



Australian  
National  
University



SIR ROLAND WILSON FOUNDATION

**Annual Report 2019**



## SIR ROLAND WILSON 1904–1996

Sir Roland Wilson KBE, CBE was an economist, acclaimed academic and had a remarkable career as a public servant. Born in 1904, Roland Wilson was the first Rhodes Scholar from a Tasmanian state school. He completed two PhD's, one at Oxford University and one at the University of Chicago.

After a short academic career, Wilson joined the public service in 1932 and was quickly appointed Commonwealth Statistician. He then served as founding Secretary of the Department of Labour and National Service where he contributed to Australia's economic approach to WWII.

In 1951, he was appointed Secretary of Treasury—he remains Australia's longest serving Treasury Secretary, with almost 16 years of service. He was remembered in this role as an intellectual force, giving expert advice that shaped economic policy.

After retiring from the public service, Wilson was Chairman on the boards of the Commonwealth Bank and Qantas Airways. In recognition of his outstanding contribution to public service, Wilson was appointed a Commander of the British Empire (CBE) in 1941; a Knight Bachelor in 1955; and, a Knight Commander of the British Empire (KBE) in 1965.



# HIGHLIGHTS

## 48 Scholarships to date

SIR ROLAND WILSON SCHOLARSHIP	SIR ROLAND WILSON PAT TURNER SCHOLARSHIP
7 Scholars commencing in 2020	6 Scholars commencing in 2020
18 Current scholars	6 Current scholars
11 Alumni (scholars who have graduated)	3 Charles Darwin University scholars
12 Australian Public Service agencies	7 Australian Public Service agencies
15 Research schools	4 Research schools

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## MESSAGE FROM THE CHAIR

Dr Ken Henry, AC



This year has been an important one for us at the Foundation. In our eighth year of Sir Roland Wilson Foundation scholarships, we are consolidating and building on our successes. 2019 was the inaugural year for the Sir Roland Wilson Pat Turner Scholarship, which supports Aboriginal and Torres Strait Islander public servants to complete postgraduate study. We are already seeing the success of this program, with two scholars transitioning to a PhD program in their first year.

We are pleased to partner with The Australian National University (ANU) and Charles Darwin University (CDU) to expand the footprint of our scholarships and enable our Sir Roland Wilson Pat Turner scholars to study across Australia and internationally.

Thirteen new scholars will commence their studies in 2020, bringing our community to 48 scholars and alumni across 15 Australian Public Service (APS) agencies.

As the challenges facing Australia become more complex, our scholarships are supporting high-performing public servants to develop their leadership and research capability—equipping the public service with the best knowledge, expertise and skills to face these challenges. Through the opportunities provided by the Foundation, our scholars are becoming leading contributors to public policy and strengthening the use of evidence and research across the public sector.

We are pleased to see the growing impact of our alumni continuing to build links between academia and the public service.

Now, we are looking forward to the future with our Strategic Plan 2020–2025. The new plan reflects the continued growth and evolution of the Foundation. It acknowledges our achievements, but also our goals and vision for the future and the actions we will take to expand and deepen our impact. We thank ANU, CDU and the APS for their continuing support as we do this and look forward to new opportunities in the years ahead.

## MESSAGE FROM THE EXECUTIVE DIRECTOR

Sally-Anne Henfry



As our scholars progress their careers and the outcomes of their research are realised, opportunities to maintain and strengthen collaboration across academia and government abound.

This has been an important year for the Foundation as we develop and improve our systems and processes in preparation for our new strategic plan. This year, the Foundation was established as a body within the University in the only statute of its kind.

We also formalised our relationship with CDU to expand support for our Sir Roland Wilson Pat Turner scholars.

In September, scholars came together for a two-day retreat to exchange knowledge and ideas, and develop their professional networks with alumni, senior academics and APS leaders. An overarching theme of the scholar symposium was giving back by sharing knowledge, research and skills with others. In October, we were honoured to welcome the Minister for Indigenous Australians, the Hon Ken Wyatt AM, as our keynote speaker for the annual Wilson Dialogue. Minister Wyatt spoke about the importance of leadership at all levels, and education as a great enabler for Aboriginal and Torres Strait Islander Australians.

As I reflect on the past year, I am grateful for the continuing support of our partners, the dedication of our Board and Chair Dr Ken Henry, and the hard work of my team and our scholars.

I would like to congratulate our Sir Roland Wilson 2019 Award winners Craig Leon, Martin Dallen, Shane Johnson and Dr Angelia Grant.

