So. What I will do is if you would like to look at the transcript. I'm very happy to send it I don't think I'm like I just think it's OK but you don't do that OK and you don't turn the electronics copy of the final pieces I would actually have a great I guess play so you know it's again because to be interviewed will allow the interview to be reporters or you know staircase agreed to me myself a little further ensure same thing you I consent to being identified yet I can see my heart and I wish to verify my response by findings you don't want to do that I don't know how you make sure I can you know our cameras go OK So. So my questions are going to be slightly different to what I would obviously ask of one of you cab slimness and that but before me I really want you to understand from you. From your perspective half of the process for recruitment just selection works you mentioned the pre-selection. How different is the selection process for the legislature and cabinet you set very closely to Brumby and Bracks So you know with the party political heads on as opposed to. Government is there a difference yeah can them I mean first of all just to give you my two quick two cents worth about. How politics works within the broader picture of the embassies Australia is you know was founded on you know Gualtier in ism and racism that's of the Found a founding father sir found existence of Australian sort of strong Federation egalitarianism you know worked really well for us as a Where can you know try to become you know the working class society to becoming middle class now a very middle class and that egalitarianism is one of the sort of by-products of that change is that we are as you say as you know very bureaucratic in how we and how we deal with how strains deal with recruitment how we deal with promotion you know it's all very much a ticket box and what are your papers tell us. Politics is different to that you know there is you know there is no there is no qualification for to be a politician you know politicians there's you know the Australian and New Zealand School of Government Well there is no room requirement for any member of parliament to go there and sit through a course you know to be taught how to be a parliamentarian let alone a cabinet member and I do know that. You know recently a few years ago you know an intake of parliamentarians in the federal parliament gives. The opportunity to go and sit to have a course an introductory course that ends of going for the School of Government there to be taught you know about that big machine and government well you know most them didn't take it up any right because this is so here we have and the other thing is is that you know can you prepare a raise that question how do you prepare to be a to be a member of parliament how do you prepare to be a policy issue to be you know to be a Cabinet level a cabinet member is there anyway I mean. Again you know we're it's a representative doe up to Moxie people meant to represent the community when a broad number of people being elected to Parliament to represent a broad you know that you know the truth diversity of the Australian people. And we don't have a parliament that does that So to answer your question now. It's it's all about numbers and can it's all about numbers it begins at a local level with a branch you know with it with a branch name for the law for the House of Reps or in state a state straight level with the with the with the lower house there you know a seat becomes available or you force your way into a seat by weighted numbers with within a you know with a with a vote both the Liberal Party and and they and the Labour Party you know you've got to win a local vote and it'll be a central vote and give a committee of management that really has oversight and do. Indeed into people who are going to stand as candidates for a seat for the party so there have been occasions where you know you know where people of you know lost the local But one central you know there's not many cases where people win this you know lose a central and win the local and getting in it's a very So you know I'd like you need numbers you need a machine behind you and so we are factions coming in. So. You know the faction and the liberal every political party you know don't believe what you read every political party has factions and all their factions within factions Yes it can Yeah and it's and they're constantly changing because factions are. Not. They're not just about or not even about. Philosophy you know political philosophy and whether or not a left or right sometimes you know in the cabinet set up worked worked with you know in the you know the Bracks Brumby cabinets for instance the you know there were get there most left wing member of cabinets I worked for exams rob houses attorney-general who was the most left wing out there member of the cabinet on most issues. All but one that was abortion. He was in the right faction so here we have some in the right faction who was very left on you know one you know per cent of the things that went through his debts or things that we debate around the Cabinet and so. I want to get that So let's go back to beginning I'm a I'm a young political punk or I'm somebody with a farm I believe that some issue I want to get into Parliament first of all you obviously have to. Join a political party and then you join you you need a gang you have people to support you that you can and then you you align yourself with a group. It may be you know any number of the the left or right wing factions and again they have with and so you then a part of a group in you you have feel T to. Whomever is running that faction and how do you become a factional leader. Well that usually that that is about a number of things first of all. You have. You have control of of enough seats you have that of the members been there and have seats who. Who sort of who you do you help people who have maybe you've got control of you know half a dozen seats at northern suburbs of Melbourne. And you can then parlay that to make deals because those people and then so those those you can tell people are going