

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

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

**SUBMISSION**

**Submission No:** 27

**Submittor:** Mr Robert Lloyd Johnstone

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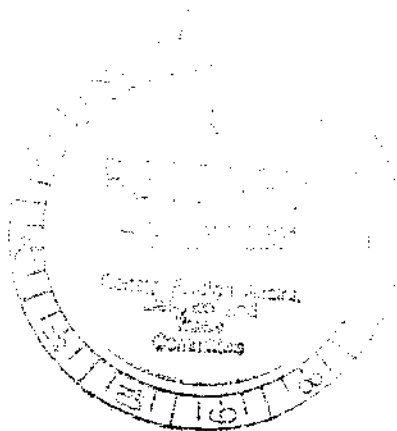
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**Attachments:** Nil

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Mr PAUL BARSDELL  
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Re: enquiry to Recruitment - Retention of ADF personnel

Dear Sir/Madam

Please find attached a suggestion to identify problems in the maintenance of an efficient defence force in Australia.

My background in brief

School Cadets  
Citizen Military Force  
K. Force/Army CPL 2/7090 6yrs 6mths  
RAAF 14 yrs Sgt A221302  
Army Reserve Sgt

Should you see some merit in my suggestions I am prepared to discuss the ideas in more detail, and in particular concerns that have been brought to my attention in recent times

Yours sincerely

ROBERT LLOYD JOHNSTONE

R L Johnstone

063 621676

## SUBMISSION

As an ex serviceman with many years in Senior cadets - CMF - Army - RAAF and Army Reserve experience. I am concerned that there is a serious problem in recruiting and maintaining an effective reserve and regular force.

When I left the service I had to fill in a form to disclose my reasons for leaving the service. As there was no procedure to handle this in a confidential manner and because of my pride in the Services I did not include all of my reasons for leaving.

I would suggest that a survey of all personnel, recently discharged, and serving members be carried out to ascertain:

- Reasons for enlistment
- Reasons for staying
- Reasons for leaving

The survey could be designed to form a view of

- Expectations
- Experiences
- Disappointments
- Services failure to meet expectations
- Relevant training

Survey to be completed under tight security procedures with results assessed by independents with no direct association with the services. Each survey form should not identify the person giving the details and on completion of the survey, forms to be destroyed.

Should a person voluntarily identify themselves then their involvement in the program should be contained within the survey unit and details only released with the written consent of the person.

I have over the years discussed service life with many people and I have found that most of them maintain a pride in their service life even if it did not always meet their expectations.

Times change - values change - attitudes change and technology changes we cannot ignore it.

This unfortunately leads us to review another area of concern.

Is the existing selection criteria relevant to today's service requirements?

Is the existing service in its present format relevant to our nations role in defence?

