

Senate Foreign Affairs, Defence and Trade Legislation Committee

Additional estimates 2003–2004, 18 February 2004

Correction to questions on notice from **Department of Defence**

ADF Personnel Numbers

QUESTION W29

Senator Evans

- a) What are the most recent figures on how many permanent members of the Australian Defence Force (ADF) there are? Please provide this information for each of the services, and break the information down by gender.
- b) For each of the services, are the current figures above or below expectations?
- c) For each of the services, why are the current figures above or below expectations?
- d) What were the targets for the total number for each of the services over the past three financial years?
- e) What are the targets for the total number for each of the services over the next five financial years?
- f) With reference to part (e) of Question on Notice W36 from Additional Estimates 2001-02, please provide an update to the tables for each of the services.
- g) With reference to part (f) of Question on Notice W36 from Additional Estimates 2001-02, please provide an update to the tables for each of the services, showing the same information as at 31 December 2001 and 30 June 2002, 31 December 2002, 30 June 2003 and 31 December 2003.
- h) With reference to part (f) of Question on Notice W36 from Additional Estimates 2001-02, are there any other specialist areas in the ADF experiencing shortages of personnel (that is, areas of specialist skill that were not identified in the previous answer to this question)?

RESPONSE

- a) The most recent figures on the number of permanent members of the ADF were compiled as at 31 January 2004 and are shown in the following table.

	Navy	Army	Air Force	ADF
Men	10,673	22,800	11,474	44,947
Women	2,206	2,562	2,020	6,788
Total	12,879	25,362	13,494	51,735

- b) and c) The current figures for all three Services are in line with expectations.
- d) The targets and the actual number for each of the Services over the past three financial years are shown in the following table.

Permanent Forces	2000-01 Target	2000-01 Actual	2001-02 Target	2001-02 Actual	2002-03 Target	2002-03 Actual
Navy	12,373	12,396	12,570	12,598	12,838	12,847
Army	25,081	24,488	25,152	25,012	25,785	25,587
Air Force	13,541	13,471	13,189	13,322	13,446	13,646
Total	50,995	50,355	50,911	50,932	52,069	52,080

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e) The targets for the total number for each of the Services over the next five financial years are shown in the following table.

Permanent Forces	2004-05 Target	2005-06 Target	2006-07 Target	2007-08 Target	2008-09 Target
Navy ⁽¹⁾	13,167	13,298	13,430	13,563	13,698
Army	26,036	25,968	25,978	26,119	26,280
Air Force	13,376	13,441	13,384	13,441	13,465
Total	52,579	52,707	52,792	53,123	53,443

Note

1. These numbers do not include the Defence Capability Review decision to retire two Adelaide-class frigates class ships in 2005-06. The impact of this has been determined as a reduction of 416, but the application and phasing of this are yet to be finalised.

f) A summary of ADF skill categories by Service is provided in the following tables.

Navy⁽¹⁾

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 Jun 2005	30 June 2006
	Target	Actual	Target	Actual	Target	Target	Target
Officers							
Aviation	248	177	258	173	254	259	259
Seaman	1,077	794	1,015	747	1,048	1,070	1,070
Engineering	444	399	480	384	443	458	458
Supply	215	199	234	176	237	243	243
Medical Groups	107	97	116	81	114	114	114
Miscellaneous	170	204	226	314	245	247	247
Officer Total	2,261	1,870	2,329	1,875	2,341	2,391	2,391
Other Ranks							
Technical	4,501	3,837	4,006	3,650	4,011	4,176	4,176
Non-Technical	5,559	4,870	5,478	5,103	5,449	5,693	5,693
Other Ranks Total	10,060	8,707	9,484	8,753	9,460	9,869	9,869
Any Specialisation Officer Component ⁽²⁾	0	157	0	0	0	0	0
Officers FLAG and CAPT Component	118	118	126	120	126	126	126
Navy Trained Force	12,439	10,852	11,939	10,748	12,503	12,260	12,386
Navy Total Training Force	1,785	1,573	1,742	2,043	1,743	1,803	1,803
Navy Trained Force	14,224	12,425	13,681	12,791	13,670	14,189	14,189

Notes

1. Based on Navy personnel quarterly reports and known capability changes planned as at 1 March 2004.
2. Any Specialisation officer positions can be filled by any level and specialisation of officer. With effect 30 June 2003 these are included under the Miscellaneous category.

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Army – Officers

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual	Target	Actual	Target	Target	Target
Officers by Corps							
Position may be filled by any corps ⁽¹⁾	1,351	613	1,298	783	1,296	1,293	1,283
Royal Australian Armoured Corps	188	234	149	220	145	143	141
Royal Australian Artillery	212	285	205	274	214	213	211
Royal Australian Engineers	276	393	271	381	273	272	269
Royal Australian Signals	312	355	288	344	286	283	282
Royal Australian Infantry	362	717	338	704	362	362	361
Australian Army Aviation	338	360	374	341	364	361	361
Royal Australian Armoured Corps / Royal Australian Artillery / Royal Australian Infantry ⁽²⁾	151	0	150	0	161	161	161
Australian Army Band Corps	20	23	20	19	22	22	22
Australian Intelligence General	166	204	159	203	164	164	164
Royal Australian Corps of Transport	173	289	169	282	168	167	167
Royal Australian Corps of Transport / Royal Australian Army Ordnance Corps / Royal Australian Electrical and Mechanical Engineers ⁽²⁾	289	0	273	0	266	265	265
Australian Army Catering Corps	13	20	12	21	13	13	13
Royal Australian Army Medical Corps (Medical)	62	92	59	97	60	57	48
Royal Australian Army Medical Corps (Pharmaceutical)	20	18	20	15	20	20	20
Royal Australian Army Medical Corps (Therapist)	5	3	5	6	6	6	6
Royal Australian Army Medical Corps (Science)	11	8	11	13	11	11	11
Royal Australian Army Medical Corps (Radiographer)	0	0	0	0	5	5	5
Royal Australian Army Medical Corps (Environmental Health)	0	0	0	2	11	11	11
Royal Australian Army Medical Corps (Miscellaneous)	74	118	69	107	56	51	49
Australian Army Psychology	58	52	58	57	65	65	65
Royal Australian Army Nursing Corps	104	96	98	104	100	100	99
Royal Australian Army Dental Corps	43	35	43	40	39	39	37
Royal Australian Army Medical Corps / Royal Australian Army Dental Corps / Royal Australian Army Nursing Corps ⁽²⁾	28	0	26	0	30	30	30

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Royal Australian Army Ordnance Corps	244	366	229	371	230	230	229
Royal Australian Electrical and Mechanical Engineers	319	427	299	442	298	299	291
Royal Australian Corps of Military Police	38	53	38	53	44	44	44
Royal Australian Army Pay Corps	16	14	17	15	18	19	18
Australian Army Legal Corps	42	40	41	40	46	46	44
Royal Australian Army Education Corps	112	96	111	97	113	113	113
Australian Army Public Relations	19	15	19	17	19	19	19
Royal Australian Army Chaplains Department	55	50	54	51	60	60	59
Officers Total Force	5,101	4,976	4,903	5,099	4,965	4,944	4,898

Notes

1. 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 a designated corps will also be filling these 'any corps' positions and this explains why the 'actual' numbers against the Corps skill category in this column may exceed 'targets' in some cases.
2. The 'target' is the number of officer positions that may be filled by an officer from any of the three corps listed. 'Actual' numbers are zero because the officers filling these positions are already counted in against these specific corps. This explains why the 'actual' numbers exceed 'targets' for these corps.

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Army – Other Ranks

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual ⁽¹⁾	Target	Actual ⁽¹⁾	Target	Target	Target
Other Ranks by Corps							
Position may be filled by any corps ⁽²⁾	143		100		111	108	107
Royal Australian Armoured Corps	981	997	895	948	920	918	817
Royal Australian Artillery	1,290	1,114	1,215	1,094	1,222	1,222	1,222
Royal Australian Engineers	1,728	1,785	1,597	1,715	1,650	1,641	1,628
Royal Australian Signals	1,824	1,780	1,734	1,788	1,763	1,774	1,768
Royal Australian Infantry	4,494	5,112	4,199	4,705	4,352	4,352	4,349
Australian Army Aviation	267	270	272	282	292	292	292
Royal Australian Armoured Corps / Royal Australian Artillery Royal Australian Infantry ⁽³⁾	65	0	55	0	42	42	42
Australian Army Band Corps	202	187	199	196	211	211	210
Australian Intelligence General	295	230	287	242	303	303	303
Royal Australian Corps of Transport	1,776	1,875	1,687	1,809	1,672	1,682	1,681
Royal Australian Corps of Transport / Royal Australian Army Ordnance Corps / Royal Australian Electrical and Mechanical Engineers ⁽³⁾	92	0	80	0	73	74	74
Australian Army Catering Corps	626	632	570	561	576	580	580
Royal Australian Army Medical Corps (Medical)	780	705	737	681	756	757	752
Australian Army Psychology	51	48	51	43	50	50	50
Royal Australian Army Dental Corps	119	133	92	122	86	86	83
Royal Australian Army Medical Corps / Royal Australian Army Dental Corps / Royal Australian Army Nursing Corps ⁽³⁾	2	0	6	0	2	2	2
Royal Australian Army Ordnance Corps	2,906	2,334	2,825	2,359	2,730	2,725	2,721
Royal Australian Electrical and Mechanical Engineers	2,453	2,591	2,368	2,320	2,325	2,329	2,321
Royal Australian Corps of Military Police	263	231	256	249	266	266	265
Royal Australian Army Pay Corps	179	153	172	168	171	168	168
Australian Army Public Relations	15	17	15	16	13	13	13
Army soldiers under training without a specific corps	0	0	0	892	0	0	0
Other Ranks Total Force	20,551	20,194	19,412	20,190	19,586	19,595	19,448

Notes

1. 'Actual numbers' include trained and training force personnel.
2. The 'target' is the number of positions for which there is no designated corps. Personnel with designated corps will also be filling these 'any corps' positions and this explains why the 'actual numbers' will exceed 'targets' for some corps (eg. Royal Australian Infantry).

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3. The 'target' is the number of officer positions that may be filled by an officer from any of the three corps listed. 'Actual' numbers are zero because the officers filling these positions are already counted in against these specific corps. This explains why the 'actual' numbers exceed 'targets' for these corps.

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Air Force

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual	Target	Actual	Target	Target	Target
Officers							
Support Operations ⁽¹⁾	425	387	458	412	372	368	368
Medical Groups ⁽²⁾	213	198	209	183	212	212	211
Logistics and Engineering ⁽³⁾	1,068	1,084	1,075	1,106	1,060	1,059	1,058
Air Operations ⁽⁴⁾	1,520	1,544	1,500	1,620	1,478	1,479	1,501
General List ⁽⁵⁾⁽⁶⁾	119	137	127	132	131	128	128
Any Officer ⁽⁶⁾⁽⁷⁾	9	0	14	0	153	152	152
Officers Total - Trained	3,354	3,350	3,383	3,453	3,406	3,398	3,418
Other Ranks							
Technical Trades ⁽⁸⁾	4,184	3,985	4,134	4,217	4,127	4,090	4,102
Non-Technical Trades ⁽⁹⁾	4,491	4,514	4,465	4,586	4,490	4,435	4,431
Any Airman ⁽⁶⁾⁽¹⁰⁾	22	0	18	0	19	19	19
Other Ranks Total - Trained	8,697	8,499	8,617	8,803	8,636	8,544	8,552
Air Force Total Trained	12,051	11,849	12,000	12,256	12,042	11,942	11,970
Officer Total – Training	574	637	574	673	653	653	653
Other Ranks Total – Training	860	1,104	860	709	781	781	781
Air Force Total - Training	1,434	1,741	1,434	1,382	1,434	1,434	1,434
Officer Total Force	3,928	3,987	3,957	4,126	4,059	4,051	4,071
Other Ranks Total Force	9,557	9,603	9,477	9,512	9,417	9,325	9,333
Air Force Total Force	13,485	13,590	13,434	13,638	13,476	13,376	13,404

Notes

1. Support Operations includes administration, chaplain, education, legal, security police, any officer category (trained).
2. Medical Groups includes dentist, environmental health, laboratory, medical, nurse, pharmacy, radiographer.
3. Logistics and Engineering includes aeronautical engineer, airfield engineer, armament engineer, electronics engineer, logistics.
4. Air Operations includes airborne electronics, air defence, air traffic control, ground defence, intelligence, navigator and pilot.
5. 'General List' filled by any officer at Group Captain rank and above.
6. Now reported separately (previously listed in different category) due to new personnel management system.
7. 'Any Officer' targets are positions, which can be filled with an officer from any employment group.
8. Technical Trades includes aircraft trades group, aircraft life support fitter, aircraft surface finisher, avionic trade group, communication electronic trade group, ground support engineering trade group and aircraft structural technician.

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9. Non-Technical Trades includes airfield defence guard, airborne electronics analyst, any airman (trained), air surveillance operator, carpenter, communications and information systems controller, clerk, clerk supply, cook, crew attendant, dental assistant, dental hygienist, dental technician, environmental health surveyor, electrician, fire fighter, flight engineer, general hand, geospatial imagery analyst, laboratory technician, loadmaster, medical assistant, photographer, physical training instructor, plumber, warrant officer disciplinary and works supervisor.
10. 'Any Airman' targets are positions, which can be filled with airmen from any trade.

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g) The updates to part f) of Question on Notice W36 from Additional Estimates 2001-02 are provided in following tables.

Navy⁽¹⁾

Employment Group	31 December 2002		30 June 2003		31 December 2003	
	Target	Actual	Target	Actual	Target	Actual
Officer						
Observer	120	80	118	84	115	86
Pilot	140	87	140	89	139	91
Seaman Officer ⁽²⁾	1,053	747	1,015	747	1,048	748
Weapons electrical aircraft engineering ⁽³⁾	29	28	28	31	29	30
Other Ranks						
Aviation technician avionics ⁽³⁾	349	386	355	375	352	379
Boatswains' mate ⁽³⁾	921	974	920	991	919	1,009
Combat systems operator	728	694	732	684	732	680
Combat systems operator mine warfare ⁽³⁾	149	139	149	150	149	158
Electronic technician	1,370	1,113	1,336	1,034	1,346	1,025
Marine technician	1,967	1,901	1,963	1,917	1,961	1,933
Musician ⁽³⁾	104	93	103	97	104	103
Steward ⁽³⁾	304	325	302	322	311	332

Notes

1. The data requested as at 31 December 2001 and 30 June 2002 spans the transition from the Navy personnel system to Defence's new personnel management system. During this period, some categories/trades have been removed, added and amended. Tracking the changes during the migration period would be resource intensive and time consuming.
2. Seaman officer includes hydrography, mine warfare and clearance diving, principal warfare officer, seaman and seaman submarine.
3. Employment groups now healthy as a result of workforce planning initiatives.

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Army⁽¹⁾

Employment Group	30 June 2002		31 December 2002		30 June 2003		31 December 2003	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Officer								
Nursing Officer	92	95	101	92	98	103	98	99
Other Ranks								
Assistant medical	493	391	501	427	513	480	476	539
Combat Clerk – Infantry	252	173	272	(2)	263	(2)	264	(2)
Combat Storeman –Infantry	410	323	373	(2)	144	(2)	144	(2)
Crewman and crewman commander M113	304	301	445	341	372	335	372	334
Driver engineer ⁽³⁾	124	74	117	63	106	55	106	61
Gun personnel ⁽³⁾	412	399	424	452	423	453	423	467
Linguist	53	35	58	48	56	47	58	46
Operator bearer systems ⁽³⁾	131	76	141	141	134	192	135	216
Operator command support systems	265	208	258	239	286	260	252	264
Operator radar ⁽³⁾	43	26	45	37	45	33	45	43
Operator special vehicle - engineer ⁽³⁾	22	10	17	14	17	17	18	17
Operator special vehicle - transport ⁽³⁾	89	96	61	87	61	91	57	81
Operator supply	1,043	748	1,019	798	1,058	819	999	871
Operator terminal ⁽³⁾	151	111	144	129	145	113	133	141

Notes

1. The data requested as at 31 December 2001 spans the transition from the Army personnel system to Defence's new personnel management system. During this period, some categories/trades have been removed, added and amended. Tracking the changes during the migration period would be resource intensive and time consuming.
2. Both employment categories have a base trade of rifleman. Currently, it is not possible to identify riflemen undertaking combat clerk and combat storemen employment from other riflemen. The Defence Remuneration Tribunal recently agreed to allocate to combat clerks and combat riflemen separate category classifications. These changes will be reflected on Defence's new personnel management system in due course.
3. Employment groups are now healthy as a result of workforce planning initiatives.

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Air Force

Employment Group	31 December 2001		30 June 2002		31 December 2002		30 June 2003		31 December 2003	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Administration Officer	269	214	269	227	287	242	287	245	293	250
Air Defence Officer	133	120	127	135	130	139	130	138	130	142
Air Traffic Control Officer	333	254	329	258	325	269	303	273	303	269
Education Officer	82	66	80	63	73	64	75	63	76	63
Ground Defence Officer ⁽¹⁾	56	48	54	58	53	56	51	57	50	55
Logistics Officer	273	269	272	264	272	268	274	261	275	264
Medical Officer	57	55	58	58	62	56	60	55	60	53
Nursing Officer	101	83	100	88	90	88	90	85	91	86
Other Ranks										
Air Surveillance Operator ⁽¹⁾	274	255	275	266	262	271	260	272	258	262
Communications Electronics	578	478	563	474	542	463	543	456	534	461
Clerk	562	562	566	574	585	582	582	563	583	565
Cook ⁽¹⁾	233	181	231	222	226	234	227	266	227	263
Electrician ⁽¹⁾	28	13	28	19	26	21	26	25	27	24
Fire Fighter ⁽¹⁾	199	202	199	216	198	219	160	223	194	203
General Hand ⁽¹⁾	137	174	137	182	134	181	134	165	96	139
Ground Support Equipment	417	382	418	392	421	400	431	446	320	343
Medical Assistant	150	108	147	113	137	120	137	121	126	127
Plumber ⁽¹⁾	12	14	12	19	15	22	15	19	15	19
Physical Training Instructor ⁽¹⁾	81	68	81	65	81	73	81	70	82	77
Security Police ⁽¹⁾	345	295	346	290	342	296	344	300	336	318
Supplier	570	529	569	540	572	565	543	569	552	554
Work Supervisor ⁽¹⁾	26	23	26	25	26	24	26	25	26	25

Note

1. Employment groups are now healthy as a result of workforce planning initiatives.

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- h) Current specialist areas in the ADF experiencing shortages of personnel that were not identified in part g) are provided in following tables.

Employment Group ⁽¹⁾	31 December 2003	
	Target	Actual
Navy		
Officer		
Weapons Electrical Engineering	203	143
Medical Doctor	40	24
Other Ranks		
Communications Information Systems	786	647
Naval Police Coxswain	229	186
Army		
Officer		
Nil		
Other Ranks		
Telecommunications Systems Technician	343	276
Electronic Radar Technician	32	19
Electronic Telecommunications Technician	116	99
Air Force		
Officer		
Chaplain	27	22
Environmental Health Officer	18	12
Pharmaceutical Officer	12	5
Other Ranks		
Signals Operator	220	180

Note

1. Only those categories with a gap between target and actual of five per cent or greater have been listed. Categories with a 'target/actual' gap of less than five per cent can change quickly and will generally be short term in nature.