I am proud the Foundation continues to expand its contribution to building APS capability and leadership, with another successful year for our scholars and alumni in 2019. As our cohort of scholars and alumni continues to grow, I am confident the impact of the Foundation and our programs will deepen.

## WHO WE ARE

The Sir Roland Wilson Foundation is a partnership between The Australian National University, Charles Darwin University and the Australian Public Service. Honouring the legacy of Sir Roland Wilson, KBE, CBE, we build research and leadership capability in the Australian Public Service and embed connections between policymaking and academia through postgraduate scholarships.

The Sir Roland Wilson scholarship is a 3-year full pay scholarship for PhD research at The Australian National University for high performing EL1 and EL2 Australian Public Service employees.

The Sir Roland Wilson Pat Turner Scholarship is a 1–3 year, full pay scholarship for any level of postgraduate study at the Australian National University or Charles Darwin University for APS 4 to SES Band 1 Australian Public Service employees.

*Our scholars are future leaders, building connections between academia and the APS, and driving evidence-based public policy.*



## OUR BOARD

**Dr Ken Henry, AC**

Sir Roland Wilson Foundation Chair

**Steve Sedgwick, AO**

Sir Roland Wilson Foundation Deputy Chair

**Dr Steven Kennedy, PSM**

Secretary to the Treasury

APS Representative

**Peter Woolcott, AO**

Australian Public Service Commissioner

APS Representative

**Professor Bruce Chapman**

Sir Roland Wilson Foundation Chair of Economics

College of Business and Economics

ANU representative

**Professor Ann Evans**

Dean, Higher Degree Research

ANU Representative

**Professor Helen Sullivan**

Director, Crawford School of Public Policy

ANU Representative

**Professor Asmi Wood**

Acting Director, National Centre for Indigenous Studies

ANU College of Law

ANU Representative

**Chris Moraitis, PSM**

Secretary, Attorney-General's Department

APS Representative

**Cath Ingram**

ACT Chair and Lead Partner, Federal Government,

KPMG Australia

External Representative

**Professor John Hewson, AM**

Chair of Tax and Transfer Policy Institute

Crawford School of Public Policy

External Representative

**Ted Crook**

Sir Roland Wilson Foundation External Representative

## IMPACT

### Martine Cosgrove Sir Roland Wilson PhD scholar

Martine's research explores how the Australian Defence Force (ADF) responds to the mental health and wellbeing of members over the time they serve. Members' service shapes their health and wellbeing both during their service and well into later life.

Service in the ADF also has a broader impact on the community through the families of service members. Because of this, it's very important the Department of Defence create conditions that allow people to build and maintain good mental health, even though they may be exposed to life-threatening work and very serious health hazards.

Martine's research examines the Department of Defence's health policies, and people's experiences of positive mental health. Her research shows how health policies can create conditions that make it possible for people to flourish and avoid languishing.

Martine's research shows that conditions for positive mental health exist for some members of the Army but not for others. It demonstrates a new policy approach to developing conditions that promote positive mental health and identifies factors the organisation can modify to avoid languishing at both the personal and organisational level.

As part of her research, Martine has worked with senior Department of Defence leaders and policy-makers; Army Health program design, implementation and evaluation teams; Departments of Veterans' Affairs and Defence Mental Health Advisory Committee; and approximately 80,000 defence public service employees and military members.

### Dr Talia Avrahamzon Sir Roland Wilson PhD scholar

Talia's research, *Everyday reconciliation: New celebrations and ongoing silences* explores how two urban primary schools engage in reconciliation as part of their everyday practices. Her thesis reveals that despite strong commitments and good intent, policies and practices largely serve to maintain racialised assumptions about Aboriginal and Torres Strait Islander peoples and their cultures. In some cases, this led to practices and policies in schools and classrooms Talia refers to as 'settled reconciliation'. In these cases, good intent and celebrations of perceived Indigenous culture(s) silence Aboriginal and Torres Strait Islander peoples' diverse experiences and agency, ignoring ongoing social, economic and structural disadvantages experienced by many Aboriginal and Torres Strait Islander people.

On returning to work at the Department of Social Services, Talia established a new unit to enhance approaches to reconciliation.



Talia has continued to maintain and build connections with academia, nationally and internationally, undertaking projects with the ANU College of Arts and Social Sciences, teaching courses, and as a research fellow at the ANU Centre for Aboriginal Economic Policy Research. She continues to present at conferences and seminars, publish book chapters and papers in academic journals.

