

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

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

SUBMISSION

Submission No: 42

Submittor: Mr Julian Knight

Address: HM Prison Barwon
Locked Bag 7
LARA VIC 3212

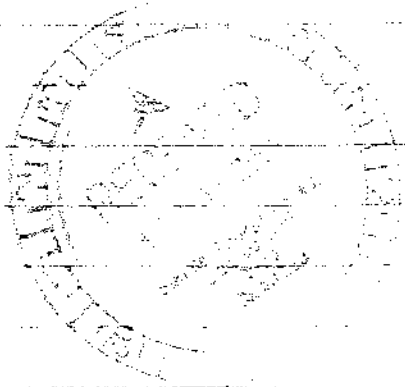
Telephone No:

Fax:

E-Mail:

No. of Pages: 3

Attachments: No



Mr Julian Knight
HM Prison Barwon
Locked Bag 7
LARA VIC 3212

8 May 2001

RE: Inquiry into Recruitment and
Retention of Defence Personnel

Dear Committee,

I make the following submission as a former member of the Australian Defence Force. My military service was as follows:

- 1982 - 85: cadet, Army Cadet Corps
- 1985 - 87: trooper, 4th / 19th Prince of Wales's Light Horse Regiment (Ares)
- 1987: staff cadet, Royal Military College

I also have a Bachelor of Arts degree with a major in strategic and defence studies.

As I left the ADF some 14 years ago, aspects of my submission may not be relevant.

During my service at RMC in 1987 the Service Allowance paid to Army personnel, in lieu of overtime payments, was \$2,000 per annum. Whilst this payment was a "bonus" to administrative and support staff, it was poor compensation for those in field force units with regular training and field exercise commitments. I suggest, therefore, that the Service Allowance be restructured to allow for graduated payments according to time spent on duty.

In relation to salaries, I found that these were generally considered to be quite reasonable - except those paid to pilots. There seems to be no reason why ADF pilots cannot be paid salaries equivalent to their civilian counterparts. I submit that consideration should also be given to the payment of bonuses for long service; for example, at five year intervals.

Regarding the recruitment of ADF personnel, I believe that the current series of TV recruiting commercials are too vague and abstract to be effective. I submit that they would be more effective depicting usual duties, and by summarizing positions available and the benefits of service.

3./

Given that cadet units have traditionally provided a significant percentage of ADF recruits, I suggest that recruiters attend each cadet unit toward the end of each year to woo particularly final year students.

I hope that this submission will be of some use to the committee.

Yours sincerely,

Jul Knight

JULIAN KNIGHT