

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

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

**SUBMISSION**

**Submission No:** 88A

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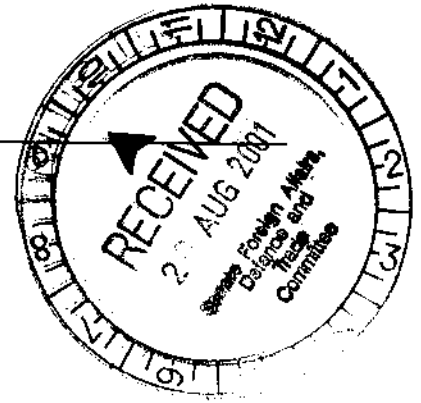
**No. of Pages:** 4

**Attachments:** No



# Royal Australian Air Force

Airfield Defence Wing, RAAF Base, AMBERLEY QLD 4306



The Chairman  
Senate Foreign Affairs, Defence and Trade Committee  
Parliament House  
CANBERRA ACT 2601

## **UPDATE TO THE AIRFIELD DEFENCE WING SUBMISSION TO THE INQUIRY INTO RECRUITMENT AND RETENTION OF DEFENCE PERSONNEL OF 18 MAY 2001**

Dear Mr Chairman,

As explained in Airfield Defence Wing's original submission, much of the data presented was in the process of being updated. Accordingly, please accept this update to our submission of 18 May 2001.

Most of the data provided in our original submission was accurate as at 30 June 1999. Since then, I have been able to update the 1999 data and extrapolate additional data such that all data presented is now accurate as at 10 July 2001. In order to assist you to incorporate the new and updated data into the original submission, I have provided heading and page number references and stated whether the data is either a 'correction' or an 'addition' to the original submission.

Should you require further information, please do not hesitate to contact me on 0407 613 725.

Yours sincerely,

**M. MATEO**  
Flight Lieutenant  
Project Manager  
Ground Defence Reserve Group

Tel 0407 613 725

11 July 2001



# Royal Australian Air Force

Airfield Defence Wing, RAAF Base, AMBERLEY QLD 4306

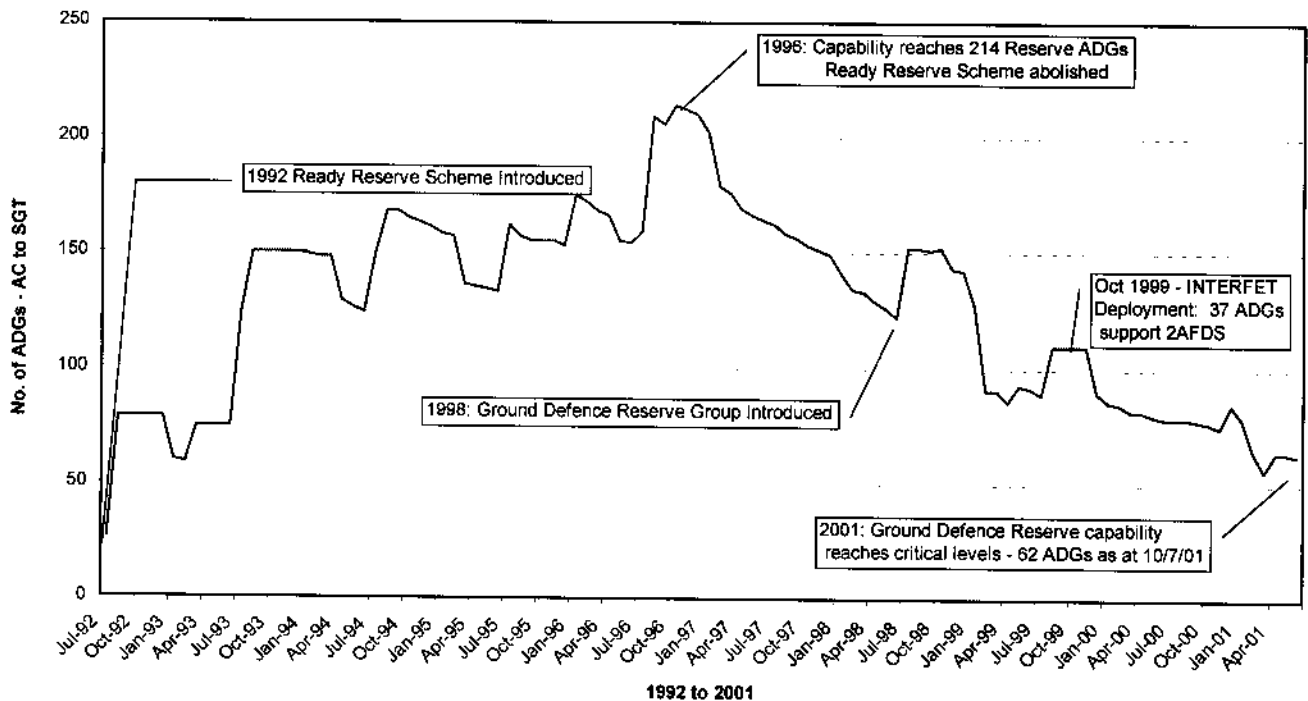
## UPDATE TO THE AIRFIELD DEFENCE WING SUBMISSION TO THE INQUIRY INTO RECRUITMENT AND RETENTION OF DEFENCE PERSONNEL OF 18 MAY 2001

