

Senate Foreign Affairs, Defence and Trade Legislation Committee

Answers to written questions on notice
DEPARTMENT OF DEFENCE

Additional estimates 2001—2002; 20–21 February 2002

Recruitment and Retention Issues

QUESTION W39

- a) Has there been any research done into the reasons for the downturn between inquiry stage, application stage and enlistment?
- b) Is there statistical data on the characteristics of people (eg, sex; age; ethnic origin; country born; region) who:
 - i. inquire into employment with the ADF;
 - ii. apply to join the ADF and
 - iii. actually enlist with the ADF?
 - If yes, please provide details for the last 5 years.
- c) How many applicants whose first language is not English applied for the ADF in each of the last 10 years (actual numbers and as percentage of applicants)?
- d) Please provide a copy of the attitudinal survey form given to ADF members upon their leaving.
- e) Has any consideration been given to increasing bonuses and other benefits, including the creation of new benefits, for long service? Has this consideration extended to Reservists?

RESPONSE

- a) Approximately 33 per cent of applications issued to prospective applicants were not returned for processing. The reasons for inquiries not proceeding to an application are:
 - the original inquiry was of a general nature from an uncommitted or curious inquirer;
 - there were no vacancies for the avenue of entry requested;
 - the inquirer did not meet the basic entry requirements, eg citizenship, education, age; and
 - after referral for a Careers Adviser interview, the inquirer was not suitable, or not yet suitable, for ADF service or the inquirer withdrew from the process.

In 2000–01, 7,695 recruits were enlisted/appointed from the 24,000 applications received. The major reason for the fallout is attributed to an applicant's failure to achieve the minimum standards required for entry to the ADF.

- b) Data are collected from applicants at various stages of the recruitment process.
 - i. For inquirers to the ADF, data are collected on age, gender and geographical location by State (see table below for details). At this stage of the recruitment process, collection of specific personal information is not warranted and, therefore, is not collected.

Age of Inquirers

Age	1996-97	1997-98	1998-99	1999-2000	2000-01 ⁽¹⁾	2001-02 ⁽¹⁾⁽²⁾
Over 35	8,720	6,182	6,013	9,612	8,526	7,749
26–35	31,177	22,742	20,894	31,163	27,278	13,876
17–26	64,968	63,666	68,779	100,869	92,824	49,019
Under 17	80	635	1,287	6,174	5,158	4,093

Senate Foreign Affairs, Defence and Trade Legislation Committee

**Answers to written questions on notice
DEPARTMENT OF DEFENCE**

Additional estimates 2001—2002; 20–21 February 2002

Gender of Inquirers

Gender	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
Female	N/A	23,589	23,157	36,733	30,842	18,390
Male	N/A	69,636	73,816	111,085	102,944	56,347

Location of Inquirers by State

State	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
ACT	1545	1805	2625	2817	3514	2799
NSW	26988	23361	29396	39152	44139	26586
NT	1138	1116	1067	2410	3072	1632
QLD	30235	26879	24925	38147	44423	24932
SA	8514	7449	7198	9537	13460	7704
TAS	4359	4387	4534	5424	1037	8
VIC	21125	15864	15557	35112	6071	47
WA	11000	12175	11475	14826	17783	10830

Note

1. Figures for 2000-01 and 2001-02 do not include data for the Southern Region (Victoria/Tasmania/southern New South Wales) due to the outsourcing of recruiting trial in that region, which commenced in September 2000.
2. For the period 1 July 2001—1 March 2002.

- ii. For applicants to the ADF, data are collected on gender, age, and geographical location (see table below for details).

Age of Applicants

Age	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
Over 35	2745	1902	1394	2003	1558	1295
26–35	9292	6993	5097	5912	4788	2468
17–26	17113	18021	18047	19631	19939	11624
Under 17	63	69	52	60	43	559

Gender of Applicants

Gender	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
Female	6507	5767	5110	5498	4895	3107
Male	22653	21217	19480	22108	21433	12839

Senate Foreign Affairs, Defence and Trade Legislation Committee

**Answers to written questions on notice
DEPARTMENT OF DEFENCE**

Additional estimates 2001—2002; 20–21 February 2002

Location of Applicants by State

State	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
ACT	803	659	901	900	931	538
NSW	6082	5283	6426	6924	8349	5628
NT	623	670	487	803	662	240
QLD	7815	7125	5958	7520	8367	5160
SA	3229	2962	2069	2383	3650	1747
TAS	1381	1338	1036	1025	136	4
VIC	6531	5574	4947	5001	688	19
WA	2684	3317	2714	2976	3476	2595

Note

1. Figures for 2000–01 and 2001–02 do not include data for the Southern Region (Victoria/Tasmania/southern New South Wales) due to the outsourcing of recruiting trial in that region, which commenced in September 2000.
2. For the period 1 July 2001—1 March 2002.

