

Defence People

Question W14

Defence Civilian Reduction Program

Senator Evans

- a) Defence implemented a civilian reduction program in 2003-04, which would contribute savings of \$46.5 million to administrative savings. See PBS 2006-07 p.47. The program was supposed to cut civilian staffing levels by 1428 by the end of 2005-06. See Defence Annual Report, p.91. But civilian staffing levels have increased by 919 to 20710.
- b) Has Defence cancelled its Civilian Reduction Program? If so, when?
- c) Why has the number of civilian positions increased?
- d) What are the current civilian staffing targets for Defence? When are they to be achieved?

RESPONSE

- a) The civilian reduction program referred to at p47 of the *Portfolio Budget Statements 2006-07* was fully achieved. The program, which was initiated in 2003-04 as part of Defence's Program of Administrative Savings, achieved staffing reductions of 1,428 as planned in administrative and support functions and through outsourcing of the warehousing functions as follows:

	2003-04	2004-05	2005-06
Savings	-287	-878	-263
Cumulative Savings	-287	-1,165	-1,428

- b) The civilian reduction program has not been cancelled. Defence achieved ongoing staffing reductions of 1,428 in support and administrative areas as intended by the end of 2005-06. The achievement of these reductions is masked somewhat by increases in the non-administrative staffing areas of the Department since then, consistent with Government decisions through the budget process.
- c) The number of civilian positions cited in the question comprises civilian personnel (19,233) and professional service providers (1,477). At the same time as realising savings of 1,428 in administrative and support positions, other civilian staffing numbers have increased due to Government decisions and management action as follows:
 - new budget measures including for intelligence and security (485);
 - substitution of more costly professional service provider positions with civilian staff (448);
 - backfilling of military vacancies (314);
 - an increase for the DMO to manage the expanding Defence Capability Plan and logistics sustainment program (250);
 - civilianisation of military positions (168);

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- financial controls and compliance work (286); and
- other changes (249), including military justice (45) and increases in graduate intakes (49).

During this time, professional service provider numbers have reduced by 834 and Defence's total workforce in 2006-07 (military, civilian and professional service providers) is 619 less than it was in 2002-03.

- d) The civilian staffing numbers for 2007-08 have yet to be finalised through the 2007-08 budget process and the final numbers will be published in the *Portfolio Budget Statements 2007-08*.

Question W27

Recruitment of foreign nationals

Senator Evans

- a) In what countries has Defence advertised for foreign nationals to join the Australian Defence Force?
- b) What form did these advertisements take, ie, TV, newspaper, radio, etc
- c) Are you able to provide samples of advertising for foreign recruits?
- d) How many foreign nationals are serving with the ADF?
- e) How many are in each service and in what capacity are they serving?
- f) How many foreign nationals serving with the ADF have been successfully sponsored to Australian citizenship?
- g) Has there been an analysis done on the effectiveness of the foreign recruitment initiative?
- h) How much has Defence spent on the foreign recruitment program?
- i) Does the Minister intend to publicly release the review of recruitment and retention he received recently?

RESPONSE

- a) Defence has placed print advertisements in the United Kingdom Defence newspapers.
- b) The Royal Navy News service newspaper in 2006-07.
- c) A copy of an advertisement is attached.
- d) ADF service requires Australian citizenship. Foreign nationals may join the ADF if they hold permanent residency status and must take up citizenship at the first opportunity or be discharged from service.
- e) and f) Data on members who were foreign nationals prior to ADF entry is not readily available except for lateral recruits. The ADF has sponsored 455 lateral recruits since 2002 and a condition of their sponsorship is that they must take up Australian citizenship after 90 days of military service. Information according to their Service and employment categories is shown in the table below.

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Navy	Total
Seaman Officers	8
Seaman Submarines	2
Weapons Electrical Engineering	7
Weapons Electrical Engineering Submarines	1
Principal Warfare Officers	12
Mine and Clearance Diving	3
Supply	3
Observer	7
Dentist	1
Aeronautical Engineer	3
Marine Engineer	6
Pilot	5
Hydrographer	1
Electronics Technician	7
Electronics Technician Submarines	2
Marine Technician	10
Combat Systems Operator	6
Naval Police Coxswain	1
Combat Systems Supervisor	1
Electronic Warfare - Technical	1
Communications Information Systems	7
Aviation Technician Aircraft	3
Aviation Technician Avionics	1
Musician	4
Stores Naval	2
Boatswains Mate	1
Medical	1
TOTAL	106

Army		Total
Armoured	Officer	3
	Other Ranks	4
Infantry	Officer	31
	Other Ranks	14
Artillery	Officer	11
	Other Ranks	10
Aviation	Officer	17
	Engineers	9
	Officer	5
	Other Ranks	5
Signals	Officer	15
	Other Ranks	11
Intelligence	Officer	2
	Other Ranks	2
Ordnance	Officer	15
	Other Ranks	39

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Electrical and Mechanical Engineers	Officer	11
	Other Ranks	43
Transport	Officer	7
	Other Ranks	2
Military Police	Officer	1
	Other Ranks	1
Medical	Officer	8
	Other Ranks	4
Pay	Officer	1
Education	Officer	3
Band	Officer	1
Officer - Training	Officer	3
TOTAL		273

Note: Due to the number of trades/employment categories against which lateral recruiting has been undertaken, Army data has been categorised by Corps.

Air Force	Totals
Administrative Officer	2
Aeronautical Engineer	4
Air Defence	6
Air Traffic Control	12
Airborne Electronics Analyst	6
Airborne Electronics	1
Airfield Engineer	1
Avionics Technician	3
Chaplain	1
Clerk Supply	1
Electronics Engineer	5
Flight Engineer	1
Geospatial Imagery Analyst	6
Loadmaster	5
Logistics	6
Navigator	1
Nurse	1
Pilot	13
Supplier	1
TOTAL	76

g) No.

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h) Cost associated with overseas recruiting are:

2003-04	\$179,038.11
2004-05	\$750,910.26
2005-06	\$2,963,621.21
July 2006 to March 2007	\$1,024,877.05

i) No.

AN OPPORTUNITY OF A LIFESTYLE.



The Royal Australian Navy is currently recruiting personnel of all ranks to serve on operational ships in a diverse range of areas from technical and engineering to medical and logistics. This presents an excellent opportunity for anyone wishing to further their Naval experience whilst at the same time enjoying the unique Australian lifestyle. And that could be you.

WHY AUSTRALIA IS A GREAT PLACE TO LIVE.

Australian's have a genuine love for the great outdoors. From white sandy beaches and the vast open spaces of the outback, to tropical rainforests and rugged mountain ranges, Australia has it all.

But it's not just the great outdoors that we love, we are also passionate about fine dining, the arts and music. And of course BBQ's and sport are always high on the list of favourite weekend activities. No matter where you go in Australia you'll find we're passionate about whatever we do and know how to get the most out of life.

One of the best things about living in Australia is its incredible climate – a complete contrast to that of the northern hemisphere. Australia's climate is a temperate one with most of Australia receiving over 3,000 hours of sunshine a year which is

an amazing 70 per cent of the total possible hours. You would probably already know that Australian's are truly passionate about their sport. From cricket, rugby and football to swimming and surfing to name but a few. If it's played, we play it. And with over 120 national and thousands of local, regional and state sporting organisations, including soccer, you'll feel right at home. While our version of football might be hard to comprehend, you'll soon be following teams with names such as the Lions, Hawks, Dockers and Bombers.

FANTASTIC BENEFITS TO HELP YOU SETTLE IN.

The Royal Australian Navy will pay for you and your family to move to Australia from the United Kingdom. This includes business class airfares for everyone and a couple of days stopover somewhere along the way, if you wish.

Upon your arrival in Australia, the Navy will provide you with service accommodation.

You'll be required to undergo the Royal Australian Navy induction course and some alignment training in specific systems, machinery and skills. Your Royal Navy expertise is highly valued and will be recognised in determining your starting rank.

After the completion of your training, you will enjoy an excellent salary and benefits, with a generous superannuation scheme.

YOUR ELIGIBILITY FOR APPLICATION.

The Royal Australian Navy will accept applications for anyone up to the age of 45. However you can still apply if you're over 45 years of age, but additional entry conditions may apply to meet Immigration requirements. The Navy requires you to serve for at least three years (your employment offer will identify the exact period) and after three months in Australia you will be eligible to become a dual citizen of the UK and Australia. The Australian Department of Immigration will handle all of the necessary paper work.

So if you're looking to further your Navy career while at the same time enjoying the unique way of life only found in Australia, the Royal Australian Navy could be the opportunity of a lifestyle.

For more information or to be put in contact with your own Navy Overseas Recruiting Officer, visit WWW.DEFENCEJOBS.GOV.AU/OVERSEASRECRUITING

NAVY EXPAND YOUR HORIZONS



Question W28

Australian Government changes to ADF recruitment and retention

Senator Evans

- a) For the Australian Government Changes to ADF Recruitment and Retention Program announced 15 December 2006, could you please provide expense/revenue and cash estimates that are not obligated or forward committed for administered and departmental payments for each of current forward estimates for 2006–07, 2007–08, 2008–08 and 2009–10.
- b) In reference to the Australian Government Changes to ADF Recruitment and Retention announced by the Prime Minister 15 December 2006:
- i. Can we please have a breakdown of the program's annual expenditure over the ten years that the announcement covers? Can we please have the expenditure broken down over the ten years for each measure contained within the announcement?
 - ii. What specific measures contained within this announcement are designed to increase recruitment rates? What is the expected result of each of these measures in numerical terms?
 - iii. What specific measures contained within this announcement are designed to increase retention rates? What is the expected result of each of these measures in numerical terms?
 - iv. Were any of the recruitment measures market tested among potential recruits? If yes when, where, at what cost, and what were the results?
 - v. Were any of the retention measures market tested among current serving members? If yes when, where, at what cost, and what were the results?
 - vi. Which programs have (a) already been implemented, (b) are in the process of being implemented and (c) have not started to be implemented?
 - vii. For those programs that are in the process of being implemented what is the expected date of full implementation?
 - viii. For those programs that have not started to be implemented what is the expected date of full implementation?
- c) In his announcement the Prime Minister states that this is the 'first phase of a major overhaul of ADF recruitment and retention strategies'.
- i. Have any future phases already been considered by the Government? If yes, when?
 - ii. How many further phases are planned?
 - iii. For each of these future phases what is their current status – ie with the Department, still in development etc?
 - iv. When will the further phases be announced?
 - v. What areas of (a) recruitment and (b) retention will they cover?
 - vi. Has the Department conducted any analysis of the financial costs of the future announcements? If yes – when and what was the result?
- d) Will this package achieve the Government's target of increasing enlistment to 4700 a year to 6500 a year, or is this to be achieved along with the further phases yet to be announced by Government?

