS.



UNCONTROLLED RELEASE OF ENERGY

I will always ensure that equipment and plant is de-energised prior to commencing work.



FIRE AND EXPLOSION

I will only commence hot work when all permit conditions have been implemented and flammable sources have been removed or isolated.



HAZARDOUS SUBSTANCES

I will always use, manage and handle all hazardous substances in accordance with the approved SDS.



VEHICLE AND MOBILE EQUIPMENT

I will always operate and maintain vehicle and mobile plant only if trained, competent and authorised.



LIFTING OPERATIONS AND RIGGING

I will never walk or work under a suspended load.



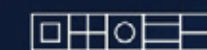
ENGULFMENT

I will always wear a personal floatation device when working near unprotected water edges.



WORKING AT HEIGHTS

I will always wear fall protection equipment when working at heights or near unprotected edges.



ASC

You can nominate a team mate for a Safety Award at any of the MyOSH kiosks.



For more information about the program please visit the Port.

ASC LEARNING AND DEVELOPMENT SET TO CHANGE

Head of Workforce Planning and Development, Chris Shearn, is excited to introduce the new Learning and Development (L&D) framework.

During the past two years, ASC has introduced a new remuneration and engagement approach. We will next be considering how best to improve team member career development and learning. To support this focus, we have new L&D leadership team members:

- Sally Renshaw – National L&D Manager accountable for talent and leadership development programs
- Paul McPherson – Technical L&D Manager responsible for delivering technical learning that builds job-specific skills and capability.

New learning and development framework

ASC's new L&D framework will be supported by tools and programs to help us all build a refreshed learning culture. You'll soon see firsthand the initiatives designed to propel our people, culture and capabilities, underpinned by ASC's key pillars to attract, retain and grow our people.

"While we're excited and ready to launch, we decided to phase the introduction of these programs throughout 2022. Our business pressures to deliver on multiple CCSM programs, combined with the recent AUKUS announcement and ASC's developing role within the Sovereign Shipbuilding Talent Pool (SSTP) all mean that timing for these initiatives would be better in 2022," Chris explained.

Emphasising a learning culture and growth mindset is important for ASC to be successful in developing new capability required to deliver on LOTE and SSTP programs. In the New Year, there will be a raft of new development opportunities for our people to be involved in to support LOTE, SSTP and the Nuclear Task Force outcomes.

This will mean having a culture where our staff seek out learning opportunities and take on challenges to develop their skills,



knowledge and experiences. We also want to see learning and insights shared amongst colleagues, so that teams work together to try new and improved ways of applying new skills.

Initiatives to boost a culture of continuous learning include:

- making learning and development easily accessible for all employees
- supporting team building and integrating new people into the business
- implementing a new learning management system for better learning management
- a renewed and targeted focus on our early careers programs
- introducing frameworks and tools to support meaningful, specific development plans
- introducing programs that support technical and professional development
- a new leadership program to develop leadership capability at all levels
- specialised programs focused on building key skills for future programs

The L&D team has incorporated feedback from team members and leaders. This new framework will make sure learning and development opportunities are accessible for everyone. It will support leadership, professional standards, behavioural and technical development to create enriching career experiences.

Model combines three types of experiential learning

We have adopted the 70:20:10 learning model. This means 70% of targeted learning experiences are on the job, 20% will be through coaching/mentoring, and 10% through attending education programs.

“It’s important for us to focus our energy together on building ASC’s company competencies through these expected behaviours.”

Chris Shearn,
ASC’s Head of Workforce Planning and Development

By using the 70:20:10 model, we’re increasing our focus on early careers right across the business, especially investing in training and development opportunities for our apprentice and graduate programs. It also means increasing the graduate program’s reach outside of engineering and supporting traineeships, undergraduate and work experience initiatives.

ASC is pleased to announce a new partnership with TAFE SA. We will be providing technical training experts to instruct at various TAFE courses. This creates an excellent development opportunity for our people to support career development goals. We have also strengthened our partnership with the Submarine Training and Systems Centre based on Garden Island in Western Australia. ASC now has dedicated resources to design and deliver critical CCSM programs that develop the essential skills needed for the longevity of our LOTE sustainment program.

“Our collaboration with the sub school means we can develop bespoke ASC programs to maintain and sustain the life of Collins Class submarines for the future” said Chris.

In 2022, we’ll see ASC learning and development mature through

Continue on page 22

Continue from page 21

ASC LEARNING AND DEVELOPMENT SET TO CHANGE

the Learning Management System, with easy access including searching, enrolling and booking into training programs. It will also support collaborative learning so that our people can share their actual learning and predictive learning, where content is suggested based on previously completed programs. ASC believes that bringing in new technology is essential to achieve employees' development plan goals. This will also help us deliver flexible programs for everyone.

Accessing LinkedIn Learning

LinkedIn Learning is also coming to ASC early in the New Year, available to our entire workforce. Team members will have access to a huge range of learning programs through this award-winning online training. There is a digital library of more than 6,000 courses covering diverse technical, business, software and creative topics. Best of all, it's accessible 24/7 from your desktop or mobile device, so you can learn at your own pace in courses relevant to your current role in areas like business, technology and project management.

"You can choose to watch an entire course, or individual videos – some are as short as four or five minutes. You can bookmark courses, keep track of those you've done, and when you complete a course, you'll receive a certificate. This is a great way of refining or developing professional skills, learning new software, and exploring other areas as part of your career growth," Chris explained.

