

Senate Foreign Affairs, Defence and Trade Legislation Committee

Additional estimates 2003–2004, 18 February 2004

Answers to questions on notice from Department of Defence

Outcome 3: Army Capability

Storage of Vaccines at Robertson Barracks

QUESTION 4

Senator Evans

Hansard: pages 46-47

Is it correct that a large number of vaccines stored at Robertson Barracks had to be destroyed? If so, was this due to vaccines not being kept at the required temperature?

RESPONSE

Yes. Some vaccines stored within the Robertson Barracks area had to be destroyed due to incorrect storage conditions. In 2003, Robertson Barracks suffered several power failures. As a result, vaccines stored in small domestic refrigerators within the regimental aid posts were unable to be kept within acceptable temperature ranges and needed to be discarded.

In October 2003, the senior health officer in Darwin requested an external review of vaccine storage that highlighted several areas of concern. To address these concerns, Defence initiated an ongoing program to ensure that Defence facilities that store vaccines are provided with alternative storage facilities such as an approved drug refrigerator.

Army Drug Testing

QUESTION 7

Senator Hogg

Hansard: page 60

What is the ratio of on-base and off-base Army members who have tested positive during the current drug testing regime? Please provide the ages of members who have tested positive.

RESPONSE

The ratio of on-base and off-base Army members who have tested positive was approximately 1:2.

The ages of members who tested positive were: 19, 20, 21, 22, 23, 24, 25, 26, 28, 29, 33, and 34.

Combat Clothing Acquisition – Mil-Kit-Review Internet Site

QUESTION W9

Senator Evans

- a) Since the response to Senate Question on Notice 2384 was written, has Defence taken any additional action in response to the concerns raised by the operators of the mil-kit-review.com website?

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- b) Since the response to Senate Question on Notice 2384, has Defence made any approach or request to the operators of the site to modify or close the site down, and if so, why? Has Defence attempted to modify or close down the site by any other means; if so, why and how?
- c) Since the response to Senate Question on Notice 2384, has Defence taken any form of legal action against the operators of the site?
- d) Since the response to Senate Question on Notice 2384, how much has Defence spent on legal advice and/or action in attempting to close the site down?
- e) Since the response to Senate Question on Notice 2384, has Defence met with the operators of the site; if so: (a) when; and (b) what was the nature of these meetings?
- f) Has Defence made any attempt to contact the Internet Service Provider (ISP) for the website? On how many occasions has Defence contacted the ISP for the site? What has been the purpose of contacting the ISP for the site? What information has Defence requested from the ISP for the site?
- g) The response to Senate Question on Notice 2384 indicated that Defence had responded to the personnel operating the site 'through the chain of command'. Have officials from the relevant area of the DMO attempted to contact the owners of the site directly? On how many occasions? If not, why not?
- h) Does Defence regard the site as a useful forum for information exchange about combat equipment? If not, why not?
- i) Why is Defence attempting to shut the site down?

RESPONSE

- a) Defence has continued to monitor the concerns listed on the website to determine if they are supported by factual data in Defence's 'Report on Defective or Unsatisfactory Materiel' system. Fleet managers from the Defence Materiel Organisation have reviewed all the comments on the site. For most of the concerns, no additional action was considered necessary as action had already been taken in response to internal user feedback. In relation to a concern about combat boots, a spot check was initiated to ensure units were adopting the proper fitting procedures prior to issue.
- b) Serving members of the ADF are required to comply with departmental regulations. The three soldiers originally operating the site were allegedly in breach of regulations regarding the dissemination of public information and the employment of ADF members in off-duty hours. Defence was also concerned that its contractors might regard comments on the site as defamatory and take civil legal action against the soldiers. Consequently, the soldiers were requested to close the site until they had received the appropriate authorisations to make public comment and to undertake work in off-duty hours. They were also advised to modify their comments regarding Defence contractors to reduce the possibility of civil legal action by these companies. The soldiers complied with all requests and have since disassociated themselves voluntarily from operation of the site.
- c) No.
- d) Nothing. Serving officers provided the legal advice in response to a routine inquiry.
- e) The commanding officer of the soldiers who originated the site has continued to counsel them about their concerns.
- f) Defence has accepted the word of the soldiers that they are no longer operating or controlling the site. The site is now operating under the control of an unknown party.

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- g) Joint Logistics Command attempted to contact the current owners of the site on one occasion via the internet service provider, but was unable to obtain any information.
- h) Defence does not regard the site as a useful forum for information exchange about combat equipment because:
 - i) the comments may or may not truly reflect user concerns;
 - ii) there is already a well-documented and publicised system in Defence to report unsatisfactory and defective material. The Services regularly review any complaints and, where appropriate, trial modified or new products; and
 - iii) as a public internet site, it is vulnerable to manipulation from external interest groups, such as disgruntled contractors who may have an interest in undermining competitors' products or influencing competitive tendering processes.
- i) All members of the ADF must comply with departmental regulations. As stated in response to part b), the original site operators were allegedly operating in breach of regulations regarding the dissemination of public comment and employment of ADF members in off-duty hours. Since these soldiers have ceased their involvement with the site, Defence has not attempted to close it.

Incident Response Regiment

QUESTION W18

Senator Evans

Please provide updated staffing figures for the Incident Response Regiment (IRR). Is the IRR now fully staffed; if not: (a) how many more personnel are required before the IRR is fully staffed; (b) when is it expected that the IRR personnel target will be achieved; and (c) what action is being taken to recruit more personnel?

RESPONSE

- a) and b) As at 4 March 2004, the Incident Response Regiment is staffed just below expectation. The Regiment is meeting its capability requirements and it is planned to further expand strength this year.
- c) No separate action has been taken to recruit more personnel. Extant recruiting programs within Defence seek volunteers from existing serving personnel for service within the Special Operations Command, of which the Incident Response Regiment is a component.

Operating Costs of Army Platforms

QUESTION W19

Senator Evans

Please provide the daily, full cost recovery rate for the following Army platforms:

Blackhawk helicopter
Leopard tank
M113
ASLAV

RESPONSE

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See response to Senate Question on Notice No. 343.

Outcome 4: Air Force Capability

Air Traffic Controllers

QUESTION W20

Senator Evans

Please provide an update of current staffing figures for air traffic controllers at each RAAF base (actual staffing compared to establishment staffing).

RESPONSE

The status of air traffic controllers, as of 1 March 2004, is contained in the table below.

Base	Establishment	Actual⁽¹⁾
Amberley	19	16
Darwin	42 ⁽²⁾	41
East Sale	19	11
Edinburgh	10 ⁽²⁾	12
Nowra	20 ⁽²⁾	16
Oakey	19	18
Pearce	28	26
Richmond	13 ⁽²⁾	14
Tindal	17	12
Townsville	31	31
Williamstown	28	22
School of Air Traffic Control East Sale	26	22
Headquarters 44 Wing	12	9
Headquarters Surveillance and Control Group	6	2
Other Air Traffic Controller positions ⁽³⁾	28	17
ATC officers in 'Out of Category' Positions ⁽⁴⁾	0	11
Total All Bases	318	280

Notes

1. Actual includes APS employees and air traffic control officers in the permanent Air Force only (five officers currently 'non-effective' due to medical or other reasons).
2. Establishment includes the following number of APS positions: four positions at RAAF Darwin, five positions at RAAF Edinburgh, six positions at Nowra and five positions at RAAF Richmond.
3. 'Other Air Traffic Controller positions' include positions in Butterworth (Malaysia), Glenbrook, Sydney and Canberra.
4. Officers serving 'out of category' are senior officers in Commanding Officer positions or other career broadening jobs.