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- e) Will this package achieve the Government’s target of reducing the separation rate from over 11 to below 10 per cent per year, or is this to be achieved along with further phases yet to be announced by Government?
- f) The Prime Minister has stated that the ADF needs to grow to a full time strength of 57,000 by 2016, up from around 51,000 in 2006. Can we please have a breakdown by i. service, ii. trade and iii. rank for the Government’s target of an additional 6000 personnel.

RESPONSE

- a) Until March 2007, none of the amounts announced were obligated or forward committed. Only the retention bonus programs received funding during 2006-07, and those are only now being committed as the Army and the Navy issue offers to eligible individuals.

The phasing of the amounts provided over 2007-08, 2008-09 and 2009-10 reflects the anticipated expenditure for each of the funded initiatives. It will depend on the nature of the funding and the initiative when commitment occurs. For example, several of the initiatives include new staff appointments. Once new permanent staff have been appointed, effectively salaries are forward committed indefinitely into the future. Other types of initiatives have different business cycles, and commitment will occur at the future point when each implementation manager determines a purchase or contractual arrangement is required.

- b) i. Only budget impacts are published for the Forward Estimates period. Defence has been allocated \$1016.450m over 11 years broken down as follows:

Recruitment and Retention Initiatives Approved by Government to Date 2006-07

	2006-07	2007-08	2008-09	2009-10	2010-11	Post 2010-11	Total
	\$m	\$m	\$m	\$m	\$m	\$m	\$m
Retention Bonuses and Allowances	49,567	38,337	31,639	19,323	64,966	22,522	226,354
Navy Seagoing and Submarine Service (Disability) Allowance	0.000	17,300	23,300	23,500	24,000	24,500	112,600
			Subject to independent Defence Force Remuneration Tribunal consideration.				
Reform of Defence Force Recruiting	0.000	26,469	35,645	36,002	36,722	236,279	371,117
			Reform of Defence Force Recruitment which will provide a new ADF recruiting capability through modification of the existing contract and redesign of the recruiting model.				
Military Gap Year Scheme		0.000	8,192	18,221	19,737	260,229	306,379
TOTAL	49,567	82,106	98,776	97,046	145,425	543,530	1016,450

- ii. Two specific measures seek to increase ADF recruitment rates: Recruiting reform and the Military Gap Year Scheme. The expected results are:

Recruiting reform – Enlistment rates are expected to increase to 95 per cent of the recruitment target by 2010-11 from the current achievement of 84 per cent. Actual achievement will depend on enlistment target variations which cannot be predicted for future financial years.

Military Gap Year Scheme – Participants will be encouraged to continue regular or Reserve ADF service at the expiration of their 12-month term. About 125 Gap Year participants are expected to transfer to full-time service in the first year of operation and 160 in each subsequent year.

- iii. Retention bonuses and allowances:

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Retention bonuses – Two bonuses immediately seek to retain personnel with key skills or experience, or those in critical roles. The Army Expansion Rank Retention Bonus and the Navy and Army Critical Employment Category Retention Bonus collectively are expected to retain up to 5,000 personnel in 2006-07 and up to 2,000 in 2007-08, subject to all those identified as being eligible accepting the retention bonuses and committing to further military service.

Review of Navy Seagoing and Submarine Service (Disability) allowances – subject to independent Defence Force Remuneration Tribunal consideration. Outcomes will depend upon Tribunal decisions.

- iv. No.
- v. Workforce modelling processes were used to identify the potential benefits and outcomes of retention measures.
- vi.
 - a) No program has been fully implemented.
 - b) Bonuses - Critical Employment Category Retention Bonus, Army Expansion Rank Retention Bonus and Army Trade Transfer Bonus Scheme.
 - c) Bonuses and Allowances - Navy and Army military instructor allowance, Navy recruit instructor training allowance, review of Navy Seagoing and Submarine Service (Disability) allowances and Military Gap Year Scheme. Planning for implementation is underway.
- vii. Bonuses and Allowances – first offers to be extended to eligible personnel by mid-2007, then ongoing for the period of funding.
- viii. Bonuses and Allowances – first offers to be extended to eligible personnel in early 2007-08, then ongoing for the period of funding.

Recruiting reform – \$371m has been allocated for the reform of Defence Force Recruiting over the next 10 years. Planning is underway, with the transition to a new recruitment model expected by mid-2008.

Review of Navy Seagoing and Submarine Service (Disability) allowances – Defence will present a submission to the Defence Force Remuneration Tribunal by the end of 2007. Implementation will depend upon Tribunal decisions.

Military Gap Year Scheme – the first intake is planned for early 2008, then continuously for the duration of the scheme.

- c) i-vi. Any further phases will be the subject of an announcement.
- d) and e) Data on the impact of the recruitment and retention initiatives announced in December 2006 is not yet available.
- f) ADF full-time strength summary and targets for future years by Service are:

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Period	Total ADF	Navy	Army	Air Force
Strength (November 2006)	50,902	12,631	24,946	13,325
2007-08	53,205	13,067	26,571	13,567
2010-11	55,738	13,436	28,744	13,558
2016-17	57,064	13,428	30,335	13,301

The information regarding breakdown by trade and rank is not readily available and Defence is not able to devote the considerable time and resources required to provide a response.

Question W29

ADF recruitment

Senator Evans

- a) Over the last ten years in how many years has the ADF failed to achieve its recruitment targets for
 i. Navy, ii. Army and iii. Air Force— in which years did this occur and what was the disparity between the target and actual number of recruits?
- b) Over the last ten years can we have a breakdown of the Government’s i. target and ii. actual levels of recruitment by Service, trades and rank?
- c) Apart from the Government’s 15 December 2006 announcement of reforms to the ADF recruitment and retention, over the last five years, what policies have been introduced to increase recruitment levels? For each policy, what was the result, broken down by Service and trade, what was their cost, were they temporary or permanent measures?

RESPONSE

- a) and b) The variation between Service recruitment target and achievement over the last 10 years is detailed below.

TARGET ACHIEVEMENT DISPARITY												
	Navy			Army			Air Force			ADF		
FY	TGT	ACH	VAR	TGT	ACH	VAR	TGT	ACH	VAR	TGT	ACH	VAR
97-98	1312	1259	-53	6145	6071	-74	882	891	9	8339	8221	-118
98-99	1285	893	-392	6238	3735	-2503	865	733	-132	8388	5361	-3027
99-00	1600	875	-725	7407	3755	-3652	1328	1112	-216	10335	5742	-4593
00-01	1805	1288	-517	8440	5181	-3259	1529	1228	-301	11774	7697	-4077
01-02	2042	1632	-410	6708	5556	-1152	1939	1518	-421	10689	8706	-1983
02-03	2002	1610	-392	5471	4731	-740	1296	1046	-250	8769	7387	-1382
03-04	1833	1546	-287	5621	4720	-901	1191	958	-233	8645	7224	-1421
04-05	1682	1169	-513	5719	4503	-1216	1040	845	-195	8441	6517	-1924
05-06	1720	1166	-554	5440	4681	-759	1579	1262	-317	8739	7109	-1630
YTD 06-07	1107	900	-207	3822	3349	-473	1069	910	-159	5998	5159	-839

Key: FY = Financial Year; TGT = Recruiting Target; ACH = Achievement; VAR = Variation between target and achievement (underachievement shown as a negative figure); and, YTD = Year-to-Date

- c) Defence has introduced a range of strategic initiatives to improve ADF recruiting performance over the past five years. Information regarding individual initiative results, broken down by Service and trade and cost is not readily available. Indicative outlines and costs, where available, follow:

Defence Force Recruiting

The ADF Recruiting Strategic Plan 2005-10 was developed in July 2005, comprising 27 action items aimed at broadening the ADF recruitment candidate pool and improving recruiting performance. Major initiatives implemented since 2005 include:

ADF Long Tan Leadership and Teamwork Awards

The Leadership and Teamwork Awards were launched in July 2006 to reward and highlight the achievements of young leaders in Years 10, 11 and 12 at Australian schools. In 2006, 1,750 schools accepted the invitation to participate and approximately 5,000 students received awards. Total prize money distributed to students was just over \$1.25m in 2006-07.

ADF Recruiting Entry Standards

Defence has revised its recruitment standards so that they better reflect community standards and demographics. Former entry standards regarding poor eyesight, obesity, tattoos and past drugs usage were found to be a factor in reducing the pool of ADF applicants who might otherwise have been suitable for enlistment.

- Tattoos will not debar an applicant unless they appear on the face. Facial tattoos for valid cultural or religious reasons will not result in rejection.
- Mildly obese applicants with a Body Mass Index between 30 and 33 will now be considered if they can pass an ADF physical fitness assessment.
- The degree of myopia permitted for entry to the ADF has been increased to allow the consideration of more candidates.
- Admission of past use of a prohibited substance will no longer lead to an applicant's immediate rejection. A recruiting psychologist will now assess the applicant's past drugs usage in concert with lifestyle factors and personal characteristics before making a recommendation regarding suitability for military service. The ADF policy of 'zero tolerance' towards the use of prohibited substances will always prevail. Successful applicants will be required to acknowledge the policy and that they may be subjected to the ADF Prohibited Substance Testing Program anywhere and at any time.