### Under the heading 'Recent Developments' on page 1

Correction: The original paper stated that 32 reservist volunteers out of a pool of 70 personnel supplemented the INTERFET ground defence contingent. The figure was in fact 37 from a pool of 89 members on part time duty. Further to the 37 that deployed, six (6) reservists accepted full time duty contracts but were not deployed to Timor and an additional six (6) reservists volunteered for service with INTERFET but subsequently withdrew their applications when they were informed that they would not be deployed. Also, since that time a further two GRDefR members have deployed as United Nations Military Observers with UNTAET.

Addition: Below is a graphical representation of GRDefR capability from July 1992 to July 2001.

**Air Force Ground Defence Reserve Capability 1992 - 2001**



**Under the heading 'Poor Training Outcome Costs Outweigh Savings on Lesser Conditions of Service' on page 2**

Correction: The training completion rate of 38.32% current as at May 1999 is no longer valid. The current figure for the period 1998 to May 2001 is 45.05%.

Addition: As at 20 June 2001 and since 1998, there have been 196 non-prior service enlistees into the Ground Defence Reserve Group. For every 100 enlistees:

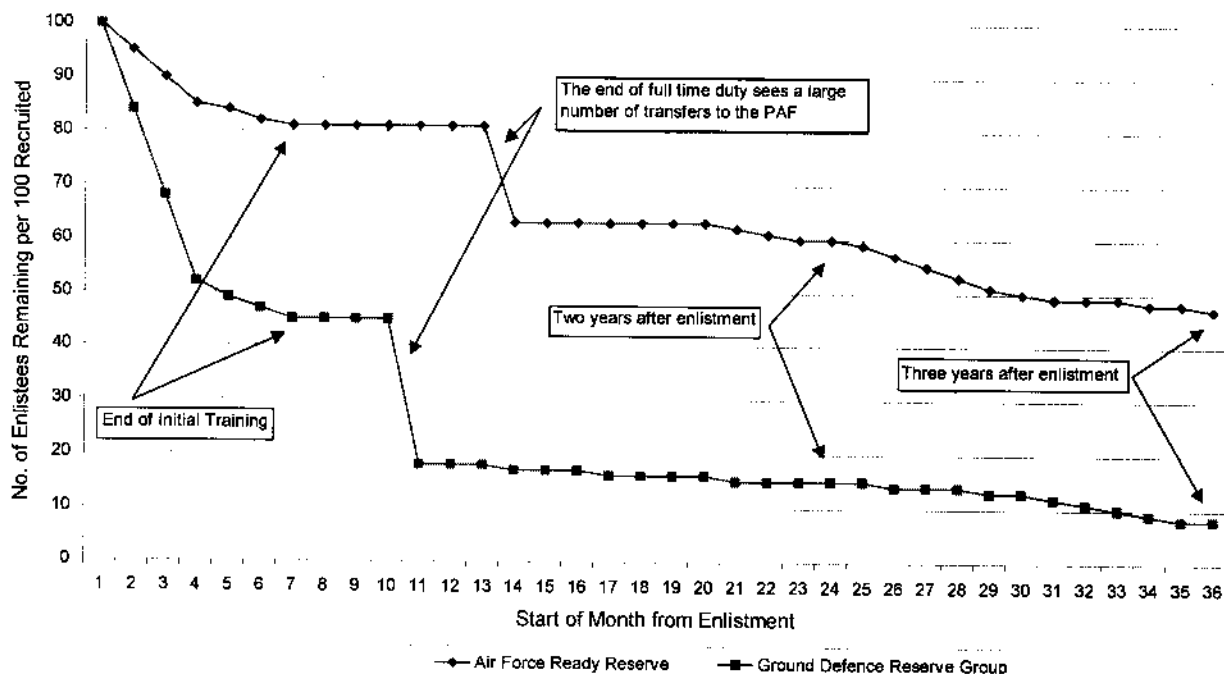
- 45 will complete training (1RTU & RAAFSFS)
- 26 will transfer to the Permanent Air Force (PAF) as an ADG
- 6 will have discharged within two years of enlisting
- 13 will serve for at least two years from enlistment