Nomad Aircraft

QUESTION W21

Senator Evans

- a) How many Nomad aircraft were formerly in service in the Australian Defence Force?
- b) When did these aircraft first enter service?
- c) When were these aircraft withdrawn from service?

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- d) How many of these aircraft did Australia sell to Indonesia?
- e) What was the date of these sales?
- f) What price was paid for each of these sales?
- g) Does Australian still undertake maintenance/service on the Nomad aircraft for Indonesia?
- h) What has been the cost of servicing the Nomad aircraft in each of the last five financial years?
- i) Is it anticipated that Australia will continue to service the Nomad aircraft in the future? For how long? How much is this expected to cost in each of the next five financial years?

RESPONSE

- a) Twenty-four Nomad aircraft were formerly in service with the ADF. Twenty-two aircraft were owned and operated by the Army and two were owned and operated by the RAAF.
- b) Nomad aircraft were produced between 1975–1987, entering service over this period.
- c) The Nomads were withdrawn from service on 31 August 1995.
- d) Twenty Nomads, owned and operated by the Army and RAAF, were decommissioned and sold to Indonesia to supplement its existing Nomad fleet.
- e) The Nomad sale agreement is dated December 1996.
- f) \$100,000 was paid for each aircraft.
- g) Australia provides a maintenance team in support of the TNI's operation of the Nomads. The primary aim of the maintenance team is to assist the TNI in assuring airworthiness, delivering on-the-job training and establishing a maintenance program. The maintenance team consists of three Australian military staff posted to the Juanda Naval base in Surabaya.
- h) Australian financial assistance to the Nomad Maintenance Team, for its support of TNI's Nomads over the past five years, has ranged from approximately \$200,000 to \$500,000 per year. A breakdown of the financial assistance provided to the team for the last five years is as follows:
 - 1998–99: \$200,000
 - 1998–99: \$430,000
 - 2000–01: \$200,000
 - 2001–02: \$300,000
 - 2002–03: \$460,000
- i) At Indonesia's request, the Australian Government agreed, in 2000, to extend support to the Nomad Maintenance Team until 31 December 2005. The Government is considering Australian involvement in the project beyond 2005. The estimated cost for 2003–04 is expected to rise to \$740,000, due to a one-off requirement for the overhaul of aircraft propellers to meet Federal Aviation Administration airworthiness requirements. For 2004–05, the anticipated cost is \$500,000. Should the program be extended past 2005, the annual costs are expected to be of a similar magnitude.

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Operating Costs of Air Force Platforms

QUESTION W22

Senator Evans

Please provide the daily, full cost recovery rate for the following Air Force platforms:

F/A-18
F-111
P-3C Orion
B707 air to air refueller

RESPONSE

See response to Senate Question on Notice No. 343.

Outcome 6: Intelligence and Security

ANU Strategic and Defence Studies Centre Lecture Date

QUESTION 11

Senator Faulkner

Hansard: page 90

What was the date of the lecture that the Director, Defence Intelligence Organisation, gave at the ANU Strategic and Defence Studies Centre in September 2003?

RESPONSE

8 September 2003.

Business Processes

Inspector-General

Theft of Explosives and Firearms from Defence Establishments

QUESTION W14

Senator Evans

Please provide a list of all explosive material and firearms stolen from Defence establishments in 2001-02, 2002-03 and 2003-04 (to date).

RESPONSE

Regrettably, despite strict controls, weapons are lost or stolen from the ADF. Often these weapons are subsequently located. Records are not readily available on a financial year basis but a total of 47 in-service ADF weapons have been reported as lost or stolen from July 1999 to February 2004. 17 in-service ADF weapons were recovered during this period.

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For explosive material stolen from Defence establishments, refer to response to Senate Notice Paper 1935.

Defence Science and Technology

DSTO Program Expenditure

QUESTION W45

Senator Carr

- a) Please list, over the past year, the geographical location and the function of all DSTO program expenditure across Australia.
- b) Please identify the partners associated with each program and the level of Commonwealth funding provided to each program.

RESPONSE

a) and b)

The Defence Science and Technology Organisation (DSTO) does not capture expenditure by geographical location. The following information shows total expenditure for 2002-03 and provides the budget estimate for 2003-04 for comparative purposes. To assist in gaining an understanding of where DSTO expenditure might occur, the percentage of each division located in an area is shown (based on personnel numbers). The information also outlines the main functions of the thirteen research divisions in DSTO and links partners associated with each division.

Air Vehicles Division

The division provides scientific leadership and support essential to the cost-effective operation of military aircraft. The primary focus is to develop and apply science and technology relating to future planning, acquisition, capability enhancement and through-life support of military aircraft engines and airframes.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Air Vehicles Division	25.569	23.727

Location of Division	Percentage
Melbourne – VIC	100

Partners associated through Industry Alliances	Partners associated through the Cooperative Research Centre for Advanced Composite Structures
<ul style="list-style-type: none">• Raytheon Australia Pty Ltd• Saab Pacific Pty Ltd and Saab Systems Pty Ltd• Bofors Australia Pty Ltd	<ul style="list-style-type: none">• Boeing Australia• Aerospace Technologies of Australia Ltd• ADI Ltd• Hawker de Haviland• Goninans• Pacific Engineering Systems International Pty Ltd• GKN Engage Pty Ltd

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	<ul style="list-style-type: none"> • MSC Software Australia Pty Ltd
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Maritime Platforms Division

The division provides technologies and scientific and technical capabilities to enhance the operational performance, survivability and vulnerability of maritime, air and land platforms, as well as reducing the vulnerability of these platforms. This includes work on platform life extension and reduction in the cost of ownership.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Maritime Platforms Division	22.032	20.609

Location of Division	Percentage
Melbourne – VIC	97
Stirling – WA	1
Innisfail – QLD	1
Canberra – ACT	1

Partners associated through Industry Alliances	Partners associated through the Cooperative Research Centre for Welded Structures	Partners associated through the Cooperative Research Centre for Polymers Pty Ltd
<ul style="list-style-type: none"> • Nautronix Ltd • Tenix Defence Pty Ltd • ADI Limited • Raytheon Australia Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd 	<ul style="list-style-type: none"> • Australian Pipeline Industry Association • TWI • Pacific Power • BHP Company Ltd • Welding Technology Institute of Australia • CIGWELD Agility Teambuilding Pty Ltd • Woodside Energy Ltd • OneSteel Trading Pty Ltd 	<ul style="list-style-type: none"> • VisyPak Operations Pty Ltd • Basell Australia Pty Ltd • Nylex Industrial Products Pty Ltd • Qenos Pty Ltd • Moldflow Pty Ltd • Ciba Speciality Chemicals Inc • Visy Plastics Pty Ltd • Olex Cables • Sola International Holdings Ltd

Chemical, Biological, Radiological and Nuclear Defence Centre

The centre houses a research and development group that focuses on defence against the use of chemical and biological agents and radiation. The centre’s role covers defence against both battlefield and terrorist threats and extends from innovative research and development, through development of prototype protective systems to involvement in incident response teams. While the primary focus is on land operations, programs are relevant to each Service.