Enhanced marketing budget

A number of marketing initiatives have been put in place to increase the number of recruitment inquiries. Funding of \$12.9m in 2006-07 has been provided.

ADF Recruiting Framework for Cadets

The ADF Recruiting Framework for Cadets was established in March 2006 to assist school-aged Cadets interested in careers through the ADF recruitment process. The framework consists of 17 initiatives, each devised to provide current and ex-Cadets a 'preferred customer' treatment by Defence recruiters with funding over 2006-08 totalling \$520,000.

Service Specific Initiatives

Navy:

The Navy has introduced the following major initiatives over the past five years, aimed at improving the flexibility for recruiting, reducing the process time and widening the Navy's reach to the Australian community:

Additional recruit intakes

An additional November intake was introduced in 2006 for Recruit School to increase flexibility for entry. In 2007, there will be 12 intakes at four weekly intervals accommodating a reduced activity period of four weeks over Christmas.

Non-category specific General Entry process

As a means to increase flexibility, candidates can now enlist into the Navy as a sailor and have the flexibility to make the decision on their future employment category after enlistment and while at Recruit School with the benefit of further information from Category sponsors.

Modified and more flexible General Entry process

This measure is aimed at dramatically reducing the enlistment time by many months by enabling candidates the option of enlisting as a sailor sooner than was previously available. Upon graduation from Recruit School training, the sailor will then transfer to Rogers Division at HMAS Cerberus for further training for a period up to three months prior to commencing their required Category training.

Increase in Officer Selection Boards

The increase in frequency of Direct Entry Officer Selection Boards will reduce the waiting period for candidates and enable greater certainty for them in career selection options.

Introduction of a more flexible officer entry process

This measure has been introduced in combination with the increase in Officer Selection Boards to give officer candidates an option of an earlier entry into the Navy. Successful candidates will be offered the option of joining under the current process of entry in January and July to New Entry Officer Course at HMAS Creswell, or to join at an earlier time with a short training course, followed by further supervised training until the commencement of the next New Entry Officer Course.

Undergraduate Entry

A recent policy change reduced the minimum time from twelve months to six months of successful university period. This measure will align Navy with industry practices.

Navy Community Engagement Strategy

The Navy Community Engagement Strategy aims to increase Navy's presence in the wider Australian community through such initiatives as:

- 'Hometown' visits by Navy members;
- Navy assets made available for recruiting drives;
- more Ships Open Days conducted for vessels returning to Australia and others operating in coastal waters; and
- development of High School work experience programs.

Ongoing improvement practices

- Review of entry standards including physical, psychological and medical.
- Allocation of subject matter experts to Defence Force Recruiting to provide advice to potential recruits on the nature of all trades in the Navy.
- Review of recruitment target-setting methodologies.
- Regularly conduct reviews on existing recruiting policies and assist in the development of new policy.
- Involvement in the preparation and targeting of Navy-specific advertising campaigns and material.
- Participation in the 'Steps to the Future' program.
- Additional cruises made available for Australian Navy Cadets through the Young Endeavour Youth Program.

Army:

The Army has introduced a number of initiatives over the past few years aimed at improving recruitment. Several activities have also been established to ensure that the Army is well-placed to increase its workforce numbers as required by the Hardened and Networked Army (HNA) initiatives.

Development of a more flexible recruiting process

- The Army has enacted a number of initiatives to develop a more flexible recruiting process. It has increased the number of personnel posted to recruiting positions, appointed a project officer to focus on speeding up the re-enlistment of personnel, introduced a system of provisional enlistment for the Army Reserve which allows aspirants to be tested under a one-day recruiting model, and reviewed its entry standards including amendments to rules affecting asthma, tattoos and pre-enlistment drug use.

Improvements in individual Career Management

- The Army currently has 15 initiatives that are being incorporated as part of the HNA Army personnel initiatives. This includes enhancing web-based applications to give officers and other ranks increased involvement in their own careers.

Tertiary Qualified Career / HR policy managers

- In the last five years there has been a concerted effort, where possible, to ensure that personnel posted to career manager and strategic HR positions have the relevant qualifications.

Lateral Recruitment

- During the last two years the Army has accepted approximately 273 applications for lateral recruitment. The majority of applicants have been, and will continue to be, from the United Kingdom by virtue of unique financial circumstances that stem from previous service in the British Army. The Army has accepted 16 Asian/Pacific applicants who are now employed across the full range of employment categories and ranks.

- The Army's ability to undertake lateral recruitment is capped at 300 per annum through a Labour Agreement with the Department of Immigration and Citizenship (DIAC).
The lateral recruitment process is complex by virtue of issues such as trade skills, medical condition and family composition and can take up to 18 months to complete. Applicants must meet Army trade requirements and DIAC requirements in order to be laterally recruited.

Air Force:

In 2003, the Air Force introduced its Personnel Strategy. This strategy was created to adopt a holistic approach to personnel management with the prime intent to attract and retain people.

The strategy consists of initiatives that are designed to maximise personal choice and opportunities and improve recruitment, retention and the personnel management system. Initiatives that have stemmed from the strategy include the following:

Recently Implemented Initiatives

- Restructuring of Air Force Personnel Branch. A significant element of the Personnel Strategy is the formation of the Directorate of Personnel – Air Force, which effectively enables all Air Force personnel to be managed by Personnel Branch regardless of rank.

- Individual Career Management Tools / RAAF Individual Career Plan. Career management practices have progressed such that individuals are now primarily responsible for the management of their own careers.

- 'Any Officer' Career Paths. The Air Force has re-designated a number of positions as able to be filled by 'Any Officer' at the appropriate rank. The implementation of this concept improves retention by enabling members to seek locational stability or career broadening opportunities, while also allowing the Air Force to staff its establishment more efficiently.

- Delegated Personnel Management for Junior Aircrew. Career management of junior officer aircrew has been delegated to the Force Element Group level. This delegation has allowed Force Element Group senior management to assume an increased level of responsibility and ownership for their personnel resources, and has resulted in better outcomes with respect to member preferences.

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- Improvements to the RAAF Engineer Professional Development Program. Specific changes to the program include funding priority being given to those members who have Chartered Status with Engineers Australia. A member's professional status within Engineers Australia and the Australian Institute of Project Management is now presented to Promotion Boards as a relative efficiency factor.

- Senior Airmen Recognition and Commissioning Scheme. In 2006, this scheme was introduced to continue the Air Force's commitment to provide more flexibility in employment with a 'fast-track' commissioning process for senior airmen. The intent is to select exceptionally high performing senior airmen and commission them without the traditional testing and educational requirements.

Officer Entry	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06			
	TOTAL	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%
AE	8			0%	11	5	45%	4	1	25%	7	4	57%	5	4	80%	3	3	100%	3	3	100%
CHAP	2			0%	2	1	50%	6	1	17%	2	1	50%	4	1	25%	2		0%	2	2	100%
DN	3	1	33%		12	1	8%	9	6	67%	7	2	29%	6	3	50%	19	3	16%	10	1	10%
LE	6	6	100%					4	4	100%	5	5	100%	4	4	100%						
MD	5	2	40%	26	3	12%	25	1	4%	27	5	19%	17	4	24%	27	3	11%	21	9	43%	
ME	18	5	28%	23	4	17%	16	6	38%	33	7	21%	22	7	32%	16	7	44%	35	10	29%	
NS	1	1	100%	2		0%	2	5	250%	2	1	50%	2	1	50%	13	8	62%				
O	10	6	60%	23	5	22%	18	5	28%	15	10	67%	16	16	100%	21	17	81%	14	11	79%	
P	23	11	48%	21	12	57%	30	19	63%	23	14	61%	21	19	90%	22	21	95%	29	11	38%	
SMN	100	52	52%	64	58	91%	137	123	90%	124	95	77%	151	113	75%	80	79	99%	114	84	74%	
SU	8	7	88%	12	5	42%	23	10	43%	18	11	61%	17	10	59%	11	10	91%	21	14	67%	
TS	6	9	150%				10	7	70%	8	4	50%	7	5	71%	9	5	56%	13	8	62%	
WE	2	2	100%	21	5	24%	18	5	28%	44	7	16%	44	16	36%	19	11	58%	35	4	11%	
WEA										10	1	10%	6		0%	2	1	50%	5	4	80%	
ALL WE	2	2	100%	21	5	24%	18	5	28%	54	8	15%	50	16	32%	21	12	57%	40	8	20%	
Total	192	102	53%	217	99	46%	302	193	64%	325	167	51%	322	203	63%	244	168	69%	302	161	53%	
check	192	102	53%	217	99	46%	302	193	64%	325	167	51%	322	203	63%	244	168	69%	302	161	53%	

ADFA

AE	3		0%	3	3	100%	2	1	50%	2	2	100%	2	2	100%	1	1	100%	1		0%
CHAP																					
DN																					
LE																					
MD																					
ME	9		0%	8	3	38%	6		0%	9	5	56%	9	4	44%	8	5	63%	8	5	63%
NS																					
O	10	4	40%	15	5	33%	15	3	20%	5	4	80%	8	8	100%	8	7	88%	6	5	83%
P	10		0%	11	5	45%	11	8	73%	5	2	40%	8	9	113%	4	5	125%	8	3	38%
SMN	70	29	41%	64	43	67%	64	53	83%	32	37	116%	32	32	100%	32	34	106%	23	32	139%
SU	6	3	50%	12	4	33%	6	2	33%	6	4	67%	6	4	67%	6	6	100%	5	7	140%
TS																					
WE	2	2	100%	10	4	40%	10	3	30%	10	5	50%	10	6	60%	8	6	75%	8		0%
WEA										2		0%	2		0%	1	1	100%	1	2	200%
Total	110	38	35%	123	67	54%	114	70	61%	71	59	83%	77	65	84%	68	65	96%	60	54	90%