to vote the way you want. To to help you know get somebody into power it might be you know the tradition in quite often in Labour politics has been one point was the Catholics and then there was a split in the main mid 50s as you've become more multicultural they've been you know there you know there have been sort of ethnic sort of groups you know that have voted with particular leaders and been aligned with particular sort of factional leaders so it's very it's very fluid. And you know this is all it really comes at what it comes back to is is who is. You know who's got power and does that faction because there are really can be good at factional leaders who want to get good people into parliament but there might be affectionate leader who wants to. Do things for other reasons so so much depends then on the faction your part of and the leaders of their faction so this is this is the way a faction works you know it's about field to the group and and and really sort of doing whatever is required and quite often working in a as an electorate officer or so in doing something such as that for for a member of parliament that's aligned with a factional leader or whatever else are you then you wait your turn can you wait your turn or if you're really lucky I mean there are occasions a star candid to get thrown into Parliament and that there are outsiders there outside the machine and they usually struggle. But it's it's about numbers so. This whole system the way it works which is really you know. So they're fiefdoms and they sort of it's all quite medieval You know it's all it's about. It's not necessarily about talent it can be about talent if you've got good leadership in the factions but we haven't had good leadership in the factions so people have gotten through there despite that I can give you a few examples. I mean the other point to make it before I say that is that the system it's really hard for women in that system because quite often this is a blokey domain and dynamic and a blokey system it's changed one of the things that's change is bringing the Labour Party brought in quotas there's a certain percentage of women need to be in winnable seats so they know faction leaders feel women. Oh there are few who are. You know Fiona Richardson's reasonably high up in the right wing of Victoria but no Traditionally it's been a male dominated thing and you know obviously you know there'll be factions that are aligned with unions because unions have got a lot of sway in votes within the Labour Party that well. In it and again Liberal Party there's there's also a faction of their answer same thing where you get in and what you what you need is for somebody to I mean I guess a political mentorship you need somebody who's more senior than you to help you. And then you know obviously you're you're paying your way you know helping you helping that person but hopefully they're identifying talent and bring them up but there's no there's no formal mechanism to identify advance talent and it's very informal it's very it's very much almost like a secret handshake you know I'm not a member of a faction you know and I never have been and I have no intention of being. But. So you have your major your major left right and sort of. You know variations of those two major factions. In the books that I wrote catch and kill. There's mention of an independent faction of the go they go back to you know they really go back to the split the independents who really force are not split but the most that the revolution happened under with the Victorian Labour party that turned it from being a really a. Most a Maoist sort of left sort of. Party and that the independents were destroyed and there's really nothing left and the only you know so there are two people for that from that period that come to mind for me of pure talent who snuck through and one is John Thwaites as an independent who got through became Deputy Premier and the other and the other person who married about is alcohol completely black on those who was. Witness. To. His house that right and Brumby and banks started or independent wouldn't you say yeah but they switch OK so they had two seats they had to stretch can I mean brown think about how else you know he couldn't he would have been able to find a factional sort of meeting room with a road map the guy was not factional or he was he was there he got there because if he had because he was. Sanest how he got through the system by accident thinks that you know but that really and I would have thought that Rudd was also independent you know maybe not independent but not factually an island he was a factual and I think you decided he thought he was right but you know he was he went he worked the factions relentlessly twenty years under that time by the actions Well he did in the end you can but the thing about Rudd is that this is somebody who worked the factions relentlessly to get to gain and tie overthrows a leader of the Labour Party have been Kim Beazley and become leader and then. When he became leader the factions overthrew him he didn't have a match for a base of support he got there and he was seen you know he worked also relentlessly to get to build his public profile to get together and to get popular but. But he was really he wasn't a. He was not pure I mean none of them but I mean the other person I think that's a maxim ran so I think of Maxine is an interesting one because. Only one that she got a seat. In the outer eastern and eastern suburban said that's not a traditional Labour seat so she only got and she won that by the skin of her teeth and held it for only two terms barely eight years so this is someone who only got into parliament because she stood to say that she was not expected to win there was an enormous what they called the Bracks allied election of 2002 so she came in on the back of it and expected number of supporting an unexpectedly high support for the Labour Party she was a lector she was always she was now not a factional person she was truly an independent like for AIDS and then once she was in. Thwaites he he quit when Bracks quit so there was one place in cabinet left