Updating induction procedures, new workshops and promoting values/behaviours

ASC will also release a comprehensive onboarding program to ease our newest employees into the business. New starters will be less reliant on other team members in the initial weeks of their role, but we'll all still support them to integrate.

Team workshops will be delivered throughout 2022 to help welcome new people into teams and equip staff to work collaboratively.

ASC's new Behavioural Competency framework acknowledges both our PRIDE values and what successful behaviours look like in each of our roles. Defined behavioural competencies help us to be clear about what and how we can develop our own careers.

"It's important for us to focus our energy together on building ASC's company competencies through these expected behaviours," said Chris.

Leaders forward from February 2022

Lastly, ASC's new Leadership Development program will begin early in 2022 to promote a consistent skillset and knowledge about how to lead effectively. Our goal is to equip our managers with the right mix of skills to lead by example, through best practice leadership behaviours.

EAP Connect

Your mobile solution for on the go EAP support

EAP Connect by Converge International provides access to information, support, and practical solutions for issues that impact your work, health, and life – directly on your mobile device.

ASC provides team members with access to Converge International's holistic EAP model which allows you to address the concerns or issues that are holding you back in life. Converge International's EAP Connect mobile app is free to download and provides you with 24/7 support and access to the EAP and wellbeing resources.

Available on the
App StoreGet it on
Google play

Download the EAP
Connect app today

MORE INFORMATION

1300 687 327 (Australia) | 0800 666 367 (New Zealand) | +613 8620 5300 (International)
info@convergeintl.com.au | convergeinternational.com.au



YOUR FAVOURITE CHRISTMAS RECIPE

One of the greatest things about Christmas is all the incredible food we share.

From Christmas classics like glazed ham, crackling and seafood feasts, to decadent multi-layered trifles and pavlova, Christmas recipes stir up happy memories and unite people.

This year, we asked you for your favourite Christmas recipes that have created Christmas cheer over the years. Thank you to everyone who shared their family and personal favourites.

And the winner is...



POTATO AND BACON PIEROGI WITH THYME BUTTER

– Jessica Rutkiewicz, LOTE, SA

Christmas Eve dinner is the one of most important celebrations of the year for many European families and the pierogi is probably one of the most recognisable Central and Eastern European dishes. An ancient culinary tradition, this dish is served as part of Christmas Eve supper.

See below for Jessica's family favourite recipe.

INGREDIENTS

Pierogi Dough

- 2 cups flour
- 3/4 cup sour cream
- 1 large egg
- 1/4 cup extra-virgin olive oil
- 1/2 teaspoon sea salt

Filling & Finishing

- 3-4 medium potatoes (or 8-10 small potatoes), peeled and cut into 1-inch pieces
- 6 slices bacon
- 4 tablespoons butter
- 2 tablespoons chopped thyme leaves
- Sea salt for taste

METHOD

1. Mix together the flour, sour cream, egg, olive oil, and salt until the ingredients bind together. Place the dough on a lightly floured surface and knead for a couple minutes until smooth. Wrap in plastic wrap and let rest for 30 minutes.
2. Place the potatoes and 1/2 teaspoon salt in a large pot and fill with cold water to cover the potatoes. Bring the water to a boil over high heat, then reduce heat to medium-low and then simmer for 10-15 minutes or until the potatoes are tender when pierced with a fork. Drain potatoes and mash. Allow to cool.
3. Heat a large pan over medium heat. Crisp the bacon, then remove the bacon from the pan, reserving the bacon grease in the pan. Cut the bacon into 1/2-inch pieces. Reserve a handful of the bacon pieces, then combine the mashed potatoes and remaining bacon.
4. On a lightly floured surface, roll out the dough to about 1/8-inch thick. Using a 3-inch round cutter, cut out 12-15 rounds. Brush the edges of each round lightly with water, then place 1 tablespoon of filling on one side of the rounds. Fold the dough over, making half-moon shapes, pressing out the air. Press and crimp the edges to seal the pierogi.
5. Bring a large pot of salted water to a boil. Cook the pierogi for 3-5 minutes, or until tender. Drain.
6. Heat the pan with the bacon grease over medium heat. Add the pierogi to the skillet and sear each side for about 1 minute or until golden. Remove from the pan.
7. Add the remaining 4 tablespoons of butter to the pan. Allow the butter to foam, then settle down. Add the thyme leaves and continue to cook until the butter just begins to brown and yummy aroma. Season with salt.
8. Spoon the thyme butter over the pierogi and serve warm garnished with the reserved bacon pieces

Merry Christmas



COLOUR ME IN

ASC



SUBMERGED ISSUE TWO | 2021

Tell us your feedback



We welcome your feedback on our second edition of Submerged. Simply scan the QR code to let us know your thoughts. We'd also love to hear your suggestions for other articles you're interested in reading.

Delivery preferences



If you'd prefer a printed version of Submerged posted to you, or a digital version emailed, please update your delivery preferences by scanning the QR code.



Looking Out For The Environment

We've selected 100% recycled Forest Stewardship Council (FSC) certified uncoated paper for our printed magazine, which is also certified carbon neutral under the National Carbon Offset Standard (NCOS). Using this paper helps support principles and actions that protect our air, water and overall quality of life.

We've also chosen an oxo-biodegradable plastic wrap for our small print run so that ASC is doing its part for the environment. This is a quality packaging option and the plastic wrap will eventually degrade and disintegrate, so it can be discarded in the green waste bin at home.

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