UGRAD

AE	2		0%	4		0%	2		0%	4	2	50%	2	2	100%	2	2	100%	2	3	150%
CHAP																					
DN	3	1	33%	10	1	10%	8	5	63%	7	2	29%	5	3	60%	14	3	21%	5	1	20%
LE	5	5	100%							4	4	100%	3	3	100%						
MD	5	2	40%	22	3	14%	23	1	4%	23	5	22%	16	4	25%	24	3	13%	18	9	50%
ME	8	2	25%	11	1	9%	10	4	40%	16	2	13%	5	2	40%	6	1	17%	20	2	10%
NS																10	5	50%			
O																					
P																					
SMN													24	6	25%	5	6	120%	6	6	100%
SU										4	2	50%	4	1	25%	2	1	50%	4	2	50%
TS																					
WE				11	1	9%	8	2	25%	22	2	9%	24	6	25%	6	1	17%	20	4	20%
WEA										7	1	14%	3		0%	1		0%	3	2	67%
Total	23	10	43%	58	6	10%	51	12	24%	87	20	23%	86	27	31%	70	22	31%	78	29	37%

Officer Entry TOTAL	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06		
	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%
DEO																					
AE	3		0%	4	2	50%				1		0%	1		0%						
CHAP	2		0%	2	1	50%	6	1	17%	2	1	50%	4	1	25%	2		0%	2	2	100%
DN				2		0%	1	1	100%				1		0%	5		0%		5	0%
LE	1	1	100%				4	4	100%	1	1	100%	1	1	100%						
MD				4		0%	2		0%	4		0%	1		0%	3		0%	3		0%
ME	1	3	300%	4		0%	2	2		8		0%	8	1	13%	2	1	50%	7	3	43%
NS	1	1	100%	2		0%	2	5	250%	2	1	50%	2	1	50%	3	3	100%			
O		2		8		0%	3	2	67%	10	6	60%	8	8	100%	13	10	77%	8	6	75%
P	13	11	85%	10	7	70%	19	11	58%	18	12	67%	13	10	77%	18	16	89%	21	8	38%
SMN	30	23	77%		15		73	70	96%	92	58	63%	95	75	79%	43	39	91%	85	46	54%
SU	2	4	200%		1		17	8	47%	8	5	63%	7	5	71%	3	3	100%	12	5	42%
TS	6	9	150%				10	7	70%	8	4	50%	7	5	71%	9	5	56%	13	8	62%
WE										12		0%	10	4	40%	5	4	80%	7		0%
WEA										1		0%	1		0%				1		0%
Total	59	54	92%	36	26	72%	137	111	81%	167	88	53%	159	111	70%	106	81	76%	164	78	48%

NAVY																					
General Entry																					
ATA	21	20	95%	31	38	123%	33	31	94%	13	14	108%	14	14	100%	13	13	100%	40	40	100%
ATV	53	31	58%	59	43	73%	60	76	127%	43	44	102%	36	35	97%	38	35	92%	50	43	86%
AWA(SM)																			4	1	25%
BM	99	105	106%	180	180	100%	216	203	94%	141	140	99%	180	175	97%	76	77	101%	96	99	103%
CD	38	35	92%	50	58	116%	39	47	121%	62	60	97%	12	11	92%	18	17	94%	30	31	103%
CIS	92	72	78%	63	63	100%	96	93	97%	112	105	94%	111	102	92%	110	96	87%	109	92	84%
CK	32	34	106%	60	74	123%	50	49	98%	60	60	100%	67	64	96%	65	61	94%	80	74	93%
CSO	231	150	65%	180	131	73%	150	139	93%	153	146	95%	138	114	83%	139	124	89%	140	100	71%
CSOMW	27	9	33%	27	10	37%	40	33	83%	40	38	95%	18	14	78%	18	13	72%	8	7	88%
DEN	3		0%	5	4	80%	8	8	100%	4	4	100%	3	3	100%	1	1	100%	2	2	100%
ET	199	58	29%	200	116	58%	250	177	71%	289	235	81%	299	256	86%	450	193	43%	255	151	59%
EWL	24	11	46%	29	18	62%	35	15	43%	28	20	71%	30	30	100%	29	28	97%	30	25	83%
EWT	13	8	62%	7	12	171%	12	14	117%	14	14	100%	14	9	64%	11	11	100%	16	10	63%
HWO	9	8	89%	20	23	115%	20	16	80%	10	9	90%	20	16	80%	18	18	100%	16	16	100%
MED	36	32	89%	26	28	108%	23	24	104%	26	26	100%	29	28	97%	18	18	100%	33	34	103%
MT	328	97	30%	330	201	61%	330	298	90%	330	312	95%	299	291	97%	219	189	86%	270	172	64%
MUSN	19	10	53%	24	14	58%	24	16	67%	28	18	64%	16	5	31%	13	4	31%	15	7	47%
SN	6	4	67%	23	16	70%	48	46	96%	55	47	85%	59	59	100%	28	27	96%	19	18	95%
STD	69	55	80%	89	78	88%	80	70	88%	65	58	89%	60	55	92%	24	24	100%	50	32	64%
WTR	5	5	100%	46	35	76%	47	42	89%	44	39	89%	33	31	94%	19	19	100%	20	19	95%
ET-SM																					
MT-SM																					
CIS-SM																					
CK-SM																					
EWA-SM																					
MED-SM																					
STD-SM																					
Total	1304	744	57%	1449	1142	79%	1561	1397	89%	1517	1389	92%	1438	1312	91%	1307	968	74%	1283	973	76%

Techincal	601	206	34%	620	398	64%	673	582	86%	675	605	90%	648	596	92%	720	430	60%	615	406	66%
Non -Tech	703	538	77%	829	744	90%	888	815	92%	842	784	93%	790	716	91%	587	538	92%	668	567	85%

Navy																					
OE & GE total																					
	1496	846	57%	1666	1241	74%	1863	1590	85%	1842	1556	84%	1760	1515	86%	1551	1136	73%	1585	1134	72%

Officer Entry	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06		
	TOTAL	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd
OE Total (Incl ADFA/RMC)	434	278	64%	436	348	80%	469	349	74%	487	335	69%	521	317	61%	512	291	57%	516	379	73%
ADFA	155	99	64%	155	133	86%	155	117	75%	155	138	89%	155	133	86%	155	124	80%	155	149	96%
RMC	140	106	76%	180	135	75%	180	141	78%	180	104	58%	180	102	57%	190	97	51%	200	155	78%
OE Total (less ADFA/RMC)																					
Aeronautical Eng	4			4			10	4	40%	8	3	38%	9	6	67%	10	6	60%	8	6	75%
Aviation - OHS																					
Band Officer																					0%
Chaplain	6	4	67%	4	2	50%	5	2	40%	5	3	60%	6	3	50%	5	2	40%	3	3	0%
Dental	4	1	25%	4	2	50%	5	4	80%	7	6	86%	5	1	20%	7	3	43%	5	2	40%
Doctor	26	8	31%	16	13	81%	14	9	64%	14	5	36%	15	6	40%	13	3	23%	14	3	21%
Education	12	9	75%	17	16	94%	17	13	76%	14	11	79%	14	9	64%	12	4	33%	11	16	145%
Electrical Eng	3	1	33%	3	1	33%	5	1	20%	9	4	44%	9	8	89%	9	4	44%	9	5	56%
Environmental Health				2	1	50%	1			2	3	150%	2			2			2	1	50%
Finance	3	1	33%				2			2	1	50%	1			1	1	100%	3		0%
Legal	6	6	100%	1	3	300%	5	4	80%	5	5	100%	5	4	80%	4	2	50%	4	1	25%
Mechanical Eng	3			3	1	33%	5	4	80%	8	2	25%	9	4	44%	9	2	22%	7	1	14%
Nursing	15	12	80%	16	12	75%	18	20	111%	18	16	89%	19	8	42%	18	8	44%	18	12	67%
OTRS													40	4	10%	40	10	25%	40	8	20%
Pharmacist	7	3	43%	3	4	133%	3	1	33%	4	2	50%	3	2	67%	3	2	67%	3	2	67%
Physiotherapist	1						3	3	100%	4	4	100%	4			2	1	50%	2	2	100%
Pilot	24	18	75%	22	18	82%	24	19	79%	36	16	44%	30	16	53%	20	13	65%	15	11	73%
Psychologist	12	6	50%	2	5	250%	8	4	50%	8	8	100%	6	7	117%	6	6	100%	8	2	25%
Public Relations	6						4	2	50%	4	3	75%	4	2	50%				3		0%
Radiographer	4	3	75%	2			4			3			4			4	2	50%	2	1	50%
Signals														2							
Scientific	3	1	33%	2	2	100%	1	1	100%	1	1	100%	1			2	1	50%	1	2	200%
Total	139	73	53%	101	80	79%	134	91	68%	152	93	61%	186	82	44%	167	70	42%	161	75	47%
UGRAD/GMS																					
Aeronautical Eng	2			2			6	3	50%	4	3	75%	5	2	40%	6	1	17%	4	5	125%
Aviation - OHS																					
Band Officer																					
Chaplain																					
Dental	2			2	2	100%	3	4	133%	5	6	120%	3	1	33%	5	2	40%	3	2	67%
Doctor	16	7	44%	10	10	100%	10	9	90%	10	4	40%	11	6	55%	9	2	22%	11	3	27%
Education																					
Electrical Eng	1	1	100%	1	1	100%	3	1	33%	5	2	40%	5	4	80%	5	3	60%	5	3	60%
Environmental Health										1	1		1			1			1		0%
Finance																					
Legal																					
Mechanical Eng	1			1			3	3	100%	4	1	25%	5	4	80%	5	2	40%	5	1	20%
Nursing	3	3	100%	2	4	200%	8	9	113%	8	9	113%	9	5	56%	8	4	50%	9	10	111%
OTRS													40	4	10%	40	10	25%	40	8	20%
Pharmacist	3	3	100%	2	2	100%	2	2	100%	2	2	100%	2	2	100%	2	2	100%	2	2	100%
Physiotherapist							1	1	100%	3	2	67%	2			1	1	100%	1	2	200%
Pilot																					
Psychologist										1											
Public Relations																					
Radiographer	2	1	50%				2			1			2			2	2	100%	1	1	100%
Signals																					
Scientific	2																				
Total	32	15	47%	20	19	95%	38	30	79%	44	30	68%	85	28	33%	84	29	35%	82	37	45%

