

Question on notice no. 66

Portfolio question number: 67

2018-19 Additional estimates

Foreign Affairs, Defence and Trade Committee, Defence Portfolio

Senator Fraser Anning: asked the Department of Defence on 20 February 2019—

In reference to Question on Notice 135 where it is stated that '[o]n confirmation of pregnancy, the pregnant member is assigned to a non-deployable pregnancy related Medical Employment Classification (MEC) , which is valid for up to 24 months' can Defence outline the policy for promotions?

For example, it is possible that a female captain may be on a pregnancy related MEC throughout her time as a captain and early major and unable to deploy or go on exercise. Would this preclude such a person from being competitive for promotion to major or obtaining a posting to Staff College?

Answer —

Army Standing Instruction (Personnel), Part 4, Chapter 1.

Consideration for promotion is based on a record of demonstrated performance and an assessment of potential to perform at higher ranks. Members are required to develop minimum levels of experience in each rank before advancement.

Career Management – Army conducts Personnel Advisory Committees (PACs) to assess relative merit for promotion or selection (for specific postings) in order to enhance Army's personnel capability. A PAC will determine an order of merit which is then used by a delegate to promote individuals into vacancies in Army's establishment, or post individuals to selective positions (such as Australian Command and Staff College).

In order to determine the relative merit of an individual against their peers, a PAC is required to review an individual's values, performance, experience, qualifications and potential. A Medical Employment Classification of J33 (Pregnant) is not considered during this process.

A medical classification that precludes a member from deploying on exercise or operations does not preclude them from being presented to a PAC for selection or promotion.