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Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Chemical, Biological, Radiological and Nuclear Defence Centre	7.199	7.097

Location of Division	Percentage
Melbourne – VIC	76
Scottsdale – TAS	24

Partners associated through the Cooperative Research Centre for Diagnostics
<ul style="list-style-type: none">• PANBIO Pty Ltd• Queensland Medical Laboratory

Scientific and Engineering Services Division

The division provides the capacity to integrate the design of mechanical and electronic (including microelectronics) systems. The division is tasked with the role of converting scientific concepts into operable devices for testing and the demonstration of concepts and the acquisition of scientific data.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Scientific and Engineering Services Division	12.157	11.368

Location of Division	Percentage
Melbourne – VIC	34
Edinburgh – SA	66

Partner associated through Industry Alliance
<ul style="list-style-type: none">• Spider Silicon Ltd

Air Operations Division

The division is responsible for providing research and development services to clients in the area of aircraft operations. It has expertise in a range of technologies and undertakes analyses of the effects of their integration on the overall effectiveness of the aircraft system. The division has significant capabilities in the tools and techniques of operational research and the technologies associated with the overall system aspects of aircraft. This capability is used to give advice on improving the cost-effectiveness of military aircraft operations with particular emphasis on better utilisation of both equipment and the human operator.

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Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Air Operations Division	15.535	14.267

Location of Division	Percentage
Russell – ACT	2
Melbourne – VIC	78
Edinburgh – SA	20

Partners associated through Industry Alliances
<ul style="list-style-type: none"> • Ball Aerospace Australia Pty Ltd • BAE Systems Australia Ltd • Raytheon Australia Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd

Maritime Operations Division

The division is focused on technologies and capabilities that are crucial to safe and successful operations in the maritime environment: maritime operations research, sonar technology and processing, mine warfare, mine and torpedo countermeasures, ship and submarine combat and sensor systems.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Maritime Operations Division	26.420	24.175

Location of Division	Percentage
Pymont – NSW	35
Edinburgh – SA	48
Stirling – WA	17

Partners associated through Industry Alliances
<ul style="list-style-type: none"> • Thales Underwater Systems Pty Ltd Nautronix Ltd • Tenix Defence Pty Ltd • ADI Ltd • BAE Systems Australia Ltd • Raytheon Australia Pty Ltd • RLM Systems Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd • CISCO Systems

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Partners associated through University Chair sponsorship included the University of Adelaide with a Professorial Chair in Physics and a Professorial Chair in Microwave Radar.

Land Operations Division

The division is responsible for science and technology advice supporting the formulation, development, evaluation, operation and through-life support of the systems that comprise the land force in the joint environment. The division provides science and technology advice and assistance to Defence on the holistic aspects (equipment, people and processes) of military operations centred on or around the land force.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Land Operations Division	17.435	16.147

Location of Division	Percentage
Russell – ACT	4
Sydney – NSW	2
Puckapunyal – VIC	1
Townsville – QLD	1
Edinburgh – SA	91
Darwin – NT	1

Partners associated through Industry Alliances
<ul style="list-style-type: none">• BAE Systems Australia Ltd• Raytheon Australia Pty Ltd• Saab Pacific Pty Ltd• Saab Systems Pty Ltd• Bofors Australia Pty Ltd

Electronic Warfare and Radar Division

The division provides science and technology advice and support to advanced electronic warfare and radar research. The division has four key science and technology research areas: electro-optic electronic warfare, electronic warfare systems, radio frequency electronic warfare and microwave radar research.

The division also has extensive university interactions across Australia including a centre of expertise in advanced sensors and networks at the University of Melbourne, Research and development contracts with the University of Western Australia, RMIT, and the University of Queensland. The division also has extensive industry engagement with several small-to-medium enterprises and industries throughout Australia.

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Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Electronic Warfare and Radar Division	27.313	24.431

Location of Division	Percentage
Edinburgh – SA	100

Partners associated through Industry Alliances	Partners associated through the Australian Photonics Cooperative Research Centre
<ul style="list-style-type: none"> • BAE Systems Australia Ltd • Raytheon Australia Pty Limited • RLM Systems Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd 	<ul style="list-style-type: none"> • ABB Transmission and Distribution Ltd • AOC Australia Ltd • Allen and Buckeridge Pty Ltd • Australian Photonics Pty Ltd • BAE Systems Australia Ltd • Bishop Innovation Pty Ltd • CEOS Pty Ltd • Coherent Australia Scientific Pty Ltd • Ericsson Australia Pty Ltd • Filtronic Components Pty Ltd • Future Fibre Technologies Pty Ltd • Macquarie Photonics Pty Ltd • Nextrom OY • Nufern Inc • Redfern Photonics Pty Ltd • Telstra Corporation Ltd • JDS Uniphase Pty Ltd • Tenix Systems Pty Ltd

Partners associated through University Chair sponsorship included the University of Adelaide with a Professorial Chair in Physics and a Professorial Chair in Microwave Radar.

Weapons Systems Division

The division keeps Australia at the leading edge of weapons systems and ordnance technology, and enhances ADF capabilities by providing a tactical edge in effective deployment of weapons systems and safe use of the associated ordnance. The division's research program covers all aspects of weapons systems and their integration into war-fighting platforms and their combat command and control systems. It covers technologies of weapons currently in service; those that are in the process of being procured and advanced technologies that would be applicable to warfare of the future.

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Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Weapons Systems Division	27.077	23.199

Location of Division	Percentage
Edinburgh – SA	100

Partners associated through Industry Alliances
<ul style="list-style-type: none"> • Tenix Defence Pty Ltd • ADI Ltd • BAE Systems Australia Ltd • Raytheon Australia Pty Ltd • RLM Systems Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd

Partners associated through University Chair sponsorship included the University of Adelaide with a Professorial Chair in Physics and a Professorial Chair in Microwave Radar.

Command and Control Division

The division provides leadership in the improvement of command and control capabilities in Defence to identify and extend the technologies and techniques for enhanced command and control systems and to analyse and design next generation command and control systems.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Command and Control Division	14.427	13.529

Location of Division	Percentage
Fern Hill – ACT	21
Potts Point – NSW	7
Enoggera – QLD	4
Edinburgh – SA	68

Partners associated through Industry Alliances	Partners associated through the Cooperative Research Centre for Enterprise Distributed Systems Technology Centre
<ul style="list-style-type: none"> • BAE Systems Australia Ltd • Raytheon Australia Pty Ltd • RLM Systems Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd 	<ul style="list-style-type: none"> • Sun Microsystems Australia Pty Ltd • Telstra Corporation Ltd • Mincom Pty Ltd • RSA Security Australia Pty Ltd • CiTR Pty Ltd • Dialog Information Technology Pty Ltd

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	<ul style="list-style-type: none"> • Boeing Australia Ltd • Fujitsu Australia Ltd • Leaders IT Resource Specialists
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Defence Systems Analysis Division

The division provides support to Defence capability planning and development through strategy and concepts, integrated capabilities and capability planning and guidance studies and analysis.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Defence Systems Analysis Division	10.012	10.455