that was not factional aligned. And so. You know a couple of factional people in the right such as Fiona Richardson called up and said you need to put your hand up for this. And she did and she got in and then she and she became again shining at eight years in Parliament but in that time she had an enormous impact decriminalizing abortion among other things. So she was and she because she was seen as purely as very very talented with a lot of technical ability with her you know with the tools I really could present and you know with the full range of skills that a politician needs but she got in by accident once she got again she got into Cabinet through a lightning bolt of luck that she was and but as soon as that opening came people knew that she had the ability to do it and run before it quickly gave her a massive job to do so you need where there are whatever your gender and you need good fortune to get into to to go through that hazing process of affection to get it a pre-selection then it needs or the lack the ability to win an election to get into Parliament and then once you're in Parliament in within your faction you go to the bottom of the class. And that's you come in like Bill Shorten did as you know very you know he was pretty high up in the faction many got leaked. So then you've got to fight your way through the factional pecking order to get up there to wait your turn to get the certain proportion the seats at her allocated to your faction for cabinet. Again it's all about numbers so if there are you know if there are forty seats if there are forty six if the Labour Party a Liberal Party has forty set in Parliament. And there are twenty right wing and twenty left wing and that means it half of the cabinet will be members of the right faction half of the members of the left fringe. And so there are you know the leaders depending on how powerful I can say I want. Certain people you know for instance. Bracks when he was leader he said to the pledge which is a sort of a sliver of the left you know you've got. You've got two you can't you can have two seats in cabinet and you can only have to have one of them is Bronwyn Pike So that's how she got in the cabinet so again there's no the mechanisms are all about the raw numbers it's all about political muscle it's so if we just unpack that. Bracks was in a position to dictate to the factions to some extent that you've got X many seats and I want. The numbers to look like this yeah basically he said what broke said was that you know. You will only get the maximum number of seats if one of them contains the member of your sanction that I will take the lead leaders can really have a a big impact on preselection and. And also the leaders in fact both of the of a political party and if action can a big a big impact on who is preselected. Who is elected and who who ends up in cabinet so just coming into the cabinet if we take breaths as an example how many factions. Say thier twenty seats are kind of much no. How many factions would have Dvd that up but it'd be three or will it have been it would have been out and well that on it would have been the labour unity the socialist left. The pledge and one independent being Thwaites. And he was independent by accident I mean it is he was the last remaining he was and he was I mean the independents were a faction on their own but I that point well that's what a good reason it was a he was he was truly independent so he was there by choice he was aimed at he was there he fought his way in despite the fact shock so. So you've got. These three call them three factions clear enough for the moment. Did they have equal numbers or not say celebrity unity is stronger than social left or it's a this is one of the reasons why they find so hard for control of local seats can because imagine you know if they're if I'm in a you know a lot of the northern suburbs of Melbourne are traditionally and western suburbs of very traditionally very labour very strong Labour seats and so therefore if I'm a label if I'm a leader of the labour unity faction I want to win and retain control as many safe seats as possible because I don't want my numbers in parliament to fluctuate too much and I want them to be really strong and stable so I won and the other thing is that. Who my going to put in those safe seats. But of course going to put in the people that you know I have have over the most to or I have stronger salacious and feel to it to me so there are all these other scenarios that come in and traditionally. You know you don't see many women in. Winnable seats than usual I get like Maxine Rand marginals and so they're getting. If they get in their lucky and they are going to fight really hard to find that's to hold that seat the other thing is if you're in a marginal seat how much time and have to fight your way through the faction and up to snuff just up the scale to become you know a player for cabinet and none because you going to spend all your time at your local seat trying to win every vote you can keep your job as an M.P. and so so you know so that's where the affirmative action is so important it's critic like so. They don't necessarily have even numbers to get into cabinet and no pain depends on the outcome of the election OK So then. They have to give you that twenty up. And they're going to choose people from the safe seats that they get they want it won't necessarily be from a safe seats but it'll be they'll be within the faction they'll have their own pecking order OK so it's got nothing to do with talent you know OK it can you know it can be there will be people who are seen as if your faction is well run they will identify and promote talent you can but that's not always the case and they will do it the other thing is that you know sometimes someone who is telling to ten years ago ten years later might be really stale. And by then they're sort of you know they're like oh you know they're really dug a hole and they're pretty buried in you know in a cabinet position or a leadership position and you've got to get them out because people also it's a pretty rough life and people have people burn out and then you look at someone like him. So where does he get his numbers. One on social Slav So can you not sure but I mean you know but the thing about that's interesting about Kim current Stephen Conroy is that you know they're both very strong factional leaders. You know again Kim Carr was a real he was one of those that helped to really modernize the Labour party state level in the nineties. It's debatable whether or not he's been continued to be a force for for food you know good changes aimed you know people say debate long and hard about Conroy. Both of them what's of interest to me both of those characters. Is you know is that it used to be that the Senate was a place where you put you widows and you kids you know people like Barry Jones you know he was a real. A brilliant brain and a real Boffin but someone who would be hopeless at a lower house seat and having deal with day to day lives of people knocking on my door helping with. Helping with the you know help me get my life back on. So people such as Senator John Barton who is again a real you know bit of a big thinker on policy issues so used to be a place we put your eye balls and Katyusha to work you know who could really a lot of value in in Parliament I mean in government particularly well it's become the Senate has become in my view a place for factual latest. If you look at the Senate it's a lot of people who've gotten in there who are not who were there because it gives them a lot more time to run their factions can you don't know because head of the Senate vote go is proportional so why so I'm a senator. I don't have to run my office like a local you know like a level of anger at office and with 70000 you know people who you know in my electorate to to please and so. I'm serving in there for an honest. And you know and it forms a more in some ways more powerful balancing Yeah I think that's why but that's we live in getting reasonable in the Senate it can be. But I think that I mean goes back to. I mean you have you know the thing is that. I think women will win women when all in as many seats as men given the opportunity. And you know one of the points I think the chilling killers made is that you know that it's about talent you know there are you know that you know that the there are so many really smart talented men who don't get who never get the opportunity to get the experience you know that they need to qualify and son in some way or another to get remoted in in their careers and the funny thing is is actually politics is one of those places where that doesn't necessarily have to apply because it's not you know this is the one this is the one sort of it's a bit more Lars a fair you know it's a very masculinist environment absolute shouldn't answers one things needs to be broken you know so. What is quite interesting is that it's a breath turn around to the factions and say I don't care who your points but I want fifty per cent that's to be women you know and that and every minute thing that one of the views of had I think I've written about is that every. Every political office every government down there and every cabinet up and every sort of cabinet members office reflects the leader for a reflexive person breaks was a very he was a very rare bird as a as a politician he was he was a fact he was actually the leader of the Independence faction before he was forced to Chubb's sheep so he knew a couple of things he knew have he knew how factions worked he was done over by a faction by the Labour unity to get a seat in Parliament he also knew how government works in work the public servant so he was qualified to lead qualified to run a government and he also. He also knew and. Nuff to not be intimidated and I had a work the factions and he also having won the impossible election in 1909 and then in 2000 and to you know had this incredible answer was immensely powerful This is one of the most powerful people the Victorian Labour Party has ever had so he people were terrified of Bracks camp and it was they had a very personable style from you all the way you could pediment he was very interesting yeah and Steve had a he had a he knew how to play how to play the politics and play that and play the factions the other thing is this is the early years of the government's a lot easier to do those things and Brumby coming at the tail end things are much more regular messy so it's also about Use your circumstances the Bracks was he was the right person in the right time and he had that opportunity to push through a lot of changes that people did not want you know one is Democratic Change change change the way the upper house work nobody wanted that at all if or sat through a forced you know people into you know sort of into leadership positions Brumby as well Brumby force when he was opposition labour force that you know with the backing of faction the factions so he you know he had to have that support but he forced a lot of old in pays a lot of the main out and got in a lot of new emerges Mary Delahunty is a good example of that Mary was given a blue ribbon Labour seat in a northern suburbs and then promoted directly into the into the into the frontbench of the Cabinet you know and so that happened because of prime be. So. If you. Can you ever get a leader who doesn't have the party turn around and say to the factions whether they're Liberal or Labour I want cabinet to look like this. Yes so would not have been an example where there was so much payback that care she couldn't actually say you know I think there's a couple things I mean though the Labour Party as well as you know that the tradition in the Labour Party is firstly because it's not it's not you don't have you know able to dictate sea breaks didn't he he dictated but he didn't he wasn't dictatorial he was still saying you can get yours but I want this and if you do and he the numbers were so fractured as in so they were so summing that it was debatable whether or not they were going to get an extra seat cabinet he said you'll get the extra seat if it's from Bronwyn Pike so soon as he used it without going too far with one of the reasons rub Red got done over was that once he became leader he he didn't want to operate as first among equals who want to operate as a president he want to tell he then wanted to want to nothing to do with the with the factions who do at their best represent the will of the of the elected party members so he you know he went too far one way and you know seeing it you know at their worst the factions you know our you know it's a very running you know you've this sort of mindless numbers running things and at their worst of the other end you have sort of a you know a presidential dictate but what's quite interesting is that. In theory at least what what is written is that. Caucus. Nominates who goes into cabinet and they're the premier or the prime minister gives them their seat the whole family Yeah so if that is wriggle room. But now. Caucus actually just votes on who. They talk to it for. So say say Labour unity has got four seats and social left of got three and needs have got four just four but with him. They are going to nominate those people or do their nominate more people and then caucus vote some of them well there'll be an internal contest within the well they're counted in the caucus can people be lobbying for support and all the rest and and again every call every caucus is different and every caucus elected caucus is different and they're also every faction is different and they change over time so it may well be that you know a factional letter from outside this caucus you know who's not all you know who's a union leader or someone else will sort of say well no actually I want you know I want the top of the faction to be you know that you know I want to be this person of this person of this guy whoever it might be so as. It changes so that leader we have to face it in relation to those factions so Union would that be aligned with the faction you OK because the unions I mean you know the Labour Party you know unlike the British Labour Party Australian Labour Party is has has a. Unions are affiliated with and those unions have got you know have you know. A large say in policy setting. They are you know a major connection for the party to working people. And so you know again at their at their best if it's a good thing and swerves it's a bad thing the unspoken thing here with any structure. Is that it it it's either works or breaks depending on individual people you know so if you have good people doing the things the right reasons it works but if they if they don't. You know it becomes something else I think you know the. There's no doubt if you look at the the end result being the people excited to represent us and the way that the previous Labour government operated you know we've been let down by the factional machines to have put the right people in the right places and. I'm sorry it's really you know quite a it's not it's it's you know it's it's a really. But so I just need to come back to this because otherwise I'm going to get sidetracked and. There is quite a lot of talk. From academics in Britain in particular that say that in this situation both in a parliamentary democracy like we have a party parliamentary democracy. It's actually at the discretion of the premier or the prime ministers to. The nature of their Cabinet so if a Bracks or and Druze said to the factions. You pick and choose who you want but I want equal numbers of men and women or once each of the three presented NO wanted to be demographically representative. That that will depend on the power of the leader. You know and also as a you know the what's been agreed to by the State Conference of the party you know state conferences of the party has sort of you know because you need to have a debate within the state conference if you take a conference says. We want quotas so we have fifty fifty and we want the cabinet to represent truly represent in all its diversity the Australian people are Victorian people you know so much more diverse well then that makes it really simple for a leader but if that if a caucus if the conference that conference or the or the National Conference the Labour Party has not done that. Then it comes down to the political capital of the leader. And every leader has got a certain amount of money in the bank they can spend to get things done that they want that may be against the will of others. So question is is the question is is the leader willing to spend political capital. For agenda candy in this case or anything else. And might be they put they put their foot down big over rather than gender equity a certain person my pet if they want to serve man or woman or who whomever in the Cabinet and so or even getting elected you know and again that the leaders I've worked for did that they didn't do it so much over all that you know they definitely both you know they backed quotas and were very keen to get women into winnable seats but they really put their political capital on the line for individuals. So if you do you want change. And in this case I'm talking about gender change all. I'm getting equal numbers of women what do you have to do to convince these people that it's a good thing. We have to convince them that. They'll get more votes. Can you have to convince them that if the Labour Party wants to remain a viable progressive party and fight off the rise of the Green Party and remain. Relevant that you need to the party needs to be get better flecked in the community so there's that's the argument that needs to be we won't you need to also within those parties and within the factions you need. You need to have good leaders of those factions. And the thing is from my point of view is that you know factional edge to. Factional leaders are going to use by date just like any political leader and unlike political leaders factional leaders seem to hang on for decades and so that changes people you know that power once you had power for that long doesn't matter how good you are you know I think it's really there needs to be a handover and doesn't happen in the factions so if there's a you know there's a real there's an issue there for me about how the factions are you know these by nature they have their leadership operates in a really undemocratic way and you know the faction of themself are inherently democratic because it's all about numbers. But the leaderships of themselves. You know I mean you know if someone challenges if it's really hard to do that. Practically theoretically yes practically different or they change the rules but then they're factions that say you can only this goes back to the last time the Labour Party had a clear out of the factions was with the intervention which was a huge is early 1970s and was not even 1970 and so there was need to be. Now well that was you know the the big There's a group called the participants I was involved into the independence can in the participants. Basically. And it was people like button can they ran a very very long campaign for for the for the party to be. Really you know throughout its head and clean out because at that point was getting run by a. Hard you know you know undemocratic fashion line and by the by the left and so that was you know you know that that was broken there was there was cleaned out and they had a and there was a more of a proportional system of can have at the moment in New South Wales the way it works here is it's a winner take all situated scenario where if the right wins you know the control of the administration of the party they control everything and if they win by one vote they control everything and they do whereas in Victoria's more proportional like you know if I get fifty one percent a vote I get fifty one percent of control so it's it's much more of an arm wrestle Victoria. But there's a lot of people such as open labour which is a group. That's been around for probably for you for five years now and they've been. Having a lot of debate and discussion about the need to have another sort of overthrow of their administration of the party and throw it open so really if you want real change. You know of the of the way the party works. Out a change that would bring in really a breath of fresh air with the people who are elected men and women and. You need to have another intervention in the Labour Party. And that's not happening. So. I don't in the control of the faction heads. Can you identify determinants of success. Well I think that. I mean you know what you know what do we mean by success would be the question there you know is success Manning elections a success having a certain number of people you know you know is a number of women or proportion of women in the parliament. Guillard as prime minister is success have getting that yeah this is a success for the individual a seat at the table at the cabin table. Yeah I think. There's I would say a couple things I think that success for me is. Having a party room that truly represents and reflects the community. And I think that that in by that measure the answer is you know there is no there is not enough success for me and there are more women elected so I think the Labour Party is getting closer and closer than any other party in that regard and. The Green Party for instance is really monocultural which is a problem the lay of the Liberal Party is you know you know blokes for. The Labour Party. Is doing a lot better at getting out for instance there's been. At Dobson's been elected you've got in the Senate you know there's been so sad and pet indigenous people getting INS That's good there's been an increased number of women and that's good and there's been some good you know really good people going to get elected in the last few years in their 30s but. I think that there's still a long way to go for the party to to to get people who are outside of the the political class people who are not necessarily just Ex political staffers or union. People or whatever else but really more representative of community the community. You know so isn't that the dilemma that if you don't have the experience within the party machine coming in from the outside is very very difficult Yes I mean and you know Mary Delahunty came in with no experience and you know she found life hard issues put through the ringer and ultimately spat out once you know she didn't have the support of the leader anymore than you later from being in Brumby left it's it's tough. Very very tough So then what determines the success of someone like here individuals and I'm not sure I mean she's you know she is I mean she's a very and I mean you know women are also Can we play the games as well as men and I haven't looked into the background but I think she's got a pretty strong in your background itself to play the game but. You know that. You know the. The success question is it depends how how low you Baris you know for me and I think that there's been there have been improvements has been some good women you know you know talking generally has been really good women elected and into getting opportunities but not enough. In that regard or in any in or any or by any other measure I don't I don't think it's so spattering but it's so how do they prepare themselves to get to cabinet. Once they're in well I think that. It depends brig in that there's no there's no training is there and there's no there's no. You know paperwork you have to go through you know and if you go to Swinburne do it or it's. You know one of the things that happened. I mean you know when Bracks was first elected as they got in a whole bunch of. Former Cabinet ministers from the whole government and people from the bureau the bureaucracy to sit that you know now find sort of group of Labour politicians and say this is how good can works. You know and again there are you know there you know cabinets will have constant sort of without always they'll have a lot of offsides we're going to talk and talk about things and then they'll have an agreement about how they behave in they'll have people come in to talk to them about things but there's no preparation really so it's not that you can say well you've got the networks you've got the year. Technical skills and. You've got sort of some internal networks external networks and technical skill in general and package it like that and also I mean it's also what does what makes a good minister you know is it is it just technical skills. Well. There's the POC if you look at what a minister does they've got a department behind them and a budget you know about what other people they've got so the policy they've got the department they've got they've got to be able to negotiate they've got to be able to play as a team because to the outside so all of that. You know has got to come into play somewhere and they've they've also and there's a there's also another thing is they've got to which goes to. Their. Innovation they've got to have a purpose. I mean the thing that I've seen I've seen people who. Are elected to elected leaders who are leaders for ministers who may have all those things but they're really that once they're in but they're managers and once they're there they're very happy to go along and just have a very quiet life and manage their department and tick all the boxes I mean really taking a pee professional but what are they trying to I mean if you're a progressive person you want to improve things or what are you going to fight for you know so this is another this is where politics this is what policy X is about and this is where the contest is important and so and you know that in some respects it needs to be difficult to win to fight your way through the pack and you need to have some sort of fire in your belly you need all of the you know the technical skills you need to be able to be a good manager but also unless you actually have some purpose. What's the point but then doesn't come back to THE LEAD TO I mean when you look to Bracks and Brumby when they set up their cabinets do they even unconsciously set then think you know about twenty seats I need people who are strong policy wonks but I need people who can talk to the press you know do they think through that or it's just by chance that were they first I mean the first thing they'll do because is something a brumby different has no position as working for is that he looked around and thought I am great enough good people leave and you you know to choose I mean the the rule of thumb for a cabinet you know which is David Wyatt who was a minister in a concurrent years he put it you know you know if you're if you have a cabinet of twenty twenty one you know you don't you know have you need seven swimmers me except seven how good seven zero seven. A dog paddle you'll be able to keep ahead of water and killings you can be going to probably have about seven a train you can so you know there's a real you need a hard core of people who. Are really going to be able to deliver and didn't and so that's they've got you need things through that oh yeah OK and because you know what are you critical you know you know your critical areas and the government was treasuring you get and then you might be there you know you know it's police usually pretty hard in state government or you know there's you know it's a you finance ministry or police you have environment you know if you're a liberal party service a Liberal government you probably won't think environments as high as the picking out there that you as the premier have the power to say I won't so say in that position or do the factions say that's one of the most powerful positions if they don't dictate the poll Pollio definitely want to always you know generally they don't generally the leader has that I think and again you know that generally I say because every government is different every caucus is different and sometimes leaders are weak they're in a weak position but the leaders that I've had dealings with They've been able to at the very least. Sought out portfolio so but if you you know thing is that. You take a portfolio of somebody you might may well then have somebody in your cabinet who's a little bit unhappy and so it's leaking so these things are coming down again we're getting away from things but it's a real it's a very you know it's it's a very it's where people management and you know that and do you can print just think of that when they are in opposition. When they're put it Shadow Cabinet together is that already thought three of these are the people that I will take forward all his. It's last minute we in Pa know we've got to have a cabinet Well they're thinking two things first and there are in their opposition so we're thinking first and foremost how do I win and so you'll be putting people in those Rush I don't portfolios may be the government that your fighting it's as weak on education so you put your best attack dog or cat in education so that's a different scenario you're trying to you're at you're on the attack you're trying to win you also try and develop policies that will then will enable you to govern so you also see you'll have to have those sort of competing sort of. Things happening if you win the election the cup then first of all you know look around and who won you might have maybe your best shadow minister lost their seat that's happened where your shadow minister of a sudden is out of a job well so who's one what's the makeup of the factions and who gets and so then there'll be a re reorder. Of the numbers and all the rest and it may well be that you know that that the people you know quite often the deputy leader gets to choose their portfolio Yeah presents so he gets that leader and the deputy DA definitely in cabinet is there anyone else who's definitely in cabinet no cancer then so it's really then it's up to look it's up to first all the power of the Labour leader might determine you know dictate so I want so-and-so mean I mean Thwaites the only reason that's why it's worse deputy premier because Bracks to decreed it twice had no backing in the caucus. No backing in the caucus you know. So and with Andrew's What is the position with him how this is a socialist left I can see he comes out of there. And is he completely beholden to them or is he able to that they'll have the moment think they've got a.. They're in a pretty the factions are pretty solid with power and a power sharing scenario but you know and he even within his office within a leader's office there'll be a sort of break up of the certain factions like you might be say ten.