- iii. For enlistees/appointees to the ADF, data are collected on gender, age, and geographical location (see table below for details).

Age of Enlistees/Appointees

Age	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
Over 35	208	200	125	137	203	236
26-35	1761	1478	819	1089	1397	1048
17-25	7542	6536	4414	4516	6094	4701
Under 17	10	7	3	0	2 ⁽³⁾	2 ⁽³⁾

Gender of Enlistees/Appointees

Gender	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
Female	2102	1579	850	876	1183	869
Male	7473	6642	4511	4866	6514	5118

Senate Foreign Affairs, Defence and Trade Legislation Committee

**Answers to written questions on notice
DEPARTMENT OF DEFENCE**

Additional estimates 2001—2002; 20–21 February 2002

Location of Enlistees/Appointees by State

State	1996-97	1997-98	1998-99	1999-2000	2000-01⁽¹⁾	2001-02⁽¹⁾⁽²⁾
ACT	226	185	163	232	0	0
NSW	1522	1182	1179	1447	2341	1722
NT	192	275	84	158	0	0
QLD	2978	2503	1393	1527	2107	1446
SA	1006	899	430	396	715	644
TAS	548	474	315	362	0	0
VIC	2321	1714	1228	1032	1848	1390
WA	782	988	569	588	686	786

Note

1. Figures for 2000-01 and 2001-02 do not include data for the Southern Region (Vic/Tas/southern NSW) due to the outsourcing of recruiting trial in that region, which commenced in September 2000.
2. For the period 1 July 2001—1 March 2002.
3. Enlistees not to be operationally deployed.

- c) For applicants to the ADF, data are collected on ethnic origin and country born, but applicants are not compelled to respond to these questions and hence the data is unreliable. The data collected for applicants enlisted/appointed is more reliable. The table below shows the data for 1997–98 to 2001–02 to date on enlistees/appointees who indicated their first language was not English. Data are not available for previous years.

Numbers Enlisted from Non-English Speaking Background

Financial Year	Enlistees	%
1997-98	315	5
1998-99	295	5
1999-2000	332	5
2000-01	318	5
2001-02 (to 1 Mar 02)	194	4

Note

1. Figures for 2000-01 and 2001-02 do not include data for the Southern Region (Vic/Tas/southern NSW) due to the outsourcing of recruiting trial in that region, which commenced in September 2000.

- d) **A copy of the Attitudinal Survey Form has been provided to the committee.**
- e) The majority of ADF permanent members leave after around five to seven years of service and a further high percentage leave after around 10 years of service. These are the highest points of wastage and are the most critical, as they generally represent people who have reached full competency and whose experience is difficult to replace. Those who remain for 15 years in service generally intend to make a long-term career of the ADF, and additional long-term bonuses or incentives are considered unnecessary. In keeping with this analysis, the recommendation of the recent ADF Review of Remuneration (The Nunn Review) is that the 15 year Military Superannuation and Benefits Scheme bonus, which pays one year's salary to remain to 20 years of service, should be discontinued for new members.

Senate Foreign Affairs, Defence and Trade Legislation Committee

**Answers to written questions on notice
DEPARTMENT OF DEFENCE**

Additional estimates 2001—2002; 20–21 February 2002

Shorter-term retention bonuses and allowances are being progressively introduced, as necessary. Two recent examples are the air traffic controller and air engineer retention bonuses. Both target experienced personnel, with the latter offering the greatest monetary incentive at Major and Lieutenant Colonel (Equivalent) ranks. They are not specifically aimed at long-term members; rather, they seek to retain people through the critical wastage points mentioned above.

In respect of Reserve members, the Nunn Review recommended that Service Chiefs consider selected retention bonus payments at critical points in the career of Reserve members, which should be deferred and paid on satisfactory completion of an appropriate period of effective military service. Defence is preparing a response to the Nunn Review recommendations for consideration by the Government.

Attachment: Recruitment and retention issues—Attitudinal survey