Location of Division	Percentage
Fernhill Park/Russell – ACT	65
Pymont – NSW	8
Fishermans Bend – VIC	20
Edinburgh – SA	7

Partner associated through Industry Alliances
<ul style="list-style-type: none"> • BAE Systems Australia Ltd

Intelligence, Surveillance and Reconnaissance Division

The division enhances national security through the development of superior surveillance and reconnaissance capabilities to provide enhanced situational awareness at the tactical, operational and strategic levels. The work program is focused on the areas of secure communications, wide-area surveillance and imagery systems.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Intelligence, Surveillance and Reconnaissance Division	30.419	28.031

Location of Division	Percentage
Canberra – ACT	6
Edinburgh – SA	94

Partners associated through Industry Alliances	Partners associated through the Cooperative Research Centre for Sensor Signal and Information Processing
<ul style="list-style-type: none"> • CEA Technologies Pty Ltd • BAE Systems Australia Ltd • Raytheon Australia Pty Ltd • RLM Systems Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd 	<ul style="list-style-type: none"> • Telstra Corporation Ltd • CEA Technologies Pty Ltd • RLM Systems Pty Ltd • Compaq Computer Australia Pty Ltd

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Partners associated through University Chair sponsorship included the University of Adelaide with a Professorial Chair in Physics and a Professorial Chair in Microwave Radar.

Information Networks Division

The division provides impartial expert advice, selected research, and niche technology development for Defence in information operations, communications networks, and a seamless, assured defence information infrastructure fully integrating strategic, theatre, and tactical environments. Major areas of research are: information assurance, military communications, pervasive communications and artificial intelligence-based techniques for information security.

Division Name	2002-03 Actual \$m	2003-04 Estimate \$m
Information Networks Division	14.350	14.846

Location of Division	Percentage
Fernhill Park – ACT	7
Edinburgh – SA	93

Partners associated through Industry Alliances	Partners associated with this division through the Cooperative Research Centre for Satellite Systems
<ul style="list-style-type: none"> • Tenix Defence Pty Ltd • Compuat Research Pty Ltd • Compaq Computer Australia Pty Ltd • BHP Information Technology • YourAmigo Pty Ltd • Rockwell Collins Australia Pty Ltd • Spider Silicon Ltd • BAE Systems Australia Ltd • RLM Systems Pty Ltd • Saab Pacific Pty Ltd • Saab Systems Pty Ltd • Bofors Australia Pty Ltd • CISCO Systems 	<ul style="list-style-type: none"> • VIPAC Engineers and Scientists Ltd • Auspace Limited

Corporate Services

Overseas Travel by Defence Officials

QUESTION W27

Senator Evans

Please provide a table outlining all overseas travel undertaken by all Defence officials (military and civilian) during 2001-02, 2002-03 and 2003-04 (to date). Please indicate the

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purpose of each trip, costs, who accompanied them and whom they had official meetings with.

RESPONSE

Overseas commercial air travel costs undertaken by Defence officials (military and civilian) are as follows:

Period	Cost \$
2001-02	36,224,528
2002-03	39,722,657
2003-04 as at 31 January 2004	24,957,203

The details of each trip are not readily available and Defence is not able to devote the considerable time and resources required to manually collate this information.

Mobile Phones

QUESTION W35

Senator Evans

- a) How many Defence civilians and ADF members had mobile phones issued by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date? Please provide a breakdown of the levels of staff who had mobile phones paid for by Defence.
- b) What was the total mobile phone bill for phones issued to Defence civilians and ADF members in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- c) How many Ministerial staff had mobile phones issued by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- d) What was the total mobile phone bill for phones issued to Ministerial staff in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?

RESPONSE

In 2000, 18 previous contracts related to mobile phones were rolled into one contract. Information prior to 2000-01 is not readily available and Defence is unable to devote the considerable time and resources required to manually collate the requested data prior to 2000-01. In addition, not all details requested in parts a), c) and d) can be provided without extensive manual collation, which Defence is not able to undertake.

a)

Mobile Phones issued to Defence Staff

Year	Number
2000-01	12,441 ⁽¹⁾
2001-02	12,366 ⁽²⁾
2002-03	17,679 ⁽³⁾
2003-04	15,747 ⁽⁴⁾

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Notes

1. As at 30 June 2001.
2. As at 31 March 2002. No report was provided after that date as a new national voice facilities management contract commenced in July 2002. The period between April and June was a transitional period.
3. As at 30 June 2003.
4. As at 31 January 2004.

The breakdown between Australian Defence Force and civilian staff is shown in the table below.

ADF and Civilian Phone Allocations⁽¹⁾

Group	Number
ADF	9,203
Civilian	5,099
Held in Reserve ⁽²⁾	1,445
Total	15,747

Notes

1. As at 25 February 2004.
2. Mobile phones held in reserve are for emergency and upgrade purposes or pending disconnection.

- b) Mobile phone costs are shown in the table below.

Mobile Phone Costs

Year	Cost \$m
2000-01	4.4
2001-02	4.5
2002-03	7.4
2003-04	3.3 ⁽¹⁾

Note

1. As at 29 February 2004.

- c) Mobile phones issued to Ministerial staff are shown in the table below.

Mobile Phones issued to Ministerial Staff

Year	Number
2000-01	22
2001-02	23
2002-03	24
2003-04 (current)	25

- d) Usage costs for Ministerial staff between 2001-02 and 2002-03 to date are included in the cost advice at part b) above.

Motor Vehicles

QUESTION W36

Senator Evans

How many SES (or equivalent) were issued with cars/vehicles in Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04?

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RESPONSE

Defence is not able to devote the considerable time and resources that would be required to provide data concerning SES vehicles prior to 2000-01. Defence transitioned to a new management information system in 1999-2000 and the previous system is obsolete.

Year	Vehicles
2000-01	234
2001-02	236
2002-03	248
2003-04 (part-year figure)	207

Overseas Travel

QUESTION W38

Senator Evans

- How many overseas trips were taken by employees (civilian and military) in Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- What were the destinations of each of these overseas trips?
- What was the total cost of overseas trips of staff for by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03, and 2003-04 to date? Please provide a breakdown of the cost of accommodation allowances, food allowances and airflights.

RESPONSE

- Data concerning overseas trips by Defence members are only available on a calendar year basis and are based on the number of tickets issued. The following table represents the number of overseas trips taken by Defence employees, both civilian and military on commercial aircraft.

Year	Number of Tickets
2000	12,708
2001	14,430
2002	17,208
2003	18,122
2004 – January only	1,329

- This information is not readily available and Defence is not able to devote the considerable time and resources to manually collate the information requested.
- The cost of all overseas air travel undertaken by Defence officials, military and civilian, is shown in the table below. Defence is not prepared to devote the considerable time and resources required to provide information prior to 2000-01, when the current contract with Qantas commenced. In addition, the requested breakdown of expenses is not readily available and Defence is not prepared to devote the considerable time and resources required to provide information.

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Period	Cost \$
2000-01	25,887,311
2001-02	36,225,528
2002-03	39,723,656
2003-04 as at 31 January 2004	24,957,203

Domestic Travel

QUESTION W39

Senator Evans

What was the total cost of domestic trips of staff for by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date? Please provide a breakdown on the cost of accommodation allowances, food allowances and airflights.

