

SLC Questions on Notice
20-21 February 2002
DEPARTMENT OF DEFENCE

W39: Recruitment and Retention Issues

Attitudinal
Survey Form



46568

STAFF-IN-CONFIDENCE (after first entry)

Instructions:

Please use a 2B PENCIL or a BLACK PEN.

Please indicate your responses by filling in the appropriate circle.

To change a response, please erase your initial response and try again.

Correct response: ●

Incorrect response: ⊗ ⊙

Section 1 - Your Personal Details**1. Are you ...**

- ☐ Male
- ☐ Female

2. What is your age, in years, as of your last birthday?

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(Please print clearly)

3. Do you have a spouse or partner?

- ☐ Yes - living with me
- ☐ Yes - not living with me
- ☐ No

4. Do you have dependent children?

- ☐ Yes - living with me
- ☐ Yes - not living with me
- ☐ No

5. What is your highest level of education completed?

- ☐ Less than Year 12
- ☐ Completed Year 12
- ☐ Diploma/Certificate
- ☐ Bachelor Degree
- ☐ Bachelor Degree with Honours
- ☐ Postgraduate Diploma/Certificate
- ☐ Postgraduate Degree

6. Have you served overseas on an operational deployment or with a United Nations mission?
(if Yes, indicate only your most recent deployment)

- ☐ Yes - East Timor Q 7
- ☐ Yes - Bougainville Q 7
- ☐ Yes - Other Q 7
- ☐ No Q 9

7. If you answered Yes to Question 6, how long is it since you returned from your most recent deployment?

- ☐ Less than 3 months ago
- ☐ 3 months or more, but less than 6 months ago
- ☐ 6 months or more, but less than 1 year ago
- ☐ 1 year or more, but less than 2 years ago
- ☐ 2 years or more, but less than 3 years ago
- ☐ 3 years or more ago

8. Were you accompanied by family on this posting?

- ☐ Yes
- ☐ No

9. Which superannuation scheme do you belong to?

- ☐ DFRDB
- ☐ MSBS

Navy members serving at sea Q. 10

Everyone else Q. 11

10. For those serving at sea, what is your ship type?

- ☐ Afloat Support & Amphibious (inc. LCH)
- ☐ ANZAC Class
- ☐ DDG
- ☐ FCPB
- ☐ FFG
- ☐ Hydrography Vessel
- ☐ Mine Warfare Vessel
- ☐ Submarine
- ☐ Other (specify by printing clearly below)

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Section 2 - Service Details

11. What is your current Service?

- ☐ RAN Q. 12
☐ ARA Q. 13
☐ RAAF Q. 14

12. RAN: What is your primary qualification / category?

RAN Officers:

- | | | |
|-----------------------------|-----------------------------|------------------------------|
| ☐ AD | ☐ MCD | ☐ PWO A |
| ☐ AE | ☐ MD | ☐ PWO SW |
| ☐ BD | ☐ ME | ☐ SM |
| ☐ CD | ☐ ME SM | ☐ SMN |
| ☐ CHAP | ☐ MW | ☐ SMN SM |
| ☐ DN | ☐ N | ☐ SU |
| ☐ EOE | ☐ NPC | ☐ TS |
| ☐ H | ☐ NS | ☐ TS SM |
| ☐ IT | ☐ O | ☐ WE |
| ☐ IT SM | ☐ P | ☐ WE SM |
| ☐ LE | ☐ PD | ☐ WEA |
| ☐ MA | ☐ PWO N | ☐ Other |

RAN Sailors:

