

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

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

SUBMISSION

Submission No: 38

Submittor: Mr M Ward
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Attachments: 1

Men's Confraternity Incorporated

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"A Group Of Men United For a Purpose"



EQUALITY

The Secretary.

Senate Foreign Affairs

Defence and Trade

Reference

Committee

(Western Australian Branch)

PO Box 422

Victoria Park

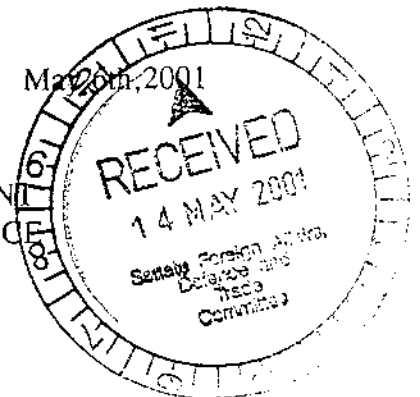
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To Provide: Mutual support and self-help in Family Law matters
To Promote: Justice, equality and harmony within the family and community and maintain a balance between men's and women's rights.
To Create: Awareness of social issues and affect social change.
To Address: Areas of discrimination, citizens' rights, law reform and relevant social issues.
To Preserve: Social ideals, standards, morals, and ethics.
To Serve: The community, family, men, the confraternity and its helpers.

SUBMISSION--SENATE
INQUIRY INTO RECRUITMENT
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PERSONNEL.



The Secretary.

It is the view of the Men's Confraternity Inc, that there are many reasons for the problems associated with the recruitment and retention of defence personnel and we have no doubt those many varied reasons will be submitted by other organisations and individuals.

We believe there are three aspects of service life which contribute to the problems associated and need your serious consideration.

- (1) The intergration of male and female personnel.
- (2) The Sexual Harassment Legislation.
- (3) Affirmative Action Legislation.

Men's Confraternity Inc believes there is enough evidence to support the view that the forced intergration of the genders has undermined the morale of male personnel to the detriment of the defence services.

Sexual Harassment Legislation has created an environment in which males have become powerless when subject to false accusations made against them. "Walking on eggshells" is a term often used by men discribing life within the services. "Feeling powerless" is another term used because of the fact that the said legislation gives power to females.

Having to prove their innocence against false accusations has led many a male to resign from the services and many a career left in ruin.

Affirmative Action Legislation, which was designed to increase the females involved in the forces has led to what we believe to be a reduction in the effectiveness and fighting ability, of the forces, to the detriment of Australia's future.

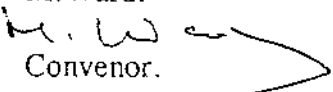
Men's Confraternity Inc believes there are positions in our armed services in which females can play a part, and areas where females are better suited than males, but the actual fighting should be left to the males and the forced intergration practices should cease.

Its time society recognised the fact that "Men and women are equal but different", not "equal and the same".

For too long we have allowed the feminist brigade to dictate the decision making process in this country. Perhaps we can begin to reverse those practices by recognising the merits of our submission which has been put forth to help ameliorate the problems which we believe have afflicted our defence services.

Yours sincerely,

M. Ward.


Convenor.

'Of bigger concern is the rate at which trained personnel are leaving.'

Defence repeated calls for defence to be more businesslike, more efficient and accountable in return for its massive budget.

Military traditionalists claim the flurry of business plans and mission statements that this Government pressure has provoked only detracts from the core function of training an efficient defence force.

Unlike a business, defence cannot budget for unexpected deployments and a certain level of wastage is necessary.

The pressure to be businesslike high-

But perhaps of bigger concern is the rate at which trained personnel are leaving.

Figures obtained by Labor through a Senate estimates committee show the separation rates across all services and ranks in the past financial year ranged from almost 10 per cent for air force officers to almost 15 per cent for sailors.

The rate of women leaving the services was the worst, with more than 20 per cent of sailors and more than 15 per cent of soldiers leaving the services in 1999-2000.

The combination of low recruitment and

THE THINNING RANKS

Rate of people quitting the services for 1999-2000

NAVY:
 Male officers 10.10 per cent.
 Female officers 11.44 per cent.
 Male sailors 13.74 per cent.
 Female sailors 20.81 per cent.

ARMY:
 Male officers 10.23 per cent.
 Female officers 16.05 per cent.
 Male soldiers 12.81 per cent.
 Female soldiers 15.31 per cent.

AIR FORCE:
 Male officers 9.8 per cent.
 Female officers 10.73 per cent.
 Male airmen 11.38 per cent.
 Female airmen 16.09 per cent.

Specialist personnel shortages across the three services in 2000

Navy:
 Pilots - 42 per cent less than needed.
 Combat systems operators - 15 per cent less than needed.

Army:
 Nursing officers - 30 per cent less than needed.
 Heavy vehicle crews - 23 per cent less than needed.
 Radar operators - 36 per cent less than needed.

Air force:
 Medical and nursing officers - 35 per cent less than needed.
 Cooks - 39 per cent less than needed.

Australian Defence Force Academy achievement of recruitment targets for 2001

Navy: 54 per cent of 123-person target achieved.
 Army: 86 per cent of 155-person target achieved.
 Air force: 75 per cent of 109-person target achieved.

GRAPHIC: Rachel Coad / Toby Wilkinson

Mini