RESPONSE

Defence is not able to devote the considerable time and resources required to provide information prior to 2000-01, when the current contract with Qantas commenced, or the requested breakdown of expenses.

The cost of all commercial domestic air travel undertaken by Defence officials (military and civilian) is as follows:

Period	Cost \$
2000-01	85,335,333
2001-02	99,149,583
2002-03	104,635,810
2003-04 to 31 January 2004.	53,353,548

Ministerial Staff Travel

QUESTION W40

Senator Evans

- a) How many overseas trips of Ministerial Staff were paid for by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- b) How many domestic trips of Ministerial Staff were paid for by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- c) What was the total cost of overseas trips of Ministerial Staff paid for by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- d) What was the total cost of domestic trips of Ministerial Staff paid for by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?

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RESPONSE

- a) and b) None.
- c) and d) Not applicable.

Departmental Advertising

QUESTION W41

Senator Evans

- a) How much was spent on advertising by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03, and 2003-04 to date?
- b) Did Defence produce publications that provided electorate breakdowns on spending on government programs in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?
- c) How much was spent on advertising which provided electorate breakdowns of spending by the government on programs within Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?

RESPONSE

- a) The amounts spent on advertising can be found in the relevant Defence annual reports, except for 1997-98, where the advertising component is \$14,338,740.31. The figures for 2003-04 will be available in the *Defence Annual Report 2003-04*.
- b) No.
- c) Zero.

Market Research

QUESTION W42

Senator Evans

How much was spent on market research by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03, and 2003-04 to date?

RESPONSE

The amounts spent on market research can be found in the relevant Defence annual reports, except for 1997-98 where the value of market research was \$250,060.

The figures for 2003-04 will be available in the *Defence Annual Report 2003-04*.

Consultants and Professional Service Providers

QUESTION W43

Senator Evans

How much was spent on consultants and professional service providers by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04 to date?

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RESPONSE

The amounts spent on consultants by Defence can be found in the relevant Defence annual report. The figures for 2003-04 will be available after the end of the 2003-04 financial year.

In relation to professional service providers, see response to Senate Question 1186 for 1998-99 and prior years. Expenditure for professional service providers was \$126.8m for 1999-2000 and \$131.5m for 2000-01.

Refer to response to 2003-04 Budget Estimate Question on Notice No. W37 for 2001-02 figures. The 2002-03 figures were provided to the committee in February 2004.

**People
Defence Personnel**

ADF Discharges on Medical Grounds

QUESTION 5

Senator Evans

Hansard: pages 48-49

- a) How many ADF members does Defence discharge on medical grounds per year?
- b) What information is readily available on statistics on medical discharge across the services and are there any measures that can be taken to improve the gathering of that statistical information?

RESPONSE

- a) The numbers of ADF members discharged on medical grounds from 1998-99 are:

1998-99	1999-2000	2000-01	2001-02	2002-03	2003-04 as at 27 February 2004
750	769	729	677	673	480

- b) Statistics on the numbers of, and reasons for, ADF discharges across the Services are readily available from Defence's corporate personnel information system, PMKeyS. The medical details of ADF members, including reasons for medical discharges, are held on personal files and are not readily available.

HealthKEYS Phase 2, scheduled for completion around 2009, will enable the reporting of clinical background information, including the reasons for medical discharges, on every member of the ADF.

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Immediate Effects of Anthrax Vaccinations

QUESTION 6

Senator Greig

Hansard: page 50

Did any ADF members, and in particular personnel on HMA Ships *Darwin* and *Kanimbla*, collapse as a result of anthrax injections?

RESPONSE

No. Defence is not aware of any ADF members collapsing as a result of receiving anthrax injections.

Resignation Rate for ADF Medical Staff

QUESTION 8

Senator Hogg

Hansard: page 74

What are the resignation rates for ADF medical staff for 2001-02 and 2002-03?

RESPONSE

Separations encompass both voluntary and involuntary discharges. While Defence is not able to expend the significant time and resources that would be required to provide a separate figure for voluntary resignations, the annual separation rates for ADF medical staff for 2001-02 and 2002-03 are listed in the table below.

Separation rates for ADF medical staff for 2001-02 and 2002-03

Separations – 2002-2003			Separations – 2001-2002		
Navy	Army	Air Force	Navy	Army	Air Force
14.8%	9.3%	11.5%	11.2%	12.4%	14.1%

For the purposes of this response, ADF medical staff comprises the following single Service employment groups:

Assistant Dental/Dental Assistant, Dental Hygienist, Dental Technician/Technician Dental, Dentist, Doctor, Environmental Health Surveyor, Environmental Health Officer, Examiner Psychological, Laboratory Officer, Laboratory Technician/Tech Lab, Medic/Medical Assistant, Medical Administrator, Medical Scientific Officer, Nurse, Pharmacist, Physical Training Instructor, Radiographer (Officer), Radiographer (Soldier), Technician Operating Theatre, Technician Preventive Medicine, Therapeutic Officer (Physio).

ADF Qualification and Skill Allowances

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QUESTION 10

Senator Evans

Hansard: page 85

Please provide the committee with a list of ADF qualification and skill allowances, including their monetary values.

RESPONSE

The current rates of all ADF allowances containing qualification and skill elements are listed below:

Special Action Forces Allowance	All Ranks (\$ per annum
Trainee Special Forces member	9,018
Qualified Special Forces member	15,914
152 Signals Squadron member	1,591

Specialist Operations Allowance	All Ranks (\$ per annum
2 nd Tactical Assault Group or qualified Commando in related positions	
Trainee 2 nd Tactical Assault Group member	6,365
Qualified 2 nd Tactical Assault Group member	9,018
Qualified Commando	3,183
126 Signals Squadron member	1,591
Clearance Divers	
Clearance diving qualification other than advanced	3,713
Clearance diving qualification (advanced)	5,941
Incident Response Regiment	
Member who has completed Incident Response Regiment training	1,591
Member who has completed Incident Response Regiment training and additional specialist training	2,652

Submarine Service Allowance	(\$ per annum
Annual rate	7,688

Flying Allowance	Officer (\$ per annum	Other Ranks (\$ per annum
Period of qualified flying service		
Completed less than two years	2,810	1,560
Completed two but less than four years	4,683	3,435
Completed four but less than six years	8,432	4,683
Completed six but less than eight years	15,925	5,934
Completed eight but less than 10 years	23,418	7,182
Completed 10 or more years	25,919	7,182
Brigadier qualification and skill rate	18,424	n/a

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SES and ADF Star Officer Remuneration

ACTION AREA: HDPE

QUESTION W28

Senator Evans

Please update the information provided in response to Question on Notice 97 arising from Budget estimates 2001-02, and provide a table of all Defence Senior Executive Service and ADF star officer remuneration figures (including base salaries, value of car/vehicles, employer superannuation, loadings etc) for the 2001-02, 2002-03 and 2003-04 (to date) financial years.

RESPONSE

The response to Question 97 arising from the 2001-02 Budget Estimates hearing of process of included remuneration data on salary and superannuation only, for each category of Senior Executive Service (SES) and ADF Star officer.

In updating this data for financial years 2001-02, 2002-03 and 2003-04 we have included against each category:

- notional motor vehicle value;
- maximum performance bonus/payment available where applicable; and
- inclusion of Chiefs of Division and Medical Officer Grade 6 categories, not included in the previous table.