- | | | |
|------------------------------|------------------------------|-------------------------------|
| ☐ A | ☐ ET SM | ☐ NPC SM |
| ☐ ATA | ☐ EWA SM | ☐ PH |
| ☐ ATV | ☐ EWL | ☐ PT |
| ☐ AWA SM | ☐ EWO | ☐ RO |
| ☐ BM | ☐ EWT | ☐ RO SM |
| ☐ CD | ☐ HS | ☐ SIG |
| ☐ CIS | ☐ MED | ☐ SN |
| ☐ CK | ☐ MS | ☐ STD |
| ☐ CK SM | ☐ MT | ☐ STD SM |
| ☐ CSO | ☐ MT SM | ☐ UW SM |
| ☐ CSO MW | ☐ MTD | ☐ WTR |
| ☐ DEN | ☐ MUSN | ☐ Recruit |
| ☐ ET | ☐ NPC | ☐ Other |

13. ARMY: What is your Corps and (for Soldiers) ECN?

Corps:

- | | | |
|--------------------------------|-----------------------------|-----------------------------------|
| ☐ RAAC | ☐ RACT | ☐ RACMP |
| ☐ RAA | ☐ RAAMC | ☐ AA Psych |
| ☐ RAE | ☐ RAADC | ☐ AABC |
| ☐ PR | ☐ RAAOC | ☐ RAANC |
| ☐ RA Sigs | ☐ RAEME | ☐ WRAAC |
| ☐ RA Inf | ☐ RAAEC | ☐ Staff Cadet |
| ☐ AAvm | ☐ AACC | ☐ OFFR Cadet |
| ☐ Aust Int | ☐ RAAPC | |
| ☐ RAA Ch D | ☐ AALC | |

For Soldiers, what is your primary ECN?

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(Please print clearly)

14. RAAF: What is your specialisation / mustering?

RAAF Officers:

- | | | |
|------------------------------|-----------------------------|------------------------------------|
| ☐ ADMIN | ☐ ENVH | ☐ PHARM |
| ☐ AE | ☐ FACS | ☐ PLT |
| ☐ AIRDEF | ☐ GRDEF | ☐ RADIOG |
| ☐ ATC | ☐ INTEL | ☐ SECPOL |
| ☐ CHAP | ☐ LAB | ☐ SUP |
| ☐ DENT | ☐ LEGAL | ☐ TRG |
| ☐ AERO | ☐ MED | ☐ NotAllocated |
| ☐ ARM | ☐ NAV | |
| ☐ ELECTR | ☐ NURS | |

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RAAF Airmen/Airwomen:

- ☐ ADASTFITT ☐ CARPENTER ☐ GSETECH
☐ ADASTTECH ☐ CEFITT ☐ IA
☐ ADATECH ☐ CESYSTECH ☐ LABTECH
☐ ADAVTECH ☐ CETECH ☐ LOADM
☐ ADGSETECH ☐ CISCON ☐ MEDASST
☐ ADG ☐ CLK ☐ METMACH
☐ AEA ☐ CLKSPLY ☐ MUSICIAN
☐ AFITT ☐ COOK ☐ PLUMBER
☐ ALSFITT ☐ DENTASST ☐ PHOTO
☐ AMECH ☐ DENTHYG ☐ PTI
☐ ASOP ☐ DENTECH ☐ RAAFPOL
☐ ASTFITT ☐ EHSURV ☐ SIGSOP
☐ ASYSTECH ☐ ELECN ☐ SPLR
☐ ATECH ☐ EPLTR ☐ STWD
☐ AVFITT ☐ FIREFTR ☐ SURFIN
☐ AVMECH ☐ FLTENG ☐ TAILOR
☐ AVSYSTECH ☐ GHAND ☐ WKSSPVR
☐ AVTECH ☐ GSEFITT ☐ WOD
☐ NotAllocated

15. In which area of Defence (Group/Business Unit) are you currently employed?

- ☐ HeadquartersAustralianTheatre
☐ VCDF
☐ Navy
☐ Army
☐ Air Force
☐ Strategy
☐ ChiefFinancialOfficer
☐ DefencePersonnelExecutive (inc. JET/DETP)
☐ PublicAffairs and Corporate Communication
☐ InspectorGeneral
☐ Intelligence
☐ Defence Materiel Organisation (inc. DAO, SCA, NSD)
☐ Defence Science & Technology Organisation
☐ Corporate Services (inc. DEO, DISG, DCS)