A population study of the 456 RRES non-prior service enlistees from 1992 to 1996 reveals that for every 100 enlistees:

- 81 completed training (1RTU and RAAFSFS)
- 35 would join the PAF (27 as an ADG)
- At least 3 would go on to join Army or Navy
- 59 served for at least 2 years (46 for at least 3 years)
- Education Assistance recipients served for at least twice as long in part time service when compared with those choosing not to study (Based on outcomes for 1995 and 1996 cohorts).

These outcomes are perhaps best illustrated by the graph below:

**A Tale of Two Schemes: Ground Defence Reserve Retention**



**Under the heading ‘Conditions of Service and Length of Service (Retention)’ on page 3**

Addition: With regard to the impact of education benefits on retention, Airfield Defence Wing has conducted population studies of the 1995 and 1996 cohorts of enlistees into the Ready Reserve Scheme. The results are presented in the table below.

**The Education Assistance Allowance and Retention**

<b>Outcome</b>	<b>1995</b>		<b>1996</b>	
	<b>No.</b>	<b>(%)</b>	<b>No.</b>	<b>(%)</b>
1. Enlistees in to the ..... cohort	79		113	
a. Did not complete training	22	27.8%	19	16.8%
b. Graduated as an ADG	57	72.2%	94	83.2%
2. Number of ADG graduates to				
a. Claim education assistance (EA) in at least one year	24	42.1%	46	48.9%
b. Never claim EA	33	57.9%	48	51.1%
3. Over the maximum five year Initial Period of Service (IPS):				
a. The average length of service (LOS) for those claiming EA	3.9 years		4.2 years	
b. The average LOS for those never claiming EA	2.2 years		2.4 years	
4. The LOS of EA recipients by last year received was				
a. 1995 Cohort				
i. 1996 (was the last year of claim for 4 EAS recipients)	2.5 years			
ii. 1997 (last year of claim for 3 recipients)	2.4 years			
iii. 1998 (last year of claim for 9 recipients)	4.1 years			
iv. 1999 (last year of claim for 8 recipients)	4.9 years			
b. 1996 Cohort				
i. 1997 (was the last year of EA claim for 2 recipients)			2.2 years	
ii. 1998 (last year of claim for 11 recipients)			3.1 years	
iii. 1999 (last year of claim for 12 recipients)			4.2 years	
iv. 2000 (last year of claim for 21 recipients)			5.0 years	
5. Number of ADG graduates to complete IPS of five years:				
a. Of those completing their IPS	15	27.7%	37	39.4%
i. claimed EAS in at least one year	11	73.3%	30	81.1%
ii. never claimed EAS	4	26.7%	7	18.9%
6. Other figures of interest about ADG graduates				
a. Transfers to Permanent Air Force (PAF) as an ADG	23	40.4%	24	25.5%
b. Transfers to other PAF mustering	5	8.8%	5	5.3%
c. Transfers to Army	2	3.5%	-	-

An analysis of 1995 and 1996 Ready Reserve cohorts reveals that around half of all successful ADG graduates went on to further studies and claimed Education Assistance (EA) – the allowance they were eligible for at that time. If further analysis of the two subgroups is conducted, the analysis reveals that those who claimed EA had a length of service period of greater than two to one (2:1) in part time service when compared with those that did not claim EA. If we then look at those that claimed EA, it follows that those who were eligible and claimed EA for longer, served and provided a capability for longer. In fact for 1995 and 1996 GRDefR cohorts 34.4% of ADG graduates completed their initial period of service (IPS) of five years. Of those to complete their IPS, 78.8% had at some stage during those five years claimed EA.