A separate table including notional costs for housing assistance to ADF star ranked officers has also been included in this response. ADF members are provided with health care, but this has not been factored in.

Superannuation costs applicable to both APS SES and ADF non – statutory Star ranks are based on notional actuarial rates provided through:

- the *PSS and CSS Long Term Cost Report 2002* issued by the Department of Finance and Administration with the report prepared by Mercer Human Resource Consulting Pty Ltd, using applicable rates for each financial year (17.2 per cent for 2001-02, 19.3 per cent for 2002-03, 2003-04); and
- *The Military Superannuation and Benefits Scheme (MSBS) and Defence Force Retirement & Death Benefits Scheme (DFRDB) 2002, A report on long-term costs carried out by the Australian Government Actuary*, again using applicable data for each financial year. (25.4 per cent for 2001-02, 25.3 per cent for 2002-03, 2003-04).

The Secretary of the Department of Defence and the Chief Executive Officer of the Defence Materiel Organisation employer superannuation figures shown are as per their respective determinations/Australian Workplace Agreement (AWA) provisions. For statutory appointments, the figures shown are the notional contribution rates as per the applicable Remuneration Tribunal determinations. Due to ‘total remuneration’ arrangements in operation for these officers, ‘remuneration’ shown in the tables is not necessarily ‘salary for superannuation purposes’.

An individual senior executive’s remuneration could vary from the notional amounts included in this response based on individual circumstances.

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Figures provided do not reflect accrued leave or fringe benefits tax. All figures provided for 2003-04 are current as at 1 March 2004.

Secretary⁽¹⁾

	2001-02	2002-03	2003-04
Remuneration	280,959	289,706	289,706
Employer Super Contribution	31,241	31,164	31,164
Car	17,000	21,500	21,500
Total	329,200	342,370	342,370
Performance Pay ⁽²⁾	49,380	51,356	51,356

Notes

1. The Prime Minister determines Secretaries' conditions.
2. The maximum performance pay available (15 per cent of total remuneration) has been shown.

Chief Executive Officer of the Defence Materiel Organisation⁽¹⁾

	2003-04
Remuneration	448,440
Employer Super Contribution	40,360
Car	21,500
Total	510,300
Performance Pay (inc super) ⁽²⁾	73,320

Notes

1. Figures shown are for a full year, although position commenced in February 2004.
2. The maximum performance pay available has been shown.

Under Secretary Defence Materiel Organisation⁽¹⁾

	2001-02
Remuneration	168,462
Tenure Loading	21,615
Employer Super Contribution	32,693
Car	17,000
Total	239,770
Performance Pay ⁽¹⁾	28,512

	2002-03
Remuneration ⁽²⁾	230,329
Employer Super Contribution	47,304
Car	21,500
Total	299,133

Notes

1. The maximum performance pay available (15 per cent) has been shown.
2. The increase in remuneration for USDM in 2002-03 results from a new workplace agreement. As part of this agreement, performance pay and other entitlements were rolled into the total remuneration package.

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Other SES - Superannuation costs applicable to the APS SES are notional. The source is the Department of Finance and Administration (*PSS and CSS Long Term Cost Report, 2002*).

Senior Executive Service Band 3	2001-02		2002-03		2003-04	
	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale
Salary	132,846	155,322	137,496	160,758	145,762	176,815
Employer Super Contribution	22,849	26,715	26,537	31,026	28,132	34,125
Car	17,000	17,000	17,000	17,000	17,000	17,000
Total	172,695	199,037	181,033	208,784	190,894	227,940

Senior Executive Service Band 2	2001-02		2002-03		2003-04	
	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale
Salary	109,435	127,586	113,265	132,052	117,730	138,841
Employer Super Contribution	18,822	21,944	21,860	25,486	22,721	26,796
Car	17,000	17,000	17,000	17,000	17,000	17,000
Total	145,257	166,530	152,125	174,538	157,451	182,637

Senior Executive Service Band 1	2001-02		2002-03		2003-04	
	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale
Salary	87,099	104,287	90,147	107,937	96,623	113,126
Employer Super Contribution	14,981	17,937	17,398	20,831	18,648	21,833
Car	17,000	17,000	17,000	17,000	17,000	17,000
Total	119,080	139,224	124,545	145,768	132,271	151,959

Other APS Senior Executives

Chief of Division 3	2001-02		2002-03		2003-04	
	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale
Salary	139,093	147,889	143,961	153,065	152,596	167,949
Employer Super Contribution	23,923	25,436	27,784	29,542	29,451	32,414
Car	17,000	17,000	17,000	17,000	17,000	17,000
Total	180,016	190,325	188,745	199,607	199,047	217,363

Chief of Division 2	2001-02		2002-03		2003-04	
	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale
Salary	127,034	133,465	131,480	138,136	136,597	145,219
Employer Super Contribution	21,849	22,955	25,376	26,660	26,363	28,027
Car	17,000	17,000	17,000	17,000	17,000	17,000
Total	165,883	173,420	173,856	181,796	179,960	190,246

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Chief of Division 1	2001-02		2002-03		2003-04	
	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale	Bottom of Scale	Top of Scale
Salary	104,330	121,927	107,982	126,194	118,524	132,190
Employer Super Contribution	17,944	20,971	20,841	24,355	22,875	25,513
Car	17,000	17,000	17,000	17,000	17,000	17,000
Total	139,274	159,898	145,823	167,549	158,399	174,703

Medical Officer 6	2001-02	2002-03	2003-04
Salary	129,984	134,533	148,078
Employer Super Contribution	22,357	25,965	27,035
Car	17,000	17,000	17,000
Total	169,341	177,498	184,113

Military

Chief of the Defence Force ⁽¹⁾	2001-02	2002-03	2003-04
Remuneration	280,959	289,714	289,714
Employer Super Contribution	31,241	31,156	31,156
Car	17,000	21,500	21,500
Total	329,200	342,370	342,370
Adjustment in lieu of performance pay ⁽²⁾	23,044	23,966	23,966

Notes

1. Post 2 May 2001 conditions set by Remuneration Tribunal Determination No 2001/11. Post 2 May 2002 conditions set by Remuneration Tribunal Determination No 2002/07. Post 2 May 2003 conditions set by Remuneration Tribunal Determination No 2003/06.
2. Paid annually, based on seven per cent of total remuneration.

Three Star Officers - The remuneration of the Vice Chief of the Defence Force and the three Service Chiefs is determined by the Remuneration Tribunal. In December 2002, the Remuneration Tribunal moved from specifying a salary for these office holders to setting a total remuneration figure. At that time a higher rate of remuneration was determined for the Vice Chief of the Defence Force. The Chief Defence Capability Group is a new 3 Star/Band 3 SES position, which commenced (with a 3 Star occupant) in February 2003. Its salary is determined by the Defence Force Remuneration Tribunal not the Remuneration Tribunal, as it is not a statutory office.

