

Senate Foreign Affairs, Defence and Trade Legislation Committee

Answers to written questions on notice
DEPARTMENT OF DEFENCE

Additional estimates 2001—2002; 20–21 February 2002

Advertising, Recruitment, Retention and Employment

QUESTION W36

- a) Please provide the most recent figures on how many permanent members of the ADF there are. Are the current figures above or below revised estimate expectations?
- b) What are the targets for the total numbers for each of the Services over the last 5 years?
- c) What are the targets for the total numbers for each of the Services over the next 5 years?
- d) What are thought to be the reasons why the ADF has less numbers now than it did in 1999?
- e) With reference to Question 14 from 21 February 2001 (Senate Estimates) on shortages in specialist personnel, can a breakdown be provided for all skill categories across the three Forces (capturing all personnel). Can this breakdown show, for the last five years, the targets and actual numbers in each category. Can this breakdown also show, for the next five years the targets in each category.
- f) With reference to Question 14 from 21 February 2001 (Senate Estimates) can the Department provide an update on this question, showing the same information as at December 2001.

RESPONSE

- a) The current strength of the permanent ADF is:

Service	Strength	
Navy	12,625	As at 26 February 2002
Army	24,937	As at 6 March 2002
Air Force	13,240	As at 26 February 2002
ADF	50,802	

The Navy's current permanent force strength of 12,625 is 129 above the forecast strength of 12,496 by 30 June 2002. The Army's current permanent force strength of 24,937 is 165 above the forecast strength of 24,772 by 30 June 2002. The Air Force's current permanent force strength of 13,240 is 66 below the forecast strength of 13,306 by 30 June 2002.

- b) Defence Reform Program targets for the period 1 July 1997 until the release of the *Defence 2000 Our Future Defence Force* (the White Paper) were:

Navy	14,000
Army	23,000
Air Force	13,000
ADF	50,000

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The Army and Air Force targets were adjusted after the release of the Defence 2000 White Paper to:

To be achieved by 2010	
Navy	14,000
Army	26,000
Air Force	13,555
ADF	53,555

- c) Forecast average funded strengths by Service have been extracted from the Defence Workforce Plan and are tabulated below.

Service	2001-02	2002-03	2003-04	2004-05	2005-06
Navy	12,570	12,838	12,988	12,988	12,988
Army	25,152	25,009	25,009	25,072	25,072
Air Force	13,189	13,196	13,196	13,196	13,196
ADF	50,911	53,042	53,192	53,255	53,255

- d) The strength of the permanent members of the ADF as at 30 June 1999, compared with the current strength, was:

	Strength in 1999	Current Strength
Navy	13,399	12,625
Army	23,906	24,937
Air Force	14,714	13,240
ADF	52,019	50,802

The Army's strength has increased since 1999.

The Air Force embarked on a program in 1997 to reduce its strength from 17,000 to 13,555 to align with post Defence Reform Program structures.

The reasons why the Navy has fewer numbers now than it did in 1999 include:

- higher than desirable separation rates being experienced for both officers and sailors;
- recruiting achievement being below target until late 2000; and
- a number of redundancies were offered to officers and sailors in specific workgroups, which had to be downsized as a result of the Defence Reform Program.

- e) A summary of ADF skill categories by Service follows.