Officer Entry	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06							
	TOTAL	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%				
DEO																										
Aeronautical Eng	2				2				4	1	25%				4	4	100%									
Aviation - OHS																										
Band Officer																					3		0%			
Chaplain	6	4	67%		4	2	50%		5	2	40%				5	3	60%									
Dental	2	1	50%		2				2						2						2	1	50%			
Doctor	10	1	10%		6	3	50%		4						4	1	25%				3		0%			
Education	12	9	75%		17	16	94%		17	13	76%				14	11	79%				12	4	33%	11	16	145%
Electrical Eng	2				2				2						4	2	50%				4	4	100%			
Environmental Health					2	1			1						1	2					1					
Finance	3	1	33%						2						2	1	50%				1					
Legal	6	6	100%		1	3	300%		5	4	80%				5	5	100%				4	2	50%			
Mechanical Eng	2				2	1	50%		2	1	50%				4	1	25%				4					
Nursing	12	9	75%		14	8	57%		10	11	110%				10	7	70%				10	3	30%			
OTRS																										
Pharmacist	4				1	2	200%		1	1	100%				2						1					
Physiotherapist	1								2	2	100%				1	2	200%				2					
Pilot	24	18	75%		22	18	82%		24	19	79%				36	16	44%				30	16	53%			
Psychologist	12	6	50%		2	5	250%		8	4	50%				7	8	114%				6	7	117%			
Public Relations	6								4	2	50%				4	3	75%				4	2	50%			
Radiographer	2	2	100%		2				2						2						2					
Signals																2										
Scientific	1	1	100%		2	2	100%		1	1	100%				1						2	1	50%			
Total	107	58	54%		81	61	75%		96	61	64%				108	63	58%				101	54	53%			
																					83	41	49%			
																					79	38	48%			

Officer Entry	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06		
	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%
ADMIN	8	6	75%	4	4	100%	21	17	81%	10	9	90%	8	8	100%	8	8	100%	9	9	100%
AE	4	4	100%																		
AERO	12	13	108%	14	14	100%	25	23	92%	13	17	131%	12	12	100%	14	13	93%	8	8	100%
AFENG	5	3	60%	3	3	100%	2	1	50%	2	3	150%	1	1	100%	2	2	100%	15	5	33%
AIRDEF	36	19	53%	28	25	89%	41	23	56%	26	24	92%	14	14	100%	25	24	96%	16	13	81%
ARM	11	11	100%	6	4	67%	4	3	75%	1	2	200%	1	1	100%	4			9	8	89%
ATC	19	13	68%	20	20	100%	29	16	55%	26	18	69%	41	27	66%	18	15	83%	45	24	53%
CHAP				2	1	50%	7			1	1	100%	4	2	50%				6	2	33%
DENT	2						8			4	1	25%	5	1	20%	9	3	33%	15	3	20%
EDO	5	5	100%	6	4	67%	14	1	7%	3	3	100%	2	2	100%	6	6	100%	6	6	100%
ELECTR	22	6	27%	25	13	52%	28	29	104%	14	17	121%	11	11	100%	19	15	79%	33	28	85%
ENVH	1			1				1					3			3			10	3	30%
GRDEF	19	14	74%	13	11	85%	9	8	89%	5	5	100%				2	2	100%			
INTEL	8	8	100%	6	6	100%	9	6	67%	2	2	100%	1	1	100%	4	4	100%	7	7	100%
LAB	2	1	50%																		
LEGAL	3	3	100%	8	6	75%	10	7	70%	2	4	200%				3	3	100%			
LOG	20	19	95%	23	20	87%	42	15	36%	12	13	108%	15	14	93%	27	21	78%	28	29	104%
MED	10	6	60%	8	5	63%	21	17	81%	8	7	88%	13	5	38%	7	5	71%	9	7	78%
NAV	20	16	80%	20	18	90%	21	16	76%	14	16	114%	20	19	95%	6	5	83%	19	20	105%
NURS	17	6	35%	11	6	55%	35	11	31%	11	12	109%	13	10	77%	7	7	100%	13	11	85%
PHARM	5	1	20%	1	1	100%	9	3	33%	4	2	50%	5	1	20%	4	1	25%	6	3	50%
PLT	67	43	64%	76	51	67%	93	72	77%	101	81	80%	90	78	87%	63	61	97%	63	62	98%
RADIOG	2			3	1	33%	3	2	67%	2	2	100%	1	1	100%	2	1	50%			
SECPOLO	7	6	86%	5	5	100%	9	7	78%	1	1	100%				1	1	100%	1		0%
Total	305	200	66%	283	218	77%	440	278	63%	262	240	92%	260	208	80%	234	197	84%	318	248	78%

ADFA																					
ADMIN										3	3	100%	3	3	100%	3	3	100%	2	3	150%
AE																					
AERO	10	11	110%	14	14	100%	22	22	100%	12	16	133%	11	11	100%	12	11	92%	8	8	100%
AFENG	2			3	3	100%	1			1	2	200%	1	1	100%	2	2	100%	4	3	75%
AIRDEF	11	9	82%	10	9	90%	10	9	90%	8	11	138%	10	10	100%	10	10	100%	6	4	67%
ARM	4	5	125%	4	4	100%	2	2	100%	1	2	200%				4			6	6	100%
ATC	2	2	100%	4	4	100%	7	7	100%	7	7	100%	9	9	100%	10	7	70%	10	10	100%
CHAP																					
DENT																					
EDO																					
ELECTR	14	5	36%	17	9	53%	15	15	100%	10	14	140%	10	10	100%	14	11	79%	13	9	69%
ENVH																					
GRDEF																					
INTEL	3	3	100%	3	3	100%	4	4	100%	2	2	100%	1	1	100%	2	2	100%	2	2	100%
LAB																					
LEGAL																					
LOG	5	6	120%	11	8	73%	8	8	100%	6	8	133%	8	8	100%	13	13	100%	13	16	123%
MED																					
NAV	10	8	80%	14	14	100%	12	12	100%	6	8	133%	6	6	100%	6	5	83%	7	8	114%
NURS																					
PHARM																					
PLT	32	13	41%	34	14	41%	34	23	68%	40	40	100%	34	34	100%	34	34	100%	34	34	100%
RADIOG																					
SECPOLO																					
Total	93	62	67%	114	82	72%	115	102	89%	96	113	118%	93	93	100%	110	98	89%	105	103	98%

Officer Entry TOTAL	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06			
	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	
UGRAD																						
ADMIN										1	1	100%				2	2	100%				
AE																						
AERO							2			1	1	100%				2	2	100%				
AFENG																				7	2	29%
AIRDEF	5			4	2	50%	6	3	50%	2	2	100%				1			2	2	100%	
ARM	3	3	100%																			
ATC																						
CHAP																						
DENT							7			3	1	33%	5	1	20%	8	3	38%	9	3	33%	
EDO																						
ELECTR	6	1	17%	3	2	67%	5	10	200%	3	3	100%				1	1	100%	9	9	100%	
ENVH																			3	3	100%	
GRDEF																						
INTEL																						
LAB																						
LEGAL				2	2	100%	4	4	100%	1	3	300%				2	2	100%				
LOG							6			1	1	100%				3	1	33%	3	2	67%	
MED	6	6	100%	8	5	63%	20	17	85%	7	7	100%	12	5	42%	5	5	100%	7	7	100%	
NAV				2	1	50%																
NURS	2			3	2	67%	14	7	50%	7	9	129%	8	8	100%	4	4	100%	7	7	100%	
PHARM	4	1	25%	1	1	100%	8	3	38%	3	2	67%	3	1	33%	3	1	33%	3	3	100%	
PLT																						
RADIOG				2	1	50%	2	2	100%	1	1	100%	1	1	100%	1	1	100%				
SECPOLO																						
Total	26	11	42%	25	16	64%	74	46	62%	30	31	103%	29	16	55%	32	22	69%	50	38	76%	

DEO																					
Officer Entry	1999/00 Target	1999/00 Ach'd	1999/00 %	2000/01 Target	2000/01 Ach'd	2000/01 %	2001/02 Target	2001/02 Ach'd	2001/02 %	2002/03 Target	2002/03 Ach'd	2002/03 %	2003/04 Target	2003/04 Ach'd	2003/04 %	2004/05 Target	2004/05 Ach'd	2004/05 %	2005/06 Target	2005/06 Ach'd	2005/06 %
ADMIN	8	6	75%	4	4	100%	21	17	81%	6	5	83%	5	5	100%	3	3	100%	7	6	86%
AE	4	4	100%																		
AERO	2	2	100%				1	1	100%				1	1	100%						
AFENG	3						1	1	100%	1	1	100%							4		0%
AIRDEF	20	10	50%	14	14	100%	25	11	44%	16	11	69%	4	4	100%	14	14	100%	8	7	88%
ARM	4	3	75%	2			2	1	50%				1	1	100%				3	2	67%
ATC	17	11	65%	16	16	100%	22	9	41%	19	11	58%	32	18	56%	8	8	100%	35	14	40%
CHAP				2	1	50%	7			1	1	100%	4	2	50%				6	2	33%
DENT	2						1			1						1			6		0%
EDO	5	5	100%	6	4	67%	14	1	7%	3	3	100%	2	2	100%	6	6	100%	6	6	100%
ELECTR	2			5	2	40%	8	4	50%	1			1	1	100%	4	3	75%	11	10	91%
ENVH	1			1				1					3						7		0%
GRDEF	19	14	74%	13	11	85%	9	8	89%	5	5	100%				2	2	100%			
INTEL	5	5	100%	3	3	100%	5	2	40%							2	2	100%	5	5	100%
LAB	2	1	50%																		
LEGAL	3	3	100%	6	4	67%	6	3	50%	1	1	100%				1	1	100%			
LOG	15	13	87%	12	12	100%	28	7	25%	5	4	80%	7	6	86%	11	7	64%	12	11	92%
MED	4						1			1			1			2			2		0%
NAV	10	8	80%	4	3	75%	9	4	44%	8	8	100%	14	13	93%				12	12	100%
NURS	15	6	40%	8	4	50%	21	4	19%	4	3	75%	5	2	40%	3	3	100%	6	4	67%
PHARM	1						1			1			2			1			3		0%
PLT	35	30	86%	42	37	88%	59	49	83%	61	41	67%	56	44	79%	29	27	93%	29	28	97%
RADIOG	2			1			1			1	1	100%				1					
SECPOLO	7	6	86%	5	5	100%	9	7	78%	1	1	100%				1	1	100%	1		0%
Total	186	127	68%	144	120	83%	251	130	52%	136	96	71%	138	99	72%	92	77	84%	163	107	66%

