

**SENATE STANDING COMMITTEE ON
FOREIGN AFFAIRS, DEFENCE AND TRADE**

REFERENCES COMMITTEE

**INQUIRY INTO RECRUITMENT & RETENTION
OF DEFENCE PERSONNEL**

SUBMISSION

Submission No: 8

Submittor: Rev W G Pugh

Address: 9 Duff Street
SANDRINGHAM VIC 3191

Telephone No: (03) 9598 5841 (MOB) 0414 309 573

Fax:

E-Mail

No. of Pages: 4

Attachments Nil

THE UNITING CHURCH IN AUSTRALIA

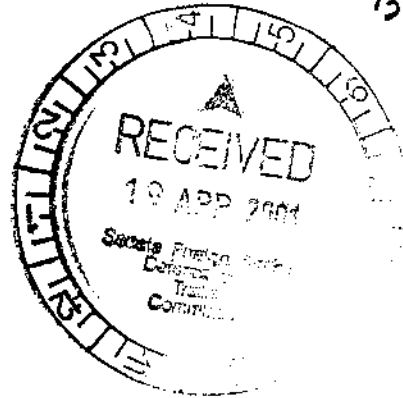


TEL: (03) 9598 5841
MOB: 0414 309 573

REV. W.G. PUGH
9 DUFF STREET
SANDRINGHAM
MELBOURNE 3191

13th April, 2001

The Secretary,
Senate Foreign Affairs,
Defence Trade References Committee,
Parliament House ACT
Canberra 2600.



Dear Sir/Madam,

I write in response to the press advertisement asking for submissions regarding the Inquiry into Recruitment and Retention of Defence Personnel. From 1953 to 1973 I was involved with the Australian Army, in various capacities as a National Serviceman, and Reservist. From some twenty years of experience I submit the following as enclosed.

Yours faithfully,
W.G. Pugh

N.B. Please note the views expressed are personal and not that of the Uniting Church.

076

THE UNITING CHURCH IN AUSTRALIA



(2)

TEL: (03) 9598 5841
MOB: 0414 309 573

REV. W.G. PUGH
9 DUFF STREET
SANDRINGHAM
MELBOURNE 3191

Suggestions (personal views only, not those of the Uniting Church)

1. A concentrated focus on the building up of Reserves through schools throughout Australia, with emphasis on country areas. Approaches to
 - (a) Headmasters and staff
 - (b) Students
 - (c) visits to schools by young servicemen and women with recent experience, eg Timor.
 - (d) regional recruiting, including challenges by charismatic leaders eg. General Cosgrove, displays of equipment, open days, work experience.
 - (e) encouragement of history as a subject in schools, with assistance in special areas of our involvement in times of crisis. Sponsored visits to Duntroon, Cerebrus, Point Look, War Museum etc.
 - (f) encouraging and valuing our way of life and freedom as a nation, including what we can do for others.
 - (g) fostering the idea of service as an ideal in life.

THE UNITING CHURCH IN AUSTRALIA



(3)

TEL: (03) 9598 5841
MOB: 0414 309 573

REV. W.G. PUGH
9 DUFF STREET
SANDRINGHAM
MELBOURNE 3191

(2) Remuneration after X years of service in the form of long service payment, housing grant, or contribution towards HEX.

(3) A certificate of Efficiency after X years of service; a reference from the CO would add to the individual's CV.

(4) Opportunities to exchange visits with units overseas, or units serving in Australia.

(5) Most important of all is that our nation needs to take seriously the need for defence readiness, as the best insurance of all. The best minds and facilities should be concentrated, on the lessons of the past used positively, to ensure a Safe Future. The challenge of Defence must be personal, and involve all Australians.

THE UNITING CHURCH IN AUSTRALIA



TEL: (03) 9598 5841
MOB: 0414 309 573

REV. W.G. PUGH
9 DUFF STREET
SANDRINGHAM
MELBOURNE 3101

(6) The formation of a National Committee
to develop and implement strategies towards
recruitment and retention of a ready reserves force
as a vital part of our overall defence force.
This committee to include service and defence
personnel, representatives of the department, government,
education and employment, youth and recreation.

W.G. Pugh.