During her scholarship, she was a visiting fellow at Queens University, Belfast and Victoria University, Wellington.

In 2020, Talia will translate her thesis into a book for policy makers.

Talia was the winner of the 2018 Sir Roland Wilson Foundation Joan Uhr Prize.



*2020 Sir Roland Wilson Pat Turner scholars*

*Lee-Anne Daffy, Lisa Conway, Cris Castro, Adina Jordan, Claire Sainsbury and Patricia Akee*

## Sir Roland Wilson Pat Turner Scholarship

We are committed to developing the leadership and capability of Aboriginal and Torres Strait Islander public servants. In 2018, the Foundation established the Sir Roland Wilson Pat Turner Scholarship.

Pat Turner, AM was raised in Alice Springs, the daughter of an Arrernte man and a Gurdanji woman. As CEO of the National Aboriginal Community Controlled Health Organisation, she is at the forefront of community efforts to Close the Gap in health outcomes for Aboriginal and Torres Strait Islander people. Pat has over 40 years' experience in senior leadership positions

in government, business and academia, including being the only Aboriginal person, only woman and longest serving CEO of the Aboriginal and Torres Strait Islanders Commission. Pat is also the Coalition of Peaks Convenor and Co-Chair of the Joint Council on Closing the Gap

Since the introduction of the Sir Roland Wilson Pat Turner Scholarship, the Foundation has gone from having no Aboriginal or Torres Strait Islander scholars to 12 scholarships awarded across 2019 and 2020. In the inaugural year of the scholarship, three scholars have progressed from a Master of Philosophy program to a PhD program.

## OUR SCHOLARS



Patricia Akee  
(2020)

Department of Health

ANU College of Arts and  
Social Sciences

Master of Culture, Health  
and Medicine



Peter J Bligh  
(2019)

Department of Environment  
and Energy

ANU College of Business  
and Economics

Master of Economic Policy



Helen Benassi  
(2017)

Department of Defence

ANU Research School of  
Social Sciences

Research title: E-health  
solutions to support early  
identification and self-  
management of mental  
health in the Australian  
Defence Force.



Melanie Broder  
(2018)

Department of Prime Minister  
and Cabinet

ANU National Security College

Research title: Rethinking  
deterrence approaches: three  
case studies in cyber security.



Cris Castro  
(2020)

Department of  
Employment, Skills, Small  
and Family Business

ANU College of Business  
and Economics

Master of Leadership



Joseph Chien  
(2016)

Australian Bureau of Statistics

ANU Mathematical Science  
Institute

Research title: Using  
semantic technology to  
better capture labour market  
network dynamics for  
productivity analysis.



Jennifer Chang  
(2012)

Department of the Treasury

ANU China in the World

Research title: Labour  
Supply in China.



Lisa Conway  
(2020)

Department of Human Services

ANU Centre for Aboriginal  
Economic Policy Research

Research title: Is the  
Australian Public Service  
culturally responsive?



**Martine Cosgrove**  
(2014)

Department of Defence

ANU Centre for Research on  
Ageing, Health & Wellbeing

Research title: Ecological  
Perspectives on strategic  
military mental health policy.



**Lee-Anne Daffy**  
(2020)

Department of Human Service

College of Indigenous Futures,  
Arts and Society, Charles  
Darwin University

Research title: Hearing the  
whispers of many: journeys  
of Indigenous Australian  
women employed by  
Australian Public Service  
through entry level programs;  
and how the Australian  
Public Service facilitates  
retention to positively impact  
intergenerational poverty.



**Anthony Cowley**  
(2019)

Department of Social Services

College of Indigenous Futures,  
Arts and Society, Charles  
Darwin University

Research title: How do  
the drivers of design and  
co-design for mainstream  
Federal Government  
grants affect the welfare of  
Indigenous Australians?



Martin Dallen  
(2019)

Department of Agriculture and  
Water Resources

ANU Fenner School of  
Environment and Society

Master of Forestry



Anna Fieldhouse  
(2020)

Department of Social Service

ANU School of Regulation  
and Global Governance

Research title: Welfare  
service consumers as  
regulators: case studies of  
welfare service regulation  
and consumer influence in  
commodified welfare markets.



Fiona Dunne  
(2019)

Attorney-General's Department

ANU School of Psychology

Research title: The Walker  
Talker Project: can a structured  
professional judgement tool  
help predict those at risk of  
violent extremism?