16. What is your unit's/ship's/base's postcode?

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(Please print clearly)

17. Which one of the following best describes your current unit/ship/base?

- ☐ Defence, Service or Group Headquarters (e.g., DPE)
☐ Other Headquarters (e.g., MHQ, LHQ, HQAC)
☐ Service Unit/ Logistics Unit/ Support Unit
☐ Ship or Submarine/ Field Force Unit/ Operational Unit
☐ Training Unit
☐ Non-Service Integrated Defence Unit (e.g., Recruiting)
☐ Reserve Unit
☐ Overseas Unit or Appointment
☐ Other

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18. What is your current worn rank?

- ☐ Recruit
☐ SMN/PTE(E)/AC/ACW
☐ AB/LCPL/LAC/LACW
☐ LS/CPL/BDR(E)
☐ PO/SGT
☐ SSGT
☐ CPO/WO2/FSGT
☐ WO/WO1/WOFF
☐ MIDN/OCDDT/SCDDT/OFF CADET
☐ 2LT/PLTOFF
☐ ASLT/SBLT/LT/FLGOFF
☐ LEUT/CAPT/FLT LT
☐ LCDR/MAJ/SQNLDR
☐ CMDR/LTCOL/WGCDR
☐ CAPT/COL/GPCAPT & above

19. In total, how many years of full time service have you completed in the ADF? (include all periods of service)

- ☐ Less than 6 months
☐ 6 months or more, but less than 2 years
☐ 2 years or more, but less than 5 years
☐ 5 years or more, but less than 10 years
☐ 10 years or more, but less than 15 years
☐ 15 years or more, but less than 20 years
☐ 20 years or more

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Section 3 - Discharge Details

20. How long ago did you formally apply for discharge?

- ☐ Less than 1 month ago
☐ 1 month or more, but less than 3 months ago
☐ 3 months or more, but less than 6 months ago
☐ 6 months or more, but less than 1 year ago
☐ 1 year or more, but less than 2 years ago
☐ 2 years or more ago

21. When do you intend to leave the Service?

- ☐ Within 1 month
☐ 1 month or more, but within 3 months
☐ 3 months or more, but within 6 months
☐ 6 months or more, but within 1 year
☐ 1 year or more, but within 2 years
☐ 2 years or more

22. Have you previously made an application for Discharge or Resignation and withdrawn the application?

- ☐ Yes
☐ No

23. What is your type of Discharge/Resignation?

- ☐ compulsory age retirement
☐ discharge/resignation at own request
☐ assessed as unsuitable for further training
☐ end of fixed period engagement
☐ end of initial enlistment period/return of service obligation
☐ end of limited tenure appointment (Officers)
☐ not offered re-engagement/re-appointment
☐ accepted voluntary redundancy
☐ compassionate grounds
☐ discharge at own request within first 90 days of service
☐ optional discharge (NAVY recruits only)
☐ claim under OEE scheme
☐ non-voluntary discharge-administrative
☐ medical discharge
☐ MIER

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☐ transfer to another service (specify)

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☐ other (specify by printing clearly below)

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24. After discharge/resignation, do you intend to transfer to the Reserve?

- ☐ Yes
☐ No

25. Do you have paid employment to go to when you leave the Service?

- ☐ Yes *→ Q. 26 & then Q. 28*
☐ No *→ Q. 27*

26. If you answered Yes to Question 25, how does your expected total income compare with your current service income?

- ☐ Much less
☐ A bit less
☐ Comparable
☐ A bit more
☐ Much more

27. If you answered No to Question 25, are you actively seeking another job?

- ☐ Yes
☐ No

28. How did you receive this form?

- ☐ Received in mail from DSPPR
☐ Handed to me by ship's office/orderly room/discharge centre

29. How many Resettlement Seminars have you attended? *(Please print clearly)*

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If you have never attended a seminar, print 00 and proceed to Section 4. Everyone else, proceed to Q 30.

