

**SENATE FOREIGN AFFAIRS, DEFENCE AND TRADE  
REFERENCES COMMITTEE**

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

**SUBMISSION**

**Submission No:** 136

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**No. of Pages:** 3

**Attachments:** 13

Mr Paul Barsdell  
Secretary of the Foreign  
Affairs, Defence and Trade Committee

Dear Paul,

One of the mitigating factors that causes unnecessary stress on a GRES member of the ARMY is the need to carry out additional studies relating to a civilian career whilst finding the time to advance their part time military career.

I find myself in this position. As an employment consultant I require some basic accreditation in human resource management, including training, to advance in my civil occupation.

I have enquired within the ARMY and found through the National Training Information Service<sup>1</sup> that I qualify for very few certificates due to the fact that I am a **part time officer**.

I believe that this is disgraceful. The amount of consideration that has been given to the part time member is without doubt a return to the old two army attitude.

When you look through the instruction<sup>2</sup> you will find that many credits are rightfully for ARA members only, as they have carried out more extensive training and are on the job every day, but no effort has been made to accommodate the part time member to a lesser degree in the same field.

The purpose of this accreditation is to provide the member with the appropriate civilian equivalent and to apportion creditation based solely on whether the member is part time or full time is just plain wrong.

The rank held and the courses conducted to attain that rank is relevent, however the consideration that is lacking goes to whether the part time member can be accredited for a lesser qualification in a similar field due to the training they have had and the performance report that has been written about them.

As a RAINF Captain attending Intermediate Staff College (ISC) I have comprehensive experience as a manager, instructor, administrator, commander, leader, assessor, communicator, and speaker. I have completed various courses in communications, management and leadership through the various postings I have held and yet when I look for a suitable civilian equivalent I find that Non-Commissioned Officers (NCOs) can be accredited and I cannot.

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<sup>1</sup> National Training Information Service Link:

<http://www.ntis.gov.au/cgi-bin/waxhtml/~ntis2/org.wxh?page=60&inputRef=34>

<sup>2</sup> Civil Accreditation of Military Training Instruction 18 Oct 00

For example; ANNEX AAB to DI(A) PERS 116-7<sup>3</sup> states that:

**Diploma in Operational Planning** can be granted to a Sergeant or Warrant Officer once they have been deemed competent. The reference goes further to say:

“**Certificate IV in Operational Planning** can be granted to a Corporal or Section Leader once they have been deemed competent.”

“**Certificate III in Operational Planning** can be granted to a Private once they have been deemed to the standard of good.”

I am not even able to apply for accreditation for the Certificate III due to the length of time since I was a private soldier.

Defence may argue that Commissioned and Non-Commissioned Officers should never be considered in the same breathe but in the context of a civilian qualification there is no reason not to. Clearly the creditation will only mean something outside the army, therefore rank is of no importance.

**I cannot understand how this attitude can be permitted to continue in an era of equity and diversity where we are so adamant that everyone should get a “Fair GO.”<sup>4</sup>**

When I look back through the guidelines to the qualifications that would save me unnecessary study, I find the areas that the Army has trained me in over the last seven years as a Commissioned Officer are as follows;

- 762-57      **Statement of Attainment in Plan and Promote a Training Program**  
on being assessed as competent as a Sergeant
- 763-57      **Statement of Attainment in Plan a Series of Training Sessions**  
on being assessed as competent as a Sergeant
- 365-43      **Certificate III in Frontline Management**  
on being assessed as competent as a Corporal
- 764-57      **Statement of Attainment in Train Small Groups**  
on being assessed as competent as a Corporal
- 765-57      **Statement of Attainment in Deliver Training Sessions**  
on being assessed as competent as a Corporal
- 361-44      **Certificate IV in Public Administration**  
on being assessed as competent as an Sergeant
- 361-43      **Certificate III in Public Administration**  
on being assessed as competent as an Corporal

<sup>3</sup> Civil Accreditation of Military Training Instruction 18 Oct 00

<sup>4</sup> LT GEN Peter Cosgrove

- 369-42      **Certificate II in Resource Operations**  
on completion of the common Recruit Course and the  
common Initial Employment Course for (RAINF) and  
12 months experience on-the-job
- 369-43      **Certificate III in Resource Operations**  
on successful completion of the suite of courses for  
CPL (RAINF) and on being assessed as competent  
as a Corporal
- 368-44      **Certificate IV in Resource Supervision**  
on completion of the suite of courses for SGT (RAINF)

As you can see there are many areas that could easily apply to myself as a Commissioned Officer, especially at the rank of Captain, and yet given little consideration.

**If the ADF is serious about retaining the qualified members of it's Reserve Forces then the accreditation program must be revisited. It must be looked at with civilian eyes without including the red tape of Commissioned verses Non- Commissioned.**

Any way that ease the demands on the part time member to enable them to serve within the ADF must be given a higher priority.

I hope that my concerns will encourage debate about the process of accreditation.

Enclosure:

- A.      Instruction DI(A) PERS 116-7

**ATTACHMENT ON CIVIL ACCREDITATION OF MILITARY TRAINING  
NOT INCLUDED ON WEB SITE.**