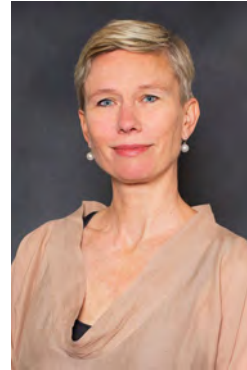


Cathy Fussell  
(2020)

Department of Health

ANU Crawford School of  
Public Policy

Research title: Saving lives  
with big data—methods for  
policy impact in health and  
social systems data analytics.



Dr Christiane Gerblinger  
(2017)

Department of the Treasury

Australian National Centre  
for the Public Awareness of  
Science

Research title: The language  
of the rebuffed: a critical  
appraisal of how policy  
advisers communicate.



Owen Freestone  
(2016)

Department of the Treasury

ANU Crawford School of  
Public Policy

Research title: The role that  
Australia's income support  
system plays in people's lives,  
especially its impact on labour  
market participation, savings  
behaviour, economic welfare  
and inequality.



Emma Graham  
(2020)

Attorney General's Department

ANU College of Law

Research title: Discriminatory  
job loss during pregnancy,  
parental leave and return to  
work: women's experiences  
and options for reform.





Szabina Horvath  
(2016)

Department of Defence

ANU Centre for Military and  
Security Law

Research title: Satisfying  
Australia's applicable human  
rights obligations during  
extra-territorial armed conflict.



Shane Johnson  
(2013)

Department of the Prime  
Minister and Cabinet

ANU Crawford School of  
Public Policy

Research title: An analytical  
history of government debt  
financing and management.



Katrina Howe  
(2020)

Department of Health

ANU College of Health and  
Medicine

Research title: Understanding  
the challenges associated  
with 'off-label' prescribing and  
repurposing of older medicines  
currently on the Australian  
Register of Therapeutic Goods  
(ARTG) to inform future policy  
development.



Katy Jones  
(2015)

Department of Social Service

ANU Centre for Aboriginal  
Economic Policy Research

Research title: School  
attendance and primary  
school-aged Indigenous  
children.



Adina Jordan  
(2020)

Department of Social Services  
ANU College of Asia and  
the Pacific  
Executive Master of Public Policy



Dr Therese Keane  
(2019)

Department of Defence  
ANU John Curtin School of  
Medical Research  
Research title: Development  
of new detection methods for  
novel viruses, serotyping for  
pathogens of concern, using  
third generation sequencing  
techniques and the development  
of bespoke bioinformatic tools.



Deborah Katona  
(2019)

Department of the Prime  
Minister and Cabinet  
College of Indigenous Futures,  
Arts and Society, Charles  
Darwin University  
Master of Public Policy



Craig Leon  
(2019)

Department of Human Services  
ANU Centre for Social  
Research and Methods  
Research title: Unconscious  
Bias in the Australian Public  
Service: Implications for  
Aboriginal and Torres Strait  
Islander employment.



Michelle Lyons  
(2020)

Department of the  
Environment and Energy

ANU Crawford School of  
Public Policy

Research title: opportunities  
and risks for Australian  
energy exports under the  
Paris Agreement.



Andrew Morgan  
(2020)

Department of Infrastructure,  
Transport, Cities, and  
Regional Development

ANU School of Politics and  
International Relations and  
ANZSOG

Research title: Public investment  
coherence: what conditions  
support effective decisions to  
maintain long-term impact?



Tess McGirr  
(2017)

Department of Social Services

ANU Crawford School of  
Public Policy

Research title: Family services  
and the employability of  
mothers in Australia's social  
security system.



Steve Munns  
(2019)

Department of Human Services

ANU School of Regulation and  
Global Governance

Research title: Violence at  
work: reducing assault and  
abuse directed at frontline staff  
in public service roles.



Eliza Murray  
(2013)

Department of Environment  
and Energy

ANU Crawford School of  
Public Policy

Research title: The  
international political economy  
of carbon trading.



Claire Sainsbury  
(2020)

National Indigenous  
Australians Agency

ANU Research School of  
Social Sciences

Research title: Factors  
affecting Indigenous  
students' participation and  
achievement in education.



Agnieszka Nelson  
(2013)

Department of Social Services

ANU Centre for Social  
Research and Methods

Research title: Income  
support dynamics among  
Australian youth disengaged  
from education, training  
and the labour market— a  
quantitative enquiry using  
administrative data.



Tristram Sainsbury  
(2020)

Department of the Treasury

ANU Crawford School of  
Public Policy

Research title: Federal  
structures on the Australian  
welfare state.