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Vice Chief of the Defence Force⁽¹⁾	2001-02
	\$
Salary ⁽²⁾	182,085
Employer Super Contribution	40,386
Car	17,000
Total	239,471

	2002-03	2003-04
	\$	\$
Remuneration	233,830	241,489
Employer Super Contribution ⁽³⁾	29,670	30,561
Car	21,500	21,500
Total	285,000	293,550

Notes

1. Post 5 April 2001 conditions set by Remuneration Tribunal Determination No 2001/06. Post 5 April 2002 conditions set by Remuneration Tribunal Determination No 2002/09. Post 19 December 2002 conditions set by Remuneration Tribunal Determination No 2002/23. Post 1 July 2003 conditions set by Remuneration Tribunal Determination No 2003/11.
2. Salary includes loadings in lieu of performance pay and additional remuneration.
3. Notional 15 per cent employer superannuation contribution applies post-December 2002 move to total remuneration.

Service Chiefs⁽¹⁾	2001-02
	\$
Salary	170,585
Employer Super Contribution	40,386
In lieu of performance pay	11,500
Car	17,000
Total	239,471

	2002-03	2003-04
	\$	\$
Remuneration	221,730	229,026
Employer Super Contribution ⁽²⁾	28,770	29,634
Car	21,500	21,500
Total	272,000	280,160

Notes

1. Post 5 April 2002 conditions set by Remuneration Tribunal Determination No 2002/09. Post 19 December 2002 conditions set by Remuneration Tribunal Determination No 2002/23. Post 1 July 2003 conditions set by Remuneration Tribunal Determination No 2003/11.
2. Notional 15 per cent employer superannuation contribution applies post-December 2002 move to total remuneration.

Chief Capability Development Group⁽¹⁾	2003-04
	\$
Remuneration	197,560
Employer Super Contribution ⁽²⁾	49,982
Car	17,000
Total	264,542

Notes

1. The Chief of the Capability Development Group was appointed on 18 February 2004. The table above reflects a breakdown of remuneration for a financial year. The Defence Force Remuneration Tribunal determines salary for this appointment.

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2. Superannuation contribution based on notional actuarial rate

2 Star Officer (Common Scale)	2001-02	2002-03	2003-04
	\$	\$	\$
Salary	126,376	130,167	134,072
Employer Super Contribution ⁽¹⁾	32,099	32,932	33,920
Car	17,000	17,000	17,000
Uniform Maintenance Allowance	640	675	682
Total	176,115	180,774	185,674

Note

1. Superannuation contributions based on notional actuarial rates

1 Star Officer (Common Scale applicable)	2001-02	2002-03	2003-04
	\$	\$	\$
Salary	104,451	107,585	110,813
Employer Super Contribution ⁽¹⁾	26,531	27,219	28,036
Car	17,000	17,000	17,000
Uniform Maintenance Allowance	640	675	682
Total	148,622	152,479	156,531

Note

1. Superannuation contributions based on notional actuarial rates.

1 Star Officer (Medical and Dental)	2001-02	2002-03
	\$	\$
Salary	121,043	124,674
Employer Super Contribution ⁽¹⁾	30,745	31,543
Car	17,000	17,000
Uniform Maintenance Allowance	640	675
Total	169,428	173,892

Note

1. Notional 15 per cent employer superannuation contribution applies post-December 2002 move to total remuneration.

1 Star Officer (Medical) 2003-04	Fixed Tenure⁽¹⁾		Indefinite Tenure⁽²⁾
	Minimum	Maximum	
	\$	\$	\$
Salary	125,982	137,475	128,414
Employer Super Contribution ⁽³⁾	31,873	32,489	32,489
Car	17,000	17,000	17,000
Uniform Maintenance Allowance	682	682	682
Total	175,537	189,938	178,585

Notes

1. Fixed tenure refers to a fixed term of appointment.
2. Indefinite tenure refers to a permanent appointment.
3. Superannuation contributions based on notional actuarial rates.

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1 Star Officer (Dental) 2003-04	Fixed Tenure⁽¹⁾		Indefinite Tenure⁽²⁾
	Minimum	Maximum	
	\$	\$	\$
Salary	133,541	137,475	128,414
Employer Super Contribution ⁽³⁾	33,786	34,781	32,489
Car	17,000	17,000	17,000
Uniform Maintenance Allowance	682	682	682
Total	185,009	189,938	178,585

Notes

1. Fixed tenure refers to a fixed term of appointment.
2. Indefinite tenure refers to a permanent appointment.
3. Superannuation contributions based on notional actuarial rates.

1 Star Officer (Legal)	2001-02	2002-03
	\$	\$
Salary	123,816	127,530
Employer Super Contribution ⁽¹⁾	31,449	32,265
Car	17,000	17,000
Uniform Maintenance Allowance	640	675
Total	172,905	177,470

Note

1. Superannuation contributions based on notional actuarial rates.

1 Star Officer (Legal) 2003-04	Minimum	Maximum
	\$	\$
Salary	123,727	131,356
Employer Super Contribution ⁽¹⁾	31,303	33,233
Car	17,000	17,000
Uniform Maintenance Allowance	682	682
Total	172,712	182,271

Note

1. Superannuation contributions based on notional actuarial rates.

1 Star Officer (Principal Chaplain)	2001-02
	\$
Salary	93,316
Employer Super Contribution ⁽¹⁾	23,702
Car	17,000
Uniform Maintenance Allowance	640
Total	134,658

Note

1. Superannuation contributions based on notional actuarial rates.

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1 Star Officer (Principal Chaplain) 2002-03	Fixed Tenure⁽¹⁾ \$	Indefinite Tenure⁽²⁾ \$
Salary	98,650	96,115
Employer Super Contribution ⁽³⁾	24,958	24,317
Car	17,000	17,000
Uniform Maintenance Allowance	675	675
Total	141,283	138,107

Notes

1. Fixed tenure refers to a fixed term of appointment.
2. Indefinite tenure refers to a permanent appointment.
3. Superannuation contributions based on notional actuarial rates.

1 Star Officer (Principal Chaplain)	2003-04 \$
Salary	101,610
Employer Super Contribution ⁽¹⁾	25,707
Car	17,000
Uniform Maintenance Allowance	682
Total	144,999

Note

1. Superannuation contributions based on notional actuarial rates.

Housing Assistance to the Military - Housing assistance in the form of houses or rent allowance is provided to members to support the operational effectiveness of the ADF, which requires its members to be mobile. The table below shows the average costs that would apply, from time to time, to individual Star ranked officers when they are located in a location other than where they own their own home, or where required to occupy 'tied' housing related to some positions. Housing is classified on functional amenity, with entitlement to greater amenity in ascending order of rank.

Housing Subsidy for the ADF⁽¹⁾			
	3 and 4 Star⁽²⁾ \$	2 Star (range)⁽²⁾⁽³⁾ \$	1 Star \$
2001-02	25,870	18,933 - 35,320	18,933
2002-03	27,040	19,196 - 30,940	19,196
2003-04 (current)	28,886	20,067 - 36,946	20,067

Notes

1. No fringe benefits tax is shown in these figures.
2. The difference in the upper limit for 2 Star officers in comparison with rates shown for 3 and 4 Star officers reflects the wider range of locations for 2 Star officers (Canberra, Sydney, Melbourne, Brisbane) and higher housing costs in some of those locations compared to 3 and 4 Star officers who are all located in Canberra.
3. 2 Star officers are entitled to the higher classification of housing, but may elect to choose the 1 Star entitlement. This is shown by the range covering both classifications.

