

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

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

SUBMISSION

Submission No: 36

Submittor: Mr Jeffrey Davie

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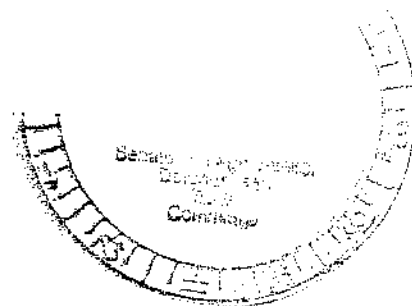
E-Mail:

No. of Pages: 3

Attachments: No

THE SECRETARY
SENATE FOREIGN AFFAIRS,
DEFENCE & TRADE REFERENCES COMMITTEE
PARLIAMENT HOUSE
CANBERRA. ACT. 2600.

17 April 2001



TO WHOM IT MAY CONCERN

Re: Recruitment & retention strategies.

It is my view that one way of recruitment & retention of defence force members, could be to revise the law that eliminates those with criminal records from either enlisting or re-enlisting in the ADF.

It is understandable that the ADF would like to keep separated from persons who have committed certain crimes, however for those trained by the ADF it becomes a great waste of resources & trained personnel, whom may be looking at trying to re-enlist with the ADF even if it meant that they were placed in non-combat units so as to free younger or more physical bodied personnel for more vital roles.

It may also be helpful if possible recruits could nominate a Corp to which they would like to train for, upon which they could possibly attend a training weekend with a reserves unit so as to show what is required from members when attached to a unit.
It should be noted that this is a valuable recruitment technique used by the Army Reserve.

I also believe that all ADF personnel should attend the Recruit Training Centre when they first enlist & should spend at least three years in a unit before being considered for officer training, instead of being sent direct to the Academy.
Having younger officers with degrees & no unit sense causes disharmony among unit personnel who are trained in their positions & then have some new-by come along insisting that they know better & who are not up to speed with the way that the unit operates.

A badge or citation ribbon should be made for all members who have served three years or over, instead of having to wait for fifteen years to receive the long-serve medal.
The badge or ribbon could show the defence force emblem or the emblem of the members branch of the ADF with either a wreath around it or the number denoting years of service when awarded.

The badge or ribbon would be worn above over medals & could help to instill in members a belief that their service is of major importance to the ADF.
If a badge or citation ribbon was created for members, it should also be made available to ex-members of the ADF whether they were regular or reserve forces.

I hope that this information may be of assistance to future recruitment & retention.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Jeffrey Davie".

Jeffrey Davie.
(Ex Bombadier).