Officer Entry TOTAL	1999/00			2000/01			2001/02			2002/03			2003/04			2004/05			2005/06		
	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%	Target	Ach'd	%
General Entry																					
ALSFITT	7	7	100%	10	6	60%	17	16	94%	11	11	100%	8	7	88%	12	12	100%	16	16	100%
ASTFITT	5	5	100%	11	11	100%	15	14	93%	10	9	90%	11	11	100%	3	3	100%	9	7	78%
ATECH	134	128	96%	132	120	91%	160	168	105%	91	91	100%	86	84	98%	80	81	101%	127	125	98%
AVTECH	120	119	99%	205	167	81%	205	215	105%	118	118	100%	151	151	100%	89	89	100%	185	182	98%
CARPENTER	5	5	100%	2	3	150%	2	4	200%	2	2	100%				3			5	3	60%
CETECH	27	20	74%	39	33	85%	69	74	107%	66	65	98%	70	62	89%	80	70	88%	78	56	72%
ELECTRICIAN	5	3	60%	5	2	40%	9	10	111%	8	6	75%	4	2	50%	5			6	4	67%
GSE/GMEFITT-All	56	30	54%	48	57	119%	86	41	48%	60	42	70%	45	32	71%	15	12	80%	29	18	62%
PLUMBER	6	2	33%	3	5	167%	5	6	120%	4	4	100%							2	1	50%
SURFIN	6	1	17%	7	8	114%	9	6	67%	4	4	100%	4	2	50%				5	1	20%
ADG	140	143	102%	67	65	97%	62	60	97%	2	2	100%				20	20	100%	60	60	100%
AEA							12	8	67%	13	14	108%	4	4	100%	5	5	100%	4	4	100%
ASOP	44	44	100%	39	34	87%	39	39	100%	16	16	100%	25	23	92%	15	15	100%	41	39	95%
CISCON	33	32	97%	45	40	89%	56	54	96%	24	23	96%	6	6	100%	11	11	100%	5	5	100%
CLK	69	62	90%	69	61	88%	68	66	97%	54	54	100%	58	57	98%	37	37	100%	59	57	97%
CLKSPLY	34	31	91%	26	20	77%	29	27	93%	32	31	97%	35	33	94%	26	26	100%	57	57	100%
COOK	36	31	86%	49	53	108%	75	74	99%	26	25	96%	20	19	95%	12	12	100%	18	17	94%
CREWATT							6	6	100%	13	11	85%	5	5	100%	3	3	100%	5	5	100%
DENTASST	2	2	100%				3	3	100%	4	3	75%	1			1	1	100%			
ENV HEALTH																			1	1	100%
FIREFTR	8	7	88%	48	47	98%	20	20	100%	6	6	100%	3	3	100%	2	2	100%	9	9	100%
GHAND	4	2	50%		22		23	22	96%												
IA	12	11	92%	7	7	100%	4	4	100%	1	2	200%				3	1	33%	17	16	94%
LABTECH													3	2	67%	5	5	100%	2	1	50%
MEDASST	20	19	95%	12	12	100%	20	22	110%	24	24	100%	4	4	100%	6	6	100%	14	14	100%
MUSICIAN	8	7	88%	11	9	82%	23	9	39%	7	5	71%	6	5	83%	7	5	71%	7	4	57%
PHOTO				3	2	67%	1	1	100%							2	2	100%	1	1	100%
PLANT OP																2	2		7	7	100%
SECPOL-All	24	24	100%	35	35	100%	30	28	93%	44	40	91%	24	24	100%	22	22	100%	33	25	76%
SIGSOP - All	30	23	77%	28	15	54%	40	43	108%	42	41	98%	33	31	94%	20	19	95%	9	9	100%
SUPPLIER	69	50	72%	68	53	78%	86	84	98%	36	35	97%	42	37	88%	39	41	105%	53	49	92%
Total	904	808	89%	969	887	92%	1174	1124	96%	718	684	95%	648	604	93%	528	503	95%	864	793	92%
Technical	371	320	86%	462	412	89%	577	554	96%	374	352	94%	379	351	93%	287	267	93%	462	413	89%
Non Technical	533	488	92%	507	475	94%	597	570	95%	344	332	97%	269	253	94%	241	236	98%	402	380	95%
Total OE & GE	1209	1008	83%	1252	1105	88%	1614	1402	87%	980	924	94%	908	812	89%	762	700	92%	1182	1041	88%

Question W30

ADF retention

Senator Evans

- a) Over the last ten years what have been the retention rates for i. Navy, ii. Army and iii. Air Force – in which years did this occur and what was the disparity between the target and actual rates of retention?
- b) Over the last ten years can we have a breakdown of the Government's i. target and ii. actual retention rates by Service, trades and rank?
- c) Apart from the Government's 15 December 2006 announcement of reforms to the ADF recruitment and retention – over the last five years, what policies have been introduced to increase retention levels? For each policy, what was the result, broken down by Service and trade, what was their cost, and were they temporary or permanent measures?

RESPONSE

- a) The ADF definition of retention is very specific and is associated with personnel either re-engaging or re-enlisting for another period of service. As the ADF operates a flexible system of permanent appointment for officers and permanent enlistment for other ranks, retention rates are difficult to measure as we are unable to distinguish between those who made a conscious decision to leave against those who were disposed to continue serving. The ADF continues to measure retention indirectly through separation rates.
- b) Precise separation rate targets for the ADF are not set, but actual rates are closely monitored. Separation rates by Services, for officers and other ranks over the past ten years are at Annex A. Detailed information on the separation rates categorised by Service, trade and rank is not readily available, given that there are over 200 trades and an average of five ranks for each trade. Defence is not able to devote the considerable time and resources required to provide a response.
- c) Defence's personnel policies aim to positively influence the retention of ADF members by fostering commitment and motivation through the support and reward to individuals. The purpose of such influences is to produce long-term and permanent changes to Defence culture that encourage retention and reinforce Defence's standing as a first-rate employer.

Each of the Services has introduced programs aimed at fostering a supportive and innovative work environment. The Navy's Sea Change program, the Hardened and Networked Army and the Air Force's Personnel Strategy have all introduced broad measures to effect cultural change with positive consequences for retention.

Selected examples of these measures include the Navy's trial of alternative crewing arrangement in a major fleet unit to improve certainty in work and respite planning and management; and the Air Force's Senior Airmen Recognition and Commissioning Scheme, which fast-tracks the commissioning process for senior airmen.

Over the previous five years, Defence has also introduced selected retention bonuses. These bonuses are short-term remedies targeting critical employment groups. Details of these employment groups are classified as they highlight capability vulnerabilities. The key measure of the result of these policies is the ADF separation rates (as at Annex A).

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In addition, the Budget in 2001-02 committed \$100m per year for high-priority people initiatives to address very specific aspects of the retention of ADF members. Spending on these initiatives, totalling \$500m over five years, is detailed in Defence Annual Reports.

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ANNEX A

Separation rates over the past ten years for the Australian Defence Force

	NAVY - Rolling Separation Rate			ARMY - Rolling Separation Rate			RAAF - Rolling Separation Rate			ADF - Rolling Separation Rate		
End of Month	Officer	OR ¹	Total	Officer	OR	Total	Officer	OR	Total	Officer	OR	Total
Jun-97	7.5%	12.9%	11.7%	7.7%	11.0%	10.4%	7.7%	9.3%	8.9%	7.7%	11.0%	10.3%
Jun-98	8.7%	12.4%	11.6%	8.5%	11.4%	10.8%	9.0%	10.8%	10.3%	8.7%	11.5%	10.9%
Jun-99	11.6%	12.5%	12.3%	10.6%	13.5%	12.9%	9.2%	12.8%	11.8%	10.3%	13.0%	12.4%
Jun-00	9.6%	14.2%	13.2%	11.0%	13.1%	12.6%	10.0%	12.5%	11.8%	10.4%	13.2%	12.6%
Jun-01	9.8%	14.2%	13.2%	11.5%	13.9%	13.4%	10.5%	17.8%	15.7%	10.8%	14.9%	14.0%
Jun-02	7.7%	12.7%	11.6%	11.5%	11.7%	11.6%	8.2%	11.3%	10.4%	9.5%	11.9%	11.3%
Jun-03	8.4%	12.4%	11.5%	9.3%	10.1%	9.9%	6.3%	8.9%	8.1%	8.1%	10.3%	9.8%
Jun-04	7.9%	10.9%	10.3%	8.4%	11.5%	10.9%	6.9%	7.6%	7.4%	7.8%	10.5%	9.8%
Jun-05	8.6%	13.4%	12.3%	8.9%	13.7%	12.7%	8.7%	8.2%	8.4%	8.8%	12.3%	11.5%
Jun 06	8.1%	12.4%	11.4%	8.5%	13.6%	12.5%	7.2%	8.7%	8.2%	7.9%	12.1%	11.1%

1. Other ranks

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Question W31

Ready Reserves Scheme

Senator Evans

- a) When was the Ready Reserves scheme implemented and what were its aims and objectives?
- b) For its last two years of operation how many people were came under this scheme and can we have a breakdown of what service and trade they were in?
- c) Were any reviews of this scheme ever conducted? If yes, when were they conducted, what were the findings, and can we please have a copy of any reports from these findings?
- d) When was the decision taken to end this Scheme?
- e) What independent reports supported the abolition of this scheme?
- f) Did the Department ever conduct an analysis of the impact of recruitment and/or retention of ending this scheme? If yes what were the results and can we please have a copy of that analysis? If no, why not?