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ADF Personnel Numbers

QUESTION W29

Senator Evans

- a) What are the most recent figures on how many permanent members of the Australian Defence Force (ADF) there are? Please provide this information for each of the services, and break the information down by gender.
- b) For each of the services, are the current figures above or below expectations?
- c) For each of the services, why are the current figures above or below expectations?
- d) What were the targets for the total number for each of the services over the past three financial years?
- e) What are the targets for the total number for each of the services over the next five financial years?
- f) With reference to part (e) of Question on Notice W36 from Additional Estimates 2001-02, please provide an update to the tables for each of the services.
- g) With reference to part (f) of Question on Notice W36 from Additional Estimates 2001-02, please provide an update to the tables for each of the services, showing the same information as at 31 December 2001 and 30 June 2002, 31 December 2002, 30 June 2003 and 31 December 2003.
- h) With reference to part (f) of Question on Notice W36 from Additional Estimates 2001-02, are there any other specialist areas in the ADF experiencing shortages of personnel (that is, areas of specialist skill that were not identified in the previous answer to this question)?

RESPONSE

- a) The most recent figures on the number of permanent members of the ADF were compiled as at 31 January 2004 and are shown in the following table.

	Navy	Army	Air Force	ADF
Men	10,673	22,800	11,474	44,947
Women	2,206	2,562	2,020	6,788
Total	12,879	25,362	13,494	51,735

- b) and c) The current figures for all three Services are in line with expectations.
- d) The targets and the actual number for each of the Services over the past three financial years are shown in the following table.

Permanent Forces	2000-01 Target	2000-01 Actual	2001-02 Target	2001-02 Actual	2002-03 Target	2002-03 Actual
Navy	12,373	12,396	12,570	12,598	12,838	12,847
Army	25,081	24,488	25,152	25,012	25,785	25,587
Air Force	13,541	13,471	13,189	13,322	13,446	13,646
Total	50,995	50,355	50,911	50,932	52,069	52,080

- e) The targets for the total number for each of the Services over the next five financial years are shown in the following table.

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Permanent Forces	2004-05 Target	2005-06 Target	2006-07 Target	2007-08 Target	2008-09 Target
Navy ⁽¹⁾	13,167	13,298	13,430	13,563	13,698
Army	24,488	25,152	25,012	25,785	25,587
Air Force	13,471	13,189	13,322	13,446	13,646
Total	50,355	50,911	50,932	52,069	52,080

Note

1. These numbers do not include the Defence Capability Review decision to retire two Adelaide-class frigates class ships in 2005-06. The impact of this has been determined as a reduction of 416, but the application and phasing of this are yet to be finalised.

f) A summary of ADF skill categories by Service is provided in the following tables.

Navy⁽¹⁾

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual	Target	Actual	Target	Target	Target
Aviation	248	177	258	173	254	259	259
Seaman	1,077	794	1,015	747	1,048	1,070	1,070
Engineering	444	399	480	384	443	458	458
Supply	215	199	234	176	237	243	243
Medical Groups	107	97	116	81	114	114	114
Miscellaneous	170	204	226	314	245	247	247
Officer Total	2,261	1,870	2,329	1,875	2,341	2,391	2,391
Other Ranks							
Technical	4,501	3,837	4,006	3,650	4,011	4,176	4,176
Non-Technical	5,559	4,870	5,478	5,103	5,449	5,693	5,693
Other Ranks Total	10,060	8,707	9,484	8,753	9,460	9,869	9,869
Any Specialisation Officer Component ⁽²⁾	0	157	0	0	0	0	0
Officers FLAG and CAPT Component	118	118	126	120	126	126	126
Navy Trained Force	12,439	10,852	11,939	10,748	12,503	12,260	12,386
Navy Total Training Force	1,785	1,573	1,742	2,043	1,743	1,803	1,803
Navy Trained Force	14,224	12,425	13,681	12,791	13,670	14,189	14,189

Notes

1. Based on Navy personnel quarterly reports and known capability changes planned as at 1 March 2004.
2. Any Specialisation officer positions can be filled by any level and specialisation of officer. With effect 30 June 2003 these are included under the Miscellaneous category.

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Army – Officers

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual	Target	Actual	Target	Target	Target
Officers by Corps							
Position may be filled by any corps ⁽¹⁾	1,351	613	1,298	783	1,296	1,293	1,283
Royal Australian Armoured Corps	188	234	149	220	145	143	141
Royal Australian Artillery	212	285	205	274	214	213	211
Royal Australian Engineers	276	393	271	381	273	272	269
Royal Australian Signals	312	355	288	344	286	283	282
Royal Australian Infantry	362	717	338	704	362	362	361
Australian Army Aviation	338	360	374	341	364	361	361
Royal Australian Armoured Corps / Royal Australian Artillery / Royal Australian Infantry ⁽²⁾	151	0	150	0	161	161	161
Australian Army Band Corps	20	23	20	19	22	22	22
Australian Intelligence General	166	204	159	203	164	164	164
Royal Australian Corps of Transport	173	289	169	282	168	167	167
Royal Australian Corps of Transport / Royal Australian Army Ordnance Corps / Royal Australian Electrical and Mechanical Engineers ⁽²⁾	289	0	273	0	266	265	265
Australian Army Catering Corps	13	20	12	21	13	13	13
Royal Australian Army Medical Corps (Medical)	62	92	59	97	60	57	48
Royal Australian Army Medical Corps (Pharmaceutical)	20	18	20	15	20	20	20
Royal Australian Army Medical Corps (Therapist)	5	3	5	6	6	6	6
Royal Australian Army Medical Corps (Science)	11	8	11	13	11	11	11
Royal Australian Army Medical Corps (Radiographer)	0	0	0	0	5	5	5
Royal Australian Army Medical Corps (Environmental Health)	0	0	0	2	11	11	11
Royal Australian Army Medical Corps (Miscellaneous)	74	118	69	107	56	51	49
Australian Army Psychology	58	52	58	57	65	65	65
Royal Australian Army Nursing Corps	104	96	98	104	100	100	99
Royal Australian Army Dental Corps	43	35	43	40	39	39	37
Royal Australian Army Medical Corps / Royal Australian Army Dental Corps / Royal Australian Army Nursing Corps ⁽²⁾	28	0	26	0	30	30	30
Royal Australian Army Ordnance Corps	244	366	229	371	230	230	229

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Royal Australian Electrical and Mechanical Engineers	319	427	299	442	298	299	291
Royal Australian Corps of Military Police	38	53	38	53	44	44	44
Royal Australian Army Pay Corps	16	14	17	15	18	19	18
Australian Army Legal Corps	42	40	41	40	46	46	44
Royal Australian Army Education Corps	112	96	111	97	113	113	113
Australian Army Public Relations	19	15	19	17	19	19	19
Royal Australian Army Chaplains Department	55	50	54	51	60	60	59
Officers Total Force	5,101	4,976	4,903	5,099	4,965	4,944	4,898

Notes

1. The 'target' is the number of officer positions for which there is no designated corps. The 'actual' numbers only include those few types of officers who do not have a designated corps (ie. officer cadets, undergraduates, and officers of the rank of colonel and above). Officers with a designated corps will also be filling these 'any corps' positions and this explains why the 'actual' numbers against the Corps skill category in this column may exceