



Submission No 20

Review of the Defence Annual Report 2010 - 2011

Organisation: Department of Defence

Senate Standing Committee on Foreign Affairs, Defence and Trade

QUESTIONS ON NOTICE - COMMITTEES

Parliamentary Committee

2010-11 Defence Annual Report Hearing – 16 March 2012

Q2: SRP – Transfer of Personnel from Services

Senator Fawcett asked on 16 March 2012 (Hansard page 13):

Please clarify whether, when the Services did reinvigorate their ownership of the career management function, there was a drawdown of the number of people in the personnel executive.

If so, to what extent? (Refers back to previous statement made by Senator Fawcett about the centralisation of the PERS Management functions into DPE)

Response:

Over the last fifteen years there have been a number of reviews of the personnel management elements of the Defence workforce. The Defence Efficiency Review Report of 1997 took the view that many personnel activities are services that line management do not need to own, and that collocation activities such as workforce planning, career management and service conditions should occur. As a result, the Defence Personnel Executive was created in 1998 and it included a consolidated career management function.

The centralised approach to career management ended during Financial Year 2000-2001 and the function and the associated workforce was returned to the Services. A contributing factor to the function returning to the Services was the introduction of a new Defence business model at that time. The predominant focus of the central 'personnel executive' has remained one of policy development, rather than implementation.

Senate Standing Committee on Foreign Affairs, Defence and Trade

QUESTIONS ON NOTICE - COMMITTEES

Parliamentary Committee

2010-11 Defence Annual Report Hearing – 16 March 2012 Q11: Indigenous Cadet Program

Ms Brodtmann asked on 16 March 2012 (Proof Hansard page 26):

Please provide an update on the indigenous Cadet Program, including the use of Indigenous liaison officers to manage that program.

Response:

The Indigenous Participation Program (IPP) was overseen by the Directorate of Defence Force Cadets, then Cadet Policy Branch until around 2008.

The IPP comprised cadet units being established and maintained in remote indigenous communities in the Northern Territory and North Queensland by the three Services. This was almost exclusively Australian Army Cadet (AAC), although Navy established a unit in Arnhem Land, which has since closed due to insufficient community support. Army established Army cadet units in Daly River (NT), Tiwi Islands (NT), Wadeye (NT) and Bamaga (QLD). Army also established a cadet unit at Marrara Christian College in suburban Darwin, a school that has a large number of Indigenous boarders. DDFC/CPB established two full-time Australian Public Service level 5 Indigenous Liaison Officer positions; one in Darwin and one in Townsville. The intent of these positions was to support the Service cadet programs.

With the establishment of a range of dedicated Indigenous Engagement Programs these IPP resources were transferred in 2008 to Defence's Fairness and Resolution Branch. AAC has retained some aspects of the former IPP under the program titled 'Remote and Indigenous Army Cadets (RIAC)'. This includes Army and AAC instructor visits to indigenous unit locations during the year, one RIAC camp in Darwin each year and, where viable, attendance by some RIAC cadets at 'mainstream' AAC camps. Community interest and support, a key driver of success in all cadet units, has been inconsistent, and indigenous participation in these units has declined. The unit at Bamaga has been suspended, and will likely be closed in 2012, due to insufficient community support, as no local adults have made themselves available to be cadet staff, without which a unit cannot function. Across the five RIAC units, cadet strengths have fallen from 122 in 2006 to 72 in 2011. The lack of dedicated Indigenous Liaison Officer support has contributed to this decline. Outside these

dedicated indigenous units, there remains wide participation of indigenous youth in the ADF Cadets, though actual numbers are difficult to determine because of the requirement to self identify – an action many choose not to take.

The Reconciliation Action Plan 2007-09 Report indicated that action to establish new cadet units in remote northern communities had been overtaken by the 2008 Cadet Review undertaken by Lieutenant General F.J Hickling AO, CSC, which concluded that smaller communities had a very limited capacity to support a number of youth organisations.

Accordingly, Defence is focussing its efforts on indigenous youth engagement through the Indigenous Youth Connections Program, which aims to engage school-aged Indigenous youth early enough to influence positively their consideration of Defence as a career option. This has been a successful program to date. The Defence Reconciliation Action Plan 2010-2014 reaffirms Defence's commitment to this program.

Senate Standing Committee on Foreign Affairs, Defence and Trade

QUESTIONS ON NOTICE - COMMITTEES

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2010-11 Defence Annual Report Hearing – 16 March 2012 Q12: Women Returning to Work

Ms Brodtmann asked on 16 March 2012 (Proof Hansard page 28):

What proportion of women, by Service, are returning to service after Maternity Leave (i.e. not leaving the permanent force)

Response:

Of those Australian Defence Force women who took maternity leave in financial year 2009-10, the following percentage of them returned to service:

Navy	70%
Army	78%
Air Force	78%
ADF Total	75%

Note:

Financial year 2009-10 data was used to allow sufficient time for members to return to work from extended maternity leave. The use of more recent data would not provide an accurate picture as members may not have returned from periods of extended unpaid leave.

Senate Standing Committee on Foreign Affairs, Defence and Trade

QUESTIONS ON NOTICE - COMMITTEES

Parliamentary Committee

2010-11 Defence Annual Report Hearing – 16 March 2012

Q15: Post-Deployment Integration

Senator Furner asked on 16 March 2012 (Proof Hansard page 36):

Please provide an update on the post-deployment integration program for Australian Defence Force personnel returning from Afghanistan?

Response:

Personnel returning from operations undergo a period of decompression in the area of operations before returning to Australia. On return personnel undergo structured activity to decompress further before typically commencing a period of leave. Following leave they commence the reintegration period, which concludes with a Post Operational Psychology Screen (POPS) three to six months after their return to Australia.

The table below details what has occurred and what future activities will occur for Mentoring Task Force 3 (MTF-3) personnel who began return to Australia from Afghanistan in late 2011.

Activities	Timing	Location
A three day process including a group psycho-education presentation on the “Realities of Reintegration”, completion of Return to Australia Psychology Screen (RTAPS) and Return to Australia Medical Screen (RTAMS) paperwork, a one-on-one screening interview with a psychologist or psychological examiner and various administrative checks such as pay and allowances, honours and awards, security, and equipment handover and returns (normally these activities occur as part of the Relief in Place (RiP) process at Al Minhad Air Base (AMAB)).	Up to 14 days prior to return to Australia	Tarin Kot
During the (RiP), personnel generally spend two full days at AMAB before leaving for Australia on the third day. The key activity during this period is the cleaning and hand back of all equipment for return to Australia. Personnel also have the opportunity for a half day rest and recreation activity in Dubai.	Immediately prior to return to Australia	AMAB

<p>A three day reintegration program is conducted that included briefs, family activities, physical training and opportunities for unit administration. The activities are scheduled as part days to facilitate integration back to home life. Briefs include:</p> <ul style="list-style-type: none"> - Reintegration (two sessions; one delivered by a Chaplain the other delivered by the Defence Community Organisation) - Alcohol, tobacco and other drugs - Rehabilitation process - Defence Veteran Affairs processes and entitlements - Veterans and Veterans family counselling service processes and entitlements - Finance - Trade transfers - Return Services League benefits 	<p>In the week post return to Australia</p>	<p>Townsville, Brisbane or Darwin (dependant on their previous or subsequent posting or family locality)</p>
<p>Leave</p>	<p>Various</p>	<p>Various</p>
<p>A structured Post Operational Psychology Screen (POPS) campaign. Townsville based Mentoring Task Force - 3 (MTF) personnel are a part of a trial of family inclusive POPS, which includes the opportunity for a family member to participate in the POPS interview.</p>	<p>90-180 days post return to Australia</p>	<p>Various dependant on posting location</p>
<p>The Coming Home Readjustment Program (CHRP) is a four hour group based program that focuses on assisting personnel with sub-clinical difficulties in the following areas: alcohol, anger, sleep, stress, relationships or communication. Members can self-refer or be referred into the program by mental health providers, medical officers or the chain of command. To date there has not been an identified need for a CHRP in the Townsville area for MTF-3 personnel.</p>	<p>As required</p>	
<p>The Reduce Early Signs of Emerging Traumatic Stress (RESET) program is a newly developed, voluntary, group based, indicated prevention program for members with emerging Post Traumatic Stress Disorder (PTSD). RESET consists of psycho-education and self management/ therapy skills for management of symptoms of PTSD, general psychological distress, and socialisation to treatment of PTSD if needed. Personnel suitable for this program will be identified through the POPS process. The RESET program will be run in July 2012.</p>	<p>As required</p>	

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2010-11 Defence Annual Report Hearing – 16 March 2012

Q 31: Sale of Heritage and Cultural Assets

Ms Brodtmann provided in writing:

On page 394 of the Defence Annual Report, you report \$438,000 for 2011 from proceeds from the sale of heritage and cultural assets (3H). Can you please provide details of the sale of these assets (what/why they were sold/revenue raised from each sale), and why was there no activity in 2010?

Response:

The heritage and cultural assets sold (\$438,379.55) relate to buildings at Artillery Barracks, Freemantle as follows:

- Rifle Cottage (\$415,800)
- Storehouse (\$16,219.20)
- Signal Station (\$6,360.35).

The sale of heritage and cultural assets occurs on an infrequent basis. There were no recorded sales of heritage and cultural assets in 2009-10 and therefore no activity was reported.