RESPONSE

- a) A Ministerial statement was released on 30 May 1991 outlining the Ready Reserve.
- b)

TRADE NAME	1995	1996
Analyst Special Duties		2
Analyst Intelligence	2	
Assault Pioneer	2	7
Dental Assistant	2	2
Medical Assistant	18	7
Movement Operations	2	
Health Assistant		2
Crewman ASLAV	1	
Crewman M113	7	4
Crewman Leopard	3	5
Crewman 105mm Gunner	1	3
Crewman Dismount		1
Combat Clerk	1	2
Clerk Admin	11	7
Clerk Tech	8	9
Clerk Pay		4
Commando		2
Cook	21	30
Crewman Driver/Signaller	13	9
Crewman Gunner/Signaller	3	
Crewman Commander ASLAV	1	1

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TRADE NAME	1995	1996
Crewman Commander M113		1
Crewman Commander Leopard		1
Combat Engineer	9	13
Driver	65	90
Driver Armoured Fighting Vehicle	8	2
Advanced Driver – Engineer	2	
Field Engineer	29	25
Fire Fighter		1
Fitter Armament	2	5
Gunner	24	64
Physical Training Instructor		1
Lineman	6	1
Recovery Mechanic	2	2
Vehicle Mechanic	10	8
Missile Number	23	4
Mortarman	15	10
Operator Artillery Meteorology		1
Operator Command Post Field	7	19
Operator Information Systems	5	15
Operator Comms	4	1
Operator Petroleum		1
Operator Plant	3	
Operator Radio	17	9
Operator Signals	3	
Manager Supply Support	2	10
Patrolman	1	
Military Police	1	2
Quartermaster Sergeant	9	9
Supervisor Combat Storeman		2
Rifleman	291	405
Recruit Instructor	1	
Signaller	37	66
Steward	1	1
Storeman Tech Ordnance	7	10
Supervisor Transport	2	
Supervisor Infantry Operations		1
Sniper Leader		1
Survey Artillery		2
Technician Electrical	5	
Operator Comms Systems	1	
Technician Aircraft		2
Technician Aviation		1
Unknown	172	124
Total	860	1007

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- c) Lieutenant General John Coates and Dr Hugh Smith conducted a review of the Ready Reserve entitled *Review of the Ready Reserve Scheme* dated June 1995. A copy of this review has been provided to the Committee.
- d) February 1997.
- e) and f) The information requested has been archived. The cancellation of the scheme was the subject of significant debate, including analysis by Parliamentary Committees at the time. A decade after the abolition of the scheme, I am not prepared to allocate the significant staff research effort that would be required to examine archival material in order to answer question e) and f).

QUESTION W32

Casualties

Senator Evans

- a) Over the last ten years (since 1996), for each year what operations has the ADF been engaged in? For each operation please provide a list of the number of ADF personnel committed to the operation, official ADF casualties to date with a breakdown by type of casualty (ie nature of injury), the percentage of casualties that has involved permanent injuries, the total cost of the operation to date, the purpose of the operation and the outcomes achieved.
- b) If not covered above, how many non-combat injuries or deaths have occurred over the same time period for each operation?
- c) How does the ADF define casualties?
- d) For each conflict listed above what percentage of casualties have been related to mental health issues?
- e) If a returned service person develops a mental health condition, such as PTSD, and it is accepted as being a direct result of their service in a specific conflict, would that person be included on a casualty list? If not, why not?
- f) Over the last ten years for each year what has been the most common casualty among deployed personnel?
- g) In respect of the War in Iraq what has been the most common casualty among deployed personnel?

Response

- a), b) and d) For information on the list of what operations the ADF has been engaged in refer to Defence Portfolio Budget Statements, Portfolio Additional Estimates Statements and Defence Annual Reports covering that period. For information on the cost, purpose and outcomes of ADF operations over the last ten years, refer to Defence Portfolio Budget Statements, Portfolio Additional Estimates Statements and Defence Annual Reports covering that period.

In relation to data on the number of ADF personnel committed to each operation since 1996, Defence has not historically captured this data in one location. Efforts are being made to remedy this, and this project may be completed in 2008.

In relation to consolidated data on casualties over the last ten years, these numbers have not been captured in a way that answers this question. It would take considerable resources to examine the medical documentation of all deployed personnel over this period.

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- c) A casualty is defined as 'any person who is lost to the organisation by reason of having been declared dead, wounded, injured, diseased, interned, captured, retained, missing, missing in action, beleaguered, besieged or detained'.

Note:

Retained refers to personnel given 'protected status' under the Geneva Conventions who cannot be 'captured', such as chaplains and Medical / Health Care. Protected personnel are retained and attend to their own forces within an enemy detention facility. For example, Weary Dunlop, as a doctor in Changi prison, would have been listed as a retained member, not captured, interned (i.e. imprisoned by an occupying force) or detained (a temporary status when awaiting internment).

- e) In most cases, yes. However many ADF personnel deploy on more than one operation, and it may not be possible, over the passage of time, to relate a mental health condition directly to a specific deployment.
- f) Musculo-skeletal injuries have been the most prevalent casualties every year since 2003. Defence does not have reliable records prior to this date.
- g) Musculo-skeletal injuries.

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Question W41

Peacetime or Training Fatalities

Senator Evans

- a) Can we please have a list of all fatalities that have occurred during peacetime service or training?
- b) For each of these fatalities when did they occur, what was the cause of death?

RESPONSE

(a) and (b) A database of casualty and fatality notifications has been held by the Defence Health Services Division since 2000. From the beginning of 2000 to the end of 2006, 255 fatalities have been notified through the casualty/fatality notification system. This includes Reservists.

A summary of causes of death by year is given in the table below:

Cause of death	2000	2001	2002	2003	2004	2005	2006	Total
Motor vehicle accidents	6	9	14	8	6	3	2	48
Suicide	7	14	8	7	8	3	3	50
Cancers	9	8	8	7	3	5	4	44
Other natural causes	3 ⁽¹⁾	8	5	1	6	5	8	36
Accidental death	7 ⁽¹⁾	4	5	5	8	18 ⁽²⁾	5	52
Unknown	1	2	4	6	0	1	6	20
Enemy action	0	0	1	0	0	0	0	1
Total	33	45	45	34	31	35	28	251

Notes:

- 1. Includes one death while deployed on operations.
- 2. Includes 11 deaths while deployed on operations; one on Operation Anode, one on Operation Catalyst and nine on Operation Sumatra Assist.

Question W42

Russell Vance

Senator Evans

- a) Can we please have an update on the Russell Vance case?
- b) Can you please provide an update of all costs incurred by Defence relating to this matter from inception to the present time? Please provide a detailed break-down of those aggregate costs from inception until the present time and provide those figures on an annual basis from inception to present time.

RESPONSE

- a) The matter remains before the ACT Supreme Court. The plaintiff has not taken any substantive action to progress the matter since 23 August 2005 when the ACT Court of Appeal handed down its decision on the issue of legal professional privilege in favour of Defence. Defence continues to respond to issues of discovery raised by the plaintiff.
- b) Defence's current financial systems do not enable the provision of the detailed breakdown of the financial information requested.

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Question W43

John Coochey

Senator Evans

- a) Can we please have an update on the John Coochey case?
- b) Can you please provide an update of all costs incurred by Defence relating to this matter from inception to the present time? Please provide a detailed break-down of those aggregate costs from inception until the present time and provide those figures on an annual basis from inception to present time.

RESPONSE

- a) Following the conclusion of Mr Coochey's litigation against Defence in the Federal Court on 24 August 2005, Mr Coochey's solicitors wrote to Blake Dawson Waldron on 5 May 2006, seeking an Act of Grace payment on his behalf. This action followed from an opinion expressed by Justice Madgwick of the Federal Court that "...it would be a proper exercise of executive discretion if a substantial *ex gratia* payment were made to Mr Coochey, and I respectfully recommend that the relevant Minister give consideration to that." In addition to this, Justice Madgwick also said it was unlikely Mr Coochey suffered any actual loss of an opportunity to obtain other employment.

Defence cannot itself award *ex gratia* or Act of Grace payments. *Ex gratia* payments are a decision for the Prime Minister and/or Cabinet, and Act of Grace payments are at the discretion of a delegate of the Minister for Finance and Administration. Given the Judge's findings related to a failure by the Department, it was the opinion of Defence Legal that the claim should, at least initially, be considered under the Compensation for Detriment caused by Defective Administration (CDDA) scheme, before referral to the broader schemes. There has been correspondence between Defence Legal and Mr Coochey's solicitors in this regard. Defence Legal has also requested details from Mr Coochey's solicitors as to how the amount of compensation being sought was calculated. In a letter dated 8 February 2007, Mr Coochey's solicitors declined to provide this information and instead have suggested "...that it should be placed promptly in the hands of an actuary (specialist consultant)".

- b) Defence's current financial systems do not enable the provision of the detailed breakdown of the financial information requested.

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Question W45

Chaplaincy services

Senator Evans

- a) What money has Defence spent over the last five years in providing chaplaincy services to deployed personnel, personnel undergoing rehabilitation and non-deployed personnel?
- b) What current chaplaincy services are provided for:
 - i. Operation Catalyst
 - ii. Operation Astute
 - iii. Operation Slipper
 - iv. Operation Resolute
 - v. Operation Anode
 - vi. Operation Mazurka
 - vii. Operation Azure
 - viii. Operation Paladin
 - ix. Operation Tower
- c) For each how many chaplains are employed full time? How many personnel have made use of this service? What is the cost of providing this service? What is the nature of the chaplaincy services provided?
- d) Is Defence aware of any currently deployed personnel who have been unable to access chaplaincy services when requested? If so can you please provide details of all occasion when this has occurred?
- e) How much did Defence spend on chaplaincy services for commemorative purposes over the last five financial years each year?