30. When did you last attend a Resettlement Seminar?

- ☐ Within the last 6 months
☐ 6 months or more, but within 1 year ago
☐ 1 year or more, but within 2 years ago
☐ 2 years or more ago

31. How relevant was the information provided at the Resettlement Seminar when planning your discharge?

- ☐ Not at all relevant
☐ Slightly relevant
☐ Moderately relevant
☐ Very relevant

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Section 4 - Perception of Career

32. Did you enjoy your career in the ADF?

☐ Yes ☐ No

Please feel free to add any comments about your overall perception of your career.

Section 5 - Reasons for Leaving

33. Listed below are some reasons members give for leaving the ADF. Please identify your reasons for leaving from the list below and indicate how much influence they had on your decision.

(There is no need to respond to each reason, only those that apply to you.)

Career Management & Development Issues

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Inadequate day-to-day unit management of personnel matters</i>	☐	☐	☐	☐
<i>Inadequate information provided on my career management</i>	☐	☐	☐	☐
<i>Insufficient opportunities for career development</i>	☐	☐	☐	☐
<i>Limited opportunities in my present categ/trade/mustering or primary qual.</i>	☐	☐	☐	☐
<i>Limited promotion prospects</i>	☐	☐	☐	☐
<i>Better career prospects in civilian life</i>	☐	☐	☐	☐
<i>To make a career change while still young enough</i>	☐	☐	☐	☐
<i>Good chance of finding a civilian job in the current economic climate</i>	☐	☐	☐	☐
<i>An offer of civilian employment</i>	☐	☐	☐	☐
<i>I have satisfied my goals in the Service</i>	☐	☐	☐	☐
<i>Desire to pursue further education</i>	☐	☐	☐	☐
<i>Own business opportunity</i>	☐	☐	☐	☐
<i>Underuse or non-use of training and skills</i>	☐	☐	☐	☐
<i>Lack of skills accreditation for civilian employment</i>	☐	☐	☐	☐

Pay-related Issues

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Dissatisfaction with pay</i>	☐	☐	☐	☐
<i>Dissatisfaction with job-related allowances and benefits</i>	☐	☐	☐	☐
<i>Little reward for what would be considered overtime in the civilian community</i>	☐	☐	☐	☐
<i>Need for spouse/partner to get stable employment to supplement family income</i>	☐	☐	☐	☐
<i>To gain access to superannuation funds</i>	☐	☐	☐	☐
<i>Attractiveness of a civilian job supplemented by a pension</i>	☐	☐	☐	☐

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Home & Family Issues

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Desire to live in my own home</i>	☐	☐	☐	☐
<i>Desire to stay in one place</i>	☐	☐	☐	☐
<i>Desire for less separation from family</i>	☐	☐	☐	☐
<i>Desire to return to my home location</i>	☐	☐	☐	☐
<i>My spouse/partner's attitude to service life</i>	☐	☐	☐	☐
<i>Difficulty managing work and family commitments as a single parent</i>	☐	☐	☐	☐
<i>To have a child</i>	☐	☐	☐	☐
<i>To look after children</i>	☐	☐	☐	☐
<i>Lack of adequate child care</i>	☐	☐	☐	☐
<i>To care for a member of my extended family</i>	☐	☐	☐	☐
<i>Impact of my overseas deployment</i>	☐	☐	☐	☐
<i>Desire to help with family business</i>	☐	☐	☐	☐

