

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

**REFERENCES COMMITTEE**

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

**SUBMISSION**

**Submission No:** 11

**Submittor:** Mr M A Pollard

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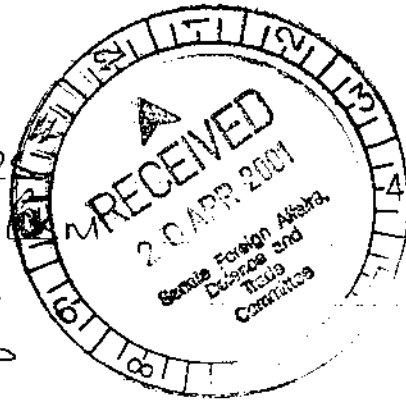
**Fax:**

**E-Mail**

**No. of Pages:** 2

**Attachments** Nil

THE SECRETARY  
SENATE FOREIGN AFFAIRS  
DEFENCE TRADE REF.  
PARLIAMENT HOUSE  
CANBERRA ACT 2600



MR MA POLLARD  
6/49 PLANET STREET  
CARLISLE WA 6101

17 APR 2001

### SUBMISSION TO THE COMMITTEE:

GOVERNMENT(S) HAVE IN THE PAST CUT, CUT CUT.  
EXPENCES TOWARDS DEFENCE PERSONNEL.  
WHAT DO EXPECT!

NEARLY ALL SECTIONS, HAVE BEEN CONTRACTED  
OFF, TO PRIVATE INSTITUTIONS.

WHAT DOES PRIVATE CONTRACTORS WANT  
PROFIT!

ITS THEREFOR, SOMEWHERE ALONG THE LINE  
SOMETHING GIVES = DISCIPLINE, SAFETY,  
DUTY OF CARE, HYGIENE ETC.

WHERE DOES THIS START FROM —  
THE TOP.

ITS ALL VERY WELL HAVING MANAGERS  
WHO HAVE DONE CERTAIN DEGREES AT  
UNIVERSITIES. MANAGEMENT SHOULD  
START AT THE BOTTOM — TO WORK UP.

BEING EX-FLIGHT SERGEANT CHIEF I FEEL  
MORALE STARTS WITH THE TROOPS  
BELT — BEING CONTENT.

THERE'S NO MORALE WITH A PRIVATE  
CONTRACTOR.

SECURITY:

WHY AWAIT FOR A PENSION A 55 YRS OLD  
WHEN YOU JOINED AT 17 YRS OLD  
THERE'S NO INCENTIVE FOR RETENTION.

MOST COUNTRIES AROUND THE WORLD  
(DEFENCE PERSONNEL) HAVE TRIED THIS  
WITH PRIVATE CONTRACTORS AND HAVE  
FAILED. THEREFORE, REVERTING BACK TO  
THEIR ORIGINAL FORM.

I CAN UNDERSTAND MONEY HAS TO BE  
ACCOUNTED FOR, AND AUDITOR.

HOWEVER, YOU HAVE TO START WITH  
BASICS THEN MOVE FORWARD FOR ADVANCE  
MENT WITH THE APPROPRIATE REMUNERATION  
TO BETTER MORALE AND RETENTION.

MAKING THIS SUBMISSION WILL GIVE THE  
COMMITTEE SOME SCOPE.

YOURS SINCERELY

MA [Signature]