

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

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

SUBMISSION

Submission No: 93

Submittor: Name Withheld

Address:

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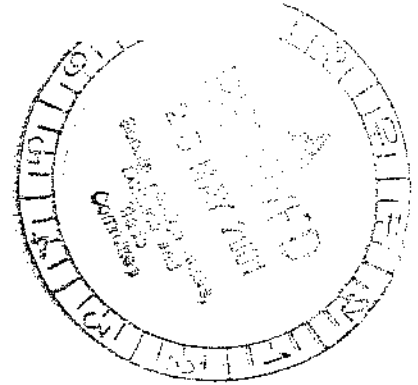
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Attachments: NO

Barsdell, Paul (

From:
Sent:
To:
Subject:

Sir,
I would like to put forward a few personal views on some of the issues I see as being important regarding recruitment and retention of pilots in the RAAF.



I have reached a stage where I need to decide whether to stay in the RAAF till retirement, or leave and seek employment elsewhere (commercial airline). There are two main issues which I see as important: money and locational stability.

money. If I stay in the RAAF I could expect to reach the rank of Group Captain. If I go to an airline I would expect to retire as a Captain, or at least a senior First Officer. My salary on retirement would be about double what I would earn if I stay in the RAAF (with the gap between pay levels growing throughout), with the resultant large increase in superannuation payout on retirement. I understand that I can not expect the RAAF to match private enterprise payrates, but the large gap needs to be narrowed. This would remove the primary reason that many of my workmates are leaving the RAAF. The retention of a higher number of quality people would give a greater choice, and greater competition for selection to higher ranks: a factor which would also benefit the Defence Forces.

locational stability. If I remain in the RAAF I could expect another 4 or 5 postings (ie different removals, different locations). My children are in years 6 and 8 and have been to 5 different schools already. In the airlines I could expect to remain in the same location till retirement. The current RAAF system which allows locational stability penalises a member by limiting his or her chances of promotion if they elect to remain in one location, with the resulting lack of pay increases and, more importantly, reduced superannuation/pension entitlements. This is a difficult problem, given requirements of the service and the nature of the military, but one which needs to be addressed.

I enjoy being in the RAAF, as have virtually all of the dozens of my highly (and expensively) trained peers who have left to join the airlines. Ultimately the future of a person's family becomes a very important factor. If the two issues mentioned above are addressed, I believe that the current problem with pilot retention would be greatly reduced. The benefits to the RAAF in both improved professional quality, and in reduced pilot training costs due to improved retention would be worthwhile.