RESPONSE

- a) Expenditure on deployed ADF chaplains is not recorded separately and forms part of the overall personnel cost of deployments. Similarly, a discrete budget is not held for chaplaincy services in support of rehabilitation or for non-deployed personnel. The major cost of chaplaincy support for all ADF personnel consists of the salaries and allowances for the 115 ADF full-time and 205 Reserve chaplains.
- b)
 - i. Five deployed chaplains.
 - ii. One deployed chaplain.
 - iii. One deployed chaplain.
 - iv. No deployed chaplain.
 - v. One chaplain visits for one week each month.
 - vi. No deployed chaplain.
 - vii. No deployed chaplain.
 - viii. No deployed chaplain.
 - xi. No deployed chaplain.

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- c) Seven full-time chaplains are deployed on operations. Statistics and the nature of individual chaplaincy services are generally not recorded for pastoral confidentiality reasons. Expenditure for deployed ADF chaplains is not recorded separately and forms part of the overall personnel cost of deployments. The nature of ADF chaplaincy services provided includes, but is not limited to, the provision of religious ministry, pastoral counselling and broad pastoral care to both deployed members and family support at times of family separation; pastoral support to members undergoing a range of personal, emotional and domestic issues; trauma-related and stress issues in the deployed environment; assisting in unit morale and welfare-related matters; and support of command responsibilities with regard to unit cohesion and personnel wellbeing within areas of operations.
- d) Defence is unaware of any case where an ADF member has formally sought access to chaplaincy services that could not be provided when requested. Accessing ADF members may at times be constrained if operational restrictions are in place or where they are deployed to isolated operational areas.
- e) Chaplaincy services for commemorative purposes encompass overseas and domestic Australian activities. There is limited participation in overseas services and usually the requesting agencies meet the cost of attendance. Within Australia, chaplains provide support to local communities and commemorations organised by ex-Service organisations as well as other significant commemorative services such as those held on ANZAC Day or at the Australian War Memorial. Expenditure for attendance at commemorative services cannot be readily identified as it is generally not accounted for as a separate budget item but embedded in local ADF units' ceremonial support to the community budgets.

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Question W47

Rehabilitation

Senator Evans

- a) What rehabilitation services are provided to Service personnel who are injured but wish to remain in the service?
- b) Over the last ten years for each year how many personnel have left the ADF due to a medical condition? Can we please have this list broken down by Service and nature of medical condition?
- c) Over the last ten years for each year what has been the percentage of ADF personnel who have left the ADF due to a medical condition that was not permanent?
- d) Over the last ten years for each year what has been the percentage of ADF personnel who have left the ADF due to a medical condition that can be classified as a mental health condition?
- e) What does the term ‘medically downgraded’ refer to? Does the ADF have a system of medical or fitness classification, if yes can we please be provided with a breakdown of the different classifications ie fit for active service or unfit for any service etc.

RESPONSE

- a) Injured or ill ADF members will be provided with a rehabilitation assessment and, if assessed as requiring rehabilitation, a rehabilitation goal will be identified and a rehabilitation plan developed based on the individual needs of the member which will include the provision of a program case manager and may include one or more of the following:
 - functional assessment;
 - vocational assessment and rehabilitation;
 - clinical services (whether on an in-patient or out-patient basis);
 - physical training and exercise;
 - physiotherapy;
 - occupational therapy;
 - counselling;
 - psychosocial training.
- b) The number of Navy and Army personnel who have left the ADF due to a medical condition over the past ten years is as follows:

Year	Navy	Australian Regular Army	General Reserves
1997	67	323	74
1998	115	568	82
1999	97	578	139
2000	119	612	93
2001	102	788	101

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2002	128	461	97
2003	90	493	68
2004	157	533	74
2005	178	520	60
2006	203	467	38

As to the nature of medical condition for the Navy and the Army, the information sought is not readily available. It would require each individual medical record to be extracted from the file location, examined by a medical officer and the reason for discharge recorded. Defence is not able to devote the considerable time and resources required to gather this information.

The Air Force does not maintain statistics on medical discharges prior to 2002. The number and reason why Air Force personnel were medically discharged has been collated from 2003 onwards and is provided below:

	Mental Health	Musculo/Skeletal	Neuro	Auto-Immune	Obesity	Intestinal	Cardio	Unknown	TOTAL
2002									38
2003	18	35	3	3			5	8	72
2004	8	22	1	9			5		45
2005	21	24	12	6	4	1			68
2006	20	35	4	6	6	3	4		78
2007⁽¹⁾	6	12	1	1	2		1		23

Note:

1. To 1 March 2007.

- c) It cannot be determined at the time of discharge whether a condition will be permanent. Defence is not able to devote the considerable time and resources required to provide this information.
- d) This information is not readily available. It would require each individual medical record to be extracted from the file location, examined by a medical officer and the reason for discharge recorded. Defence is not able to devote the considerable time and resources required to gather this information.
- e) Medical downgrading means that a member is no longer fully employable or deployable without restriction. The Medical Employment Classification (MEC) system has the following classifications:
 - **MEC 1.** Members who are medically fit for employment in a deployed or seagoing environment without restriction.
 - **MEC 2.** Members who have medical conditions that require access to various levels of medical support or employment restrictions, but they remain medically fit for duties in their occupation in a deployed or seagoing environment.

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- **MEC 3.** Members who have medical conditions that make them medically unfit for duties in their occupation in a deployed or seagoing environment. The member so classified should be medically managed towards recovery and should be receiving active medical management with the intention of regaining MEC 1 or 2 within 12 months of allocation of MEC 3.
- **MEC 4.** Members who are medically unfit for deployment or seagoing service in the long-term (more than 12 months). Members who are classified as MEC 4 for their military occupation will be subject to review and confirmation of their classification by a MEC Review Board.

Question W48

**Learning Culture Inquiry report into ADF Schools
and Training Establishments**

Senator Evans

- a) What was the total cost to Defence of the Podger Report?
- b) Can we please have an update on the implementation of recommendations of the report that were accepted by the Government? For each recommendation can we please have the current status, expected date of completion and any achieved outcomes?

RESPONSE

- a) Please refer to Senate Notice Paper Question No 2426, part 2, published on 19 October 2006.
- b) The Report of the Inquiry into the Learning Culture in ADF Schools and Training Establishments and the Defence action plan to implement the Report's agreed recommendations were released by the Chief of the Defence Force on 6 December 2006.

A detailed implementation plan (which will include milestones for achievement, methods to promote changes and measures of success) for the Report's agreed recommendations is being finalised.

As indicated in the Defence response to the report, action is already underway with respect to a number of the recommendations. While it is recognised that many of the recommendations will be subject to ongoing implementation action and review, it is intended that initial implementation for all recommendations will be completed by mid-2008.

Senator Bishop asked the Minister representing the Minister for Defence, upon notice, on 22 August 2006:

With reference to the review of training establishments conducted by Mr A. Podger:

1. Was the review due to be completed by 30 June 2006; if so, why has it not yet been completed and published.
2. What was the cost of the review.

Senator I. Campbell - The Minister for Defence has provided the following answer to the honourable senator's question:

1. The review has been completed. The report was presented to the Chief of the Defence Force on 7 July 2006. The Chief of the Defence Force is considering the response to the report's recommendations prior to publication.
2. \$464,419.

Question W57

Maritime Coastal Surveillance personnel numbers

Senator Ludwig

For 2005–06, please indicate:

- a) Not including those employed in policy functions, the number of Full-Time Equivalent positions assigned to the following areas:
 - i. Marine coastal surveillance;
 - ii. The development of technology or programs designed to augment, replace or assist any of the above functions;

- b) For each of the categories in a), please indicate:
 - i. The breakdown of APS classifications for those personnel; and
 - ii. The total wages cost of all personnel under that category.

RESPONSE

- a) and b) Marine coastal surveillance is a broad activity descriptor covering both civil and military operations. The detail requested is not readily available and the considerable time and effort to answer the specific elements of the question would incur a significant diversion of the resources of several agencies.

Within Defence, Customs and other Government departments and agencies, there are many staff that contribute directly or in support of marine coastal surveillance operations and capability development. Staff can be either fully or partially committed to the task, while the number of staff on operations can also vary according to the operational tempo. For example, on average there are 400 personnel operating in military units assigned for duties with Operation Resolute, although this will vary at times. Additionally there are Customs Officers operating the vessels of the National Marine Unit, with the numbers varying according to the operational tempo, and other Customs Officers manning the National Surveillance Centre. This effort is in conjunction with the airborne surveillance provided by a number of contractors.

Question W60

Recruitment agency spending

Senator Wong

- a) What sum was spent on recruitment agencies in 2006 by each department and agency in the Minister's portfolio?
- b) Will the Minister provide a list of the recruitment agencies which are used by the department and agencies in the Minister's portfolio?
- c) What functions do recruitment agencies perform for departments and what would be the likely impact on departmental outcomes from reduction in recruitment spending on external agencies?
- d) What benefit-cost assessments have been done which benchmark internal recruitment processes and/or on using on line recruitment portals?

RESPONSE

- a) The sum spent on recruiting services for members of the permanent and part-time ADF in 2005-06 was \$44.241m (excluding GST). As at 28 February 2007, expenditure for 2006-07 was \$33,848,476.

With respect to recruitment agencies engaged by Defence for civilian recruitment, this information is not readily available given that the Department uses a wide range of providers. Defence, therefore, is not able to devote the considerable time and resources required to provide a response.

- b) The contractor in 2005-06 responsible for the delivery of Defence Force Recruiting (ADF) services was Manpower Services (Australia) Pty Ltd.

Defence is not able to devote the considerable time and resources required to provide a response on any other agencies used.

- c) The contracted provider Manpower Services (Australia) provides recruitment functions for the Australian Defence Force (ADF). If this service was not provided, the recruitment of people into the ADF would cease.
- d) The Defence Force Recruiting organisation was benchmarked by a study conducted in 2002-03 by Deloitte. This activity was used to develop the current organisation. It was further evaluated in 2006 and found to be strategically sound. The organisation uses an 'e-recruiting' tool.