Siddharth Shirodkar  
(2018)

Department of the Prime  
Minister and Cabinet

ANU Centre for Social  
Research and Methods

Research title: Where  
are all the Indigenous  
entrepreneurs? A study of  
the pathways and barriers  
to entrepreneurship.



Timothy Watson  
(2019)

Department of the Prime  
Minister and Cabinet

ANU Crawford School of  
Public Policy

Research title:  
Hysteresis and the  
Australian economy.



Penelope Sullivan  
(2018)

Murray-Darling Basin Authority

ANU Crawford School of  
Public Policy

Research title: The techniques  
and strategies governments  
use to influence one another  
in federal water management:  
Lessons for Australia from the  
US and Europe.

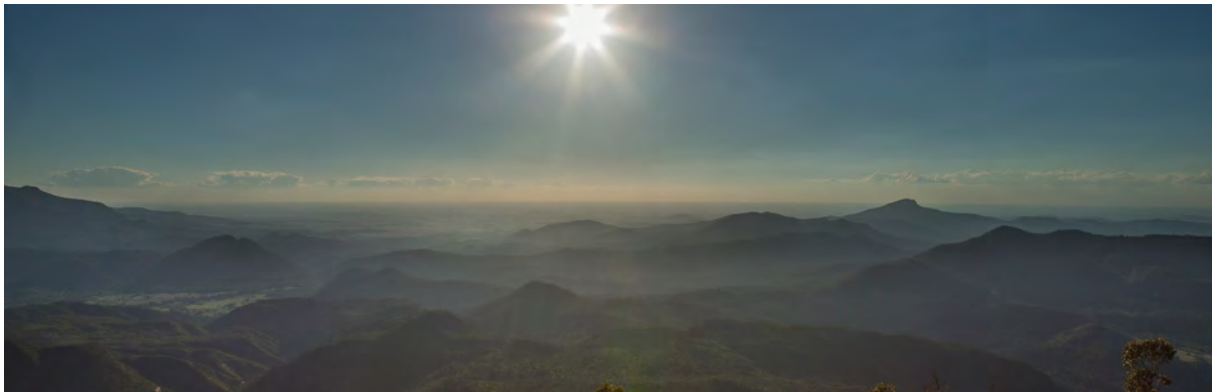
## IAN CASTLES ALUMNI PRIZE

With the expansion of our scholar cohort, the Foundation has introduced new prizes to recognise our growing scholar achievements and impact. The Ian Castles Alumni Prize is awarded to the Sir Roland Wilson or Sir Roland Wilson Pat Turner alum who has achieved extraordinary success in their field, or made outstanding contributions to public policy in Australia or internationally.

The Prize is named after Ian Castles, AO, OBE. Ian was the Secretary of the Department of Finance from 1979–1986 and Commonwealth Statistician from 1986–1994. He was instrumental in reforms to family allowances, superannuation and income tax. As a public servant, he was determined to ensure data and analysis were the guide to policy. Castles was a member of the inaugural Foundation Board.

The 2019 winner of the Ian Castles was Dr Angelia Grant from the Department of the Treasury. Angelia is a 2015 alumna of the Sir Roland Wilson scholarship.

After returning to service, Angelia continued working as a part time researcher at ANU. Angelia exemplified how Senior Executive can access flexible working arrangements and manage two careers to build Australia's intellectual edge. Angelia also made significant strides bridging the gap between the public service and academic research. She established the Treasury Expert Panel to expose Treasury modellers to academic researchers, and has been a leader in the establishment of the ANU/Treasury Workshop on the Global Economy. Angelia was recently appointed the Principal Economic Adviser to the Treasurer—a testament to both her leadership and academic achievements.



## OUR ALUMNI



Dr Suzanne Akila

Department of Foreign Affairs and Trade

Graduated 2016  
ANU College of Asia and the Pacific

Research title: Participation and the protection of citizens abroad in international law.



Dr Nathan Deutscher

Department of the Treasury

Graduated 2019  
ANU Crawford School of Public Policy

Research title: Empirical essays in intergenerational mobility and early childhood human capital formation.



Dr Tahlia Avrahamzon

Department of Social Services

Graduated 2019  
ANU Centre for Aboriginal Economic Policy Research

Research title: Everyday reconciliation at school: new celebrations and ongoing silences.



Dr Camille Goodman

Attorney-General's Department

Graduated 2019  
ANU Centre for International and Public Law

Research title: The nature and extent of coastal State jurisdiction over living resources in the exclusive economic zone.