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Navy⁽¹⁾

SKILL CATEGORY (NAVY)	1996-97		1997-98		1998-99		1999-2000		2000-01		2001-02 ⁽³⁾		2002-03	2003-04	2004-05	2005-06
	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Target Numbers	Target Numbers	Target Numbers
Officers (TF CMDR and below)																
Aviation	183	168	196	162	196	166	206	164	236	158	248	177	259	263	263	263
Seaman ⁽²⁾	938	841	960	824	960	823	1066	825	1088	815	1077	794	1084	1084	1080	1076
Engineering	447	421	453	437	453	427	440	411	445	405	444	399	448	448	448	448
Supply	202	280	204	269	204	243	215	211	215	191	215	199	217	217	217	217
Medical Groups	101	116	101	108	103	119	104	120	107	97	107	97	107	107	107	107
Miscellaneous	181	312	180	275	164	233	165	196	170	203	170	204	170	170	170	170
Other Ranks (TF all ranks)																
Technical	4910	3890	4673	3754	4405	3901	4825	4019	4765	4030	4502	3837	4396	4396	4396	4396
Non-Technical	5497	6312	5054	6261	5190	6024	5960	5495	5733	5112	5557	4870	5447	5447	5447	5447
Officer Sub-Total	2052	2138	2094	2075	2080	2011	2196	1927	2261	1869	2261	1870	2285	2289	2285	2281
Officers working in areas that require no particular specialty	0	163	0	204	0	190	0	168	0	164	0	157	0	0	0	0
Star Officers and Captain Ranks	126	121	127	115	111	100	106	102	127	116	131	118	131	131	131	131
Officer Total	2178	2422	2221	2394	2191	2301	2302	2197	2388	2149	2392	2145	2416	2420	2416	2412
Other Ranks Total	10407	10202	9727	10015	9595	9925	10785	9514	10498	9142	10059	8707	9843	9843	9843	9843
Navy Total (Trained Force)	12585	12624	11948	12409	11786	12226	13087	11711	12886	11291	12451	10852	12259	12263	12259	12255

Notes

- Actual numbers do not include Navy's training force.
- The seaman category includes: Hydrography, Mine Warfare and Clearance Diving, Mine Warfare, Principal Warfare Officer, Seaman, Seaman Submarine. 2001-02 actual numbers are as at 7 March 2002.

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Army⁽¹⁾

Army CORPS Officers	Actual Numbers (as at 28 February 2002)	Target (as at 28 February 2002)	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Officers								
Non Corps ⁽²⁾	773	2143	2138	2117	2110	2105	2104	2104
Royal Australian Armoured Corps	235	172	172	171	171	165	165	165
Royal Australian Artillery	284	201	201	201	200	192	192	192
Royal Australian Engineers	387	274	274	273	273	273	273	273
Royal Australian Signals	347	299	298	296	293	289	288	288
Royal Australian Infantry	695	365	357	356	356	342	342	342
Australian Army Aviation	339	363	363	358	357	356	355	354
Royal Australian Armoured Corps / Royal Australian Artillery / Royal Australian Infantry ⁽³⁾	0	148	148	145	145	145	145	145
Australian Army Band Corps	23	20	20	20	20	20	20	20
Australian Intelligence General	198	170	170	170	170	169	169	169
Royal Australian Corps of Transport	290	157	157	157	156	154	154	154
Royal Australian Corps of Transport / Royal Australian Army Ordnance Corps / Royal Australian Electrical and Mechanical Engineers ⁽³⁾	0	298	298	295	294	290	289	288
Australian Army Catering Corps	20	11	11	11	11	11	11	11
Royal Australian Army Medical Corps (Medical)	93	59	59	58	58	56	56	55
Royal Australian Army Medical Corps (Pharmaceutical)	18	18	18	18	18	18	18	18
Royal Australian Army Medical Corps (Miscellaneous)	118	74	73	70	70	70	70	70
Australian Army Psychology	53	54	54	49	48	48	48	48
Royal Australian Army Nursing Corps	94	97	97	93	91	90	90	90
Royal Australian Army Medical Corps (Therapist)	3	5	5	5	5	5	5	5
Royal Australian Army Medical Corps (Science)	9	11	11	11	11	11	11	11
Royal Australian Army Dental Corps	37	39	38	31	31	31	31	31
Royal Australian Army Medical Corps / Royal Australian Army Dental Corps / Royal Australian Army Nursing Corps ⁽³⁾	0	25	25	24	23	23	23	23
Royal Australian Army Ordnance Corps	372	200	200	200	199	196	196	194
Royal Australian Electrical and Mechanical Engineers	423	284	284	275	270	261	259	245
Royal Australian Corps of Military Police	53	38	38	38	38	38	38	38
Royal Australian Army Pay Corps	14	19	19	19	18	17	17	17
Australian Army Legal Corps	38	43	43	42	42	42	42	42
Royal Australian Army Education Corps	96	114	114	113	113	113	113	113
Australian Army Public Relations	14	22	22	22	22	22	22	22
Royal Australian Army Chaplains Department	50	55	55	54	54	53	53	53
Military Personnel ⁽⁴⁾	0	209	209	204	204	204	204	204
Totals	5076	5987	5971	5896	5871	5809	5803	5784