Job-related Issues

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Annual performance indicators below expectations</i>	☐	☐	☐	☐
<i>Lack of recognition or credit for work done</i>	☐	☐	☐	☐
<i>A desire for more challenging work</i>	☐	☐	☐	☐
<i>Lack of job satisfaction</i>	☐	☐	☐	☐
<i>A perception of decreased job security</i>	☐	☐	☐	☐
<i>Excessive workload</i>	☐	☐	☐	☐
<i>Sea service obligation (NAVY only)</i>	☐	☐	☐	☐
<i>Not enough sea service (NAVY only)</i>	☐	☐	☐	☐
<i>Too much sea service (NAVY only)</i>	☐	☐	☐	☐
<i>Duty watch routines (NAVY only)</i>	☐	☐	☐	☐
<i>Prospect of ground duties (Aircrew only)</i>	☐	☐	☐	☐
<i>Reduced flying hours (Aircrew only)</i>	☐	☐	☐	☐
<i>Too much time spent training</i>	☐	☐	☐	☐
<i>Too many field exercises</i>	☐	☐	☐	☐
<i>Low morale in my work environment</i>	☐	☐	☐	☐
<i>Poor leadership by my immediate supervisor</i>	☐	☐	☐	☐
<i>Conflict with superiors</i>	☐	☐	☐	☐
<i>Conflict with peers</i>	☐	☐	☐	☐
<i>Insufficient personnel in units to do the work</i>	☐	☐	☐	☐
<i>Insufficient equipment or resources to do my job</i>	☐	☐	☐	☐
<i>Untrained for current job</i>	☐	☐	☐	☐

continued ...

Accommodation & Conditions Issues

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Inadequate standards of DHA housing</i>	☐	☐	☐	☐
<i>The requirement to live in a DHA house</i>	☐	☐	☐	☐
<i>Cost of DHA housing</i>	☐	☐	☐	☐
<i>Insufficient housing for families on military bases</i>	☐	☐	☐	☐
<i>The requirement to live in messes/barracks</i>	☐	☐	☐	☐
<i>Lack of control over life</i>	☐	☐	☐	☐
<i>General dissatisfaction with service life</i>	☐	☐	☐	☐
<i>Difficulty in meeting individual readiness requirements</i>	☐	☐	☐	☐
<i>Unsafe or unhealthy work environment</i>	☐	☐	☐	☐
<i>A traumatic incident(s) related to work</i>	☐	☐	☐	☐
<i>Too much change in the ADF</i>	☐	☐	☐	☐
<i>Lack of operational focus in a peace-time Defence Force</i>	☐	☐	☐	☐
<i>Greater integration of women in the Service</i>	☐	☐	☐	☐
<i>Personal experience of sexual harassment or discrimination</i>	☐	☐	☐	☐
<i>Personal experience of other types of unacceptable behaviour</i>	☐	☐	☐	☐
<i>Community attitudes to the Defence Force and its members</i>	☐	☐	☐	☐
<i>Difference between single and married entitlements</i>	☐	☐	☐	☐

Posting Issues

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Dislike of current posting or location</i>	☐	☐	☐	☐
<i>Too long in current posting</i>	☐	☐	☐	☐
<i>Too frequent postings</i>	☐	☐	☐	☐
<i>Probable location of future postings</i>	☐	☐	☐	☐
<i>Posting to isolated geographic locations</i>	☐	☐	☐	☐
<i>Posting conflicts with spouse/partners's career</i>	☐	☐	☐	☐
<i>The effect of postings on family life</i>	☐	☐	☐	☐
<i>Effect of postings on children's education</i>	☐	☐	☐	☐
<i>The nature of the work in future postings</i>	☐	☐	☐	☐
<i>Preferential treatment or compassionate posting not approved</i>	☐	☐	☐	☐



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34. Are there any other reasons not covered which have prompted you to leave the ADF?

☐ No ☐ Yes (please specify by printing clearly in the space below)

35. Was there any reason that you considered to be the "last straw"?

☐ No ☐ Yes (please specify by printing clearly in the space below)

36. Is there anything the ADF could have done that would have encouraged you to alter your decision to leave?

☐ No ☐ Yes (please specify by printing clearly in the space below)

THANK YOU FOR YOUR ASSISTANCE

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