### Dr Angelia Grant

Department of the Treasury

Graduated 2015  
ANU Crawford School of  
Public Policy

Research title: Three essays  
on the US business cycle,  
expectations formation and  
model comparison.



### Dr Neal Hughes

Australian Bureau of  
Agricultural and Resource  
Economics and Sciences

Graduated 2015  
ANU Crawford School of  
Public Policy

Research title: Water property  
rights in rivers with large dams.



### Dr Paul Hubbard

Department of the Prime  
Minister and Cabinet

Graduated 2019  
ANU Crawford School of  
Public Policy

Research title: The nature  
and performance of China's  
state owned enterprises.



### Dr Nerida Hunter

Department of Social Services

Graduated 2017  
ANU Australian Demographics  
and Social Research Institute

Research title: Geodemographic  
and life course perspectives of  
population ageing in Australia:  
informing the policy response to  
population ageing.



**Dr Marie McAuliffe**

Department of Home Affairs

Graduated 2017  
ANU Australian  
Demographic and Social  
Research Institute

Research title: Self-agency  
and asylum.



**Dr Rick Zentelis**

Department of Environment  
and Energy

Graduated 2017  
ANU Fenner School of  
Environment and Society

Research title: Bombing  
for Biodiversity: integrating  
the military training and  
environmental values of  
military training areas.



**Dr Michael McKenzie**

Attorney-General's Department

Graduated 2016  
ANU Regulatory Institutions  
Network

Research title: rethinking  
international cooperation:  
crime, policy and politics in  
Australia-Indonesia relations.

## ACTIVITIES AND EVENTS

### Future Shapers Forum

In June, we supported the Public Policy and Societal Impact Hub to deliver the Future Shapers Forum, a cross-sectoral forum for young leaders.

Fifty participants across business, public, academic and social enterprise attended. The Forum included 60 special guests over 50 activities, including plenary sessions, bespoke meetings and group dinners.

### Scholar Retreat

Our annual scholar retreat is an opportunity for scholars to develop their professional and academic capabilities and establish and maintain networks with fellow scholars, alumni and senior APS leaders and academics.

Our 2019 retreat was held at Mt Stromlo Observatory and the ANU campus. Scholars were joined by alumni in a discussion of life post scholarship and transitioning back to the service. APS and academic leaders spoke to scholars and alumni about APS research priorities and values-based leadership.

### Wilson Dialogue

We were honoured to have Minister for Indigenous Australians, the Hon Ken Wyatt, AM MP, deliver the 2019 dialogue on the topic of leadership, education and policy design. It was a unique opportunity to hear from the Minister in the inaugural year of the Sir Roland Wilson Pat Turner scholarship program.

Minister Wyatt spoke about removing educational barriers for Indigenous Australians, saying it 'must be a priority not just for government but anyone in leadership'.

He also called for continued genuine, grassroots efforts to redesign the policymaking process to better 'capture and reflect the realities of living as an Indigenous Australian'.



*Phil Gaetjens speaking at the Annual Secretaries Dinner*

## Annual Secretaries Dinner

We hosted our annual Secretaries Dinner at the National Museum of Australia in November 2019.

Phil Gaetjens, Secretary of the Department of the Prime Minister and Cabinet, gave a persuasive keynote address about the importance of developing expert public servants. He emphasised the value of deep expertise in delivering policy, which Foundation scholars attain, and the value they bring back to their departments.



*Craig Leon, Martin Dallen, Shane Johnson and Dr Angelia Grant at the 2019 Secretaries Dinner.*

At the dinner, we recognised our Sir Roland Wilson Award winners: Pat Turner prizewinners, Martin Dallen and Craig Leon; Joan Uhr prizewinner Shane Johnson and Ian Castles Alumni prizewinner Dr Angelia Grant.

We also recognised Ted Crook for his 20-year membership on the Sir Roland Wilson Foundation Board and contribution to the legacy of Sir Roland Wilson.

*As we look ahead at the changes facing the nation, I am confident the Foundation is well positioned to help the Australian Public Service tackle these emerging challenges.*

*Chris Moraitis, PSM*

*Secretary, Attorney-General's Department*





*To maintain the trust of the Australian public and the Australian Government we need to ensure our public policy is backed by a deep and broad understanding of the issues, and rigorous evaluation.*

*The development of deep expertise in research, analysis and public policy is critical.*

*Mary Wiley-Smith, Deputy Australian Public Service Commissioner*

## CONTACT US

### **The Sir Roland Wilson Foundation**

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Acton ACT 2601

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