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Notes

1. A breakdown of Army's skill categories cannot be provided for previous years, as data are not stored electronically but are held on some 430 files, approximately 40 per cent of which are archived.
2. The 'Target' is the number of officer positions for which there is no designated Corps. The 'Actual Numbers' only include those few types of officers who do not have a designated Corps (ie. Officer Cadets, undergraduates, and officers of the rank of Colonel and above). Officers with designated Corps will also be filling these Non Corps positions and this explains why the 'Actual Numbers' will exceed 'Targets' for some Corps (eg. Royal Australian Infantry).
3. Similar to Non Corps. The 'Target' is the number of officer positions which may be filled by an officer from any of the three Corps. 'Actual Numbers' is zero as the officers filling these positions are from a specific Corps and this explains why the 'Actual Numbers' will exceed 'Targets' for these three specific Corps.
4. Similar to Non Corps. This is an officer specialisation. Officers who fill these positions remain within their original Corps. Hence the 'Actual Numbers' for Military Personnel is zero and the officers filling these positions will be reflected in the 'Actual Numbers' for their Corps.

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Army CORPS	Actual Numbers	Target	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Other Ranks								
Royal Australian Armoured Corps	864	892	892	895	912	636	636	636
Royal Australian Artillery	946	1100	1100	1100	1113	1078	1078	1078
Royal Australian Engineers	1417	1232	1232	1228	1215	1201	1201	1201
Royal Australian Signals	1613	1591	1590	1511	1581	1574	1574	1574
Royal Australian Infantry	4788	4525	4428	4428	4429	4387	4387	4387
Australian Army Aviation	218	238	238	238	238	238	238	238
Australian Army Band Corps	179	193	193	193	193	193	193	193
Australian Intelligence General	230	252	252	252	252	251	251	251
Royal Australian Corps of Transport	1711	1754	1753	1744	1730	1875	1875	1875
Australian Army Catering Corps	581	589	586	579	579	531	531	531
Royal Australian Army Medical Corps (Medical)	606	717	712	692	687	680	680	680
Australian Army Psychology	41	52	52	43	43	43	43	43
Royal Australian Army Dental Corps	127	113	113	97	92	88	88	88
Royal Australian Army Ordnance Corps	2215	2777	2774	2759	2592	2502	2502	2502
Royal Australian Electrical and Mechanical Engineers	2314	2325	2323	2323	2227	2158	2157	2155
Royal Australian Corps of Military Police	228	239	237	237	237	237	237	237
Royal Australian Army Pay Corps	145	163	162	162	162	158	158	158
Australian Army Public Relations	17	16	16	16	16	16	16	16
General Enlist Corps	1117	260	260	260	260	260	260	260
Manpower Not Related to Establishment ⁽¹⁾	0	272	272	272	272	272	272	272
Miscellaneous Non Specific Trade Positions ⁽²⁾	141	1188	1187	1177	1166	1155	1155	1155
Adult Tradesman ⁽³⁾	24	701	701	701	701	701	701	701
General Enlistment ⁽⁴⁾	0	317	317	317	317	317	317	317
Corps Enlistment Recruit ⁽⁵⁾	329	0	0	0	0	0	0	0
Other Ranks Total Totals	19851	21506	21390	21224	21014	20551	20550	20548

Notes

1. Includes Illegal Absentees, discharge, Long Service Leave, Leave Without Pay, Medical Treatment, Maternity Leave and Compassionate Leave
2. This is not a trade. These positions may be filled by soldiers of any trade. Soldiers filling these positions retain their trade and will be reflected in the 'Actual Numbers' of that trade. This includes Administration,
3. Careers Adviser, Recruit Instructor and Sergeant Major positions.
4. These 'Targets' are all training positions. Most trainees are paid against different categories and hence do not appear in the 'Actual Numbers'.
5. These are positions used for recruits who were enlisted without having elected a trade. Recruits are now enlisted to a trade. 'Targets' should be transferred to 'Corps Enlistment Recruit'.
6. Targets' have yet to be transferred from 'General Enlistment' (a skill category that is no longer used).

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Air Force

Skill Category (Air Force) Officers	1996-97		1997-98		1998-99		1999-2000		2000-01		2001-02		2002-03	2003-04	2004-05	2005-06
	Target Numbers ⁽¹⁾⁽³⁾	Actual Numbers ⁽⁴⁾	Target Numbers ⁽¹⁾⁽³⁾	Actual Numbers ⁽⁴⁾	Target Numbers ⁽²⁾	Actual Numbers ⁽⁴⁾	Target Numbers ⁽²⁾	Actual Numbers ⁽⁴⁾	Target Numbers ⁽²⁾	Actual Numbers ⁽⁴⁾	Target Numbers ⁽²⁾	Forecast Numbers ⁽⁵⁾	Target Numbers ⁽²⁾	Target Numbers ⁽²⁾	Target Numbers ⁽²⁾	Target Numbers ⁽²⁾
Officers – Trained																
Support Operations ⁽¹⁾	863	600	868	594	710	539	702	501	486	483	592	480	550	536	539	538
Medical Groups ⁽²⁾	242	238	242	262	233	236	241	211	228	205	232	196	213	214	220	213
Logistics and Engineering ⁽³⁾	1229	1198	1170	1242	1239	1185	1223	1126	966	1077	1061	1084	1068	1036	1029	1007
Air Operations ⁽⁴⁾	1500	1380	1494	1443	1637	1533	1710	1574	1497	1587	1632	1491	1523	1555	1564	1558
Officer Total - Trained	3834	3416	3774	3541	3819	3493	3876	3412	3177	3352	3517	3251	3354	3341	3352	3316

Notes

1. Support operations include: Administration, Chaplain, Educational Officer, Legal Officer, Security Police, General List, Photography Officer (Obsolete), Meteorological Officer (Obsolete), Any Officer (Trained).
2. Medical groups include: Dentist, Environmental Health Officer, Laboratory, Medical, Nurse, Pharmacy, Radiographer.
3. Logistics and engineering include: Aerospace Engineer, Armament Engineer, Electrical Engineer, Logistics Officer, Airfield Engineer, Any Logistics Officer (Trained), Any Engineering Officer (Trained).
4. Air operations include: Airborne Electronics, Air Defence Officer, Air Traffic Control, Ground Defence Officer, Intelligence Officer, Navigator, Pilot, Any Air Officer.

Skill Category (Air Force) Other Ranks	1996-97		1997-98		1998-99		1999-2000		2000-01		2001-02		2002-03	2003-04	2004-05	2005-06
	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Forecast Numbers	Target Numbers	Target Numbers	Target Numbers	Target Numbers
Other Ranks - Trained																
Technical Trades ⁽¹⁾	5947	6224	5853	6028	5878	5587	5712	5110	5041	4760	4252	4180	4184	4089	4087	4126
Non-Technical Trades ⁽²⁾	6637	6453	6371	6043	5907	5590	5830	5047	5269	4645	4771	4359	4513	4424	4442	4450
Other Ranks Total – Trained	12584	12677	12224	12071	11785	11177	11542	10157	10310	9405	9023	8539	8697	8513	8529	8576

Summary

Officer Total - Trained	3834	3416	3774	3541	3819	3493	3876	3412	3177	3352	3517	3251	3354	3341	3352	3316
Other Ranks Total - Trained	12584	12677	12224	12071	11785	11177	11542	10157	10310	9405	9023	8539	8697	8513	8529	8576
Air Force Total - Trained	16418	16093	15998	15612	15604	14670	15418	13569	13487	12757	12540	11790	12051	11854	11881	11892

Officer Total - Training	492	528	492	694	492	702	497	619	564	545	564	562	574	574	574	574
Other Ranks Total - Training	655	421	655	277	655	253	715	351	959	761	959	855	860	860	860	860
Air Force Total - Training	1147	949	1147	971	1147	955	1212	970	1523	1306	1523	1417	1434	1434	1434	1434

Officer Total Force	4326	3944	4266	4235	4311	4195	4373	4031	3741	3897	4081	3813	3928	3915	3926	3890
Other Ranks Total Force	13239	13098	12879	12348	12440	11430	12257	10508	11269	10166	9982	9394	9557	9373	9389	9436

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Skill Category (Air Force) Other Ranks	1996-97		1997-98		1998-99		1999-2000		2000-01		2001-02		2002-03	2003-04	2004-05	2005-06
	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Actual Numbers	Target Numbers	Forecast Numbers	Target Numbers	Target Numbers	Target Numbers	Target Numbers
Air Force Total Force	17565	17042	17145	16583	16751	15625	16630	14539	15010	14063	14063	13207	13485	13288	13315	13326

Notes

1. Technical trades include Aircraft Technician, Aircraft Life Support Fitter, Aircraft Surface Finisher, Avionics, Communications Electronics Technician, Ground Support Engineering Trades, Aircraft Structural Technician
2. Non-technical trades include Airfield Defence Guard, Airborne Electronics Analyst, Any Airman (Trained), Air Surveillance Operator, Carpenter, Communications Information System Controller, Clerk, Clerk Supply, Cook, Crew Attendant, Dental Assistant, Dental technician, Dental Hygienist, Environmental Health Surveyor, Electrician, Electroplater (Obsolete), Fire Fighter, Flight Engineer, General Hand, Imagery Analyst, Laboratory Technician, Loadmaster, Medical Assistant, Mess Operator (Obsolete), Metal Machinist (Obsolete), Photographer, Plumber, Physical Training Instructor, Steward (Obsolete), Tailor (Obsolete), Telephone Operator (Obsolete), Works Supervisor, Warrant Officer Disciplinary.

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- f) The following updates the information provided in Defence's response to Question 14 from 21 February 2001 (Senate Estimates) are enclosed.

Navy

Officer Employment Groups	Target Numbers 2001–02	Actual Numbers (as at 1 July 2001)
Observer	111	86
Pilot	137	91
Seaman Officer - includes: Hydrography, Mine Warfare and Clearance Diving, Principal Warfare Officer, Seaman and Seaman Submarine	1077	794
Weapons electrical aircraft engineering	24	18
Sailor Employment Groups		
Aviation technician avionics	353	320
Boatswain's mate	963	828
Combat systems operator	816	732
Combat systems operator mine warfare	161	130
Electronic technician	1295	1078
Marine technician	2186	1818
Musician	106	83
Steward	333	257

Army

Officer Employment Group	Target Numbers	Actual Numbers
Nursing Officer	92	95
Other Rank Employment Groups		
Assistant medical	493	391
Combat Clerk – Infantry	252	173
Combat Storeman – Infantry	410	323
Crewman and crewman commander M113	304	301
Driver engineer	124	74
Gun personnel	412	399
Linguist	53	35
Operator bearer systems	131	76
Operator command support systems	265	208
Operator radar	43	26
Operator special vehicle – engineer	22	10
Operator special vehicle – transport	89	96
Operator supply	1043	748
Operator terminal	151	111

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Air Force

Officer Employment Group	Target Numbers	Actual Numbers
Administration	274	215
Air defence	131	118
Air traffic control	331	250
Education	80	65
Ground defence	56	48
Logistics	273	270
Medical	57	54
Nurse	101	83
Pilot ⁽¹⁾	554	627
Airmen and Airwomen Employment Group		
Air surveillance operator	274	251
Communications electronics	566	480
Clerk	563	563
Cook	233	183
Electrician	28	16
Fire fighter	199	201
General hand	137	181
Ground support equipment	416	373
Medical assistant	147	105
Plumber	12	16
Physical training instructor	81	67
Security police	345	291
Supplier	567	522
Work supervisor	26	25

Note

1. The Air Force reduced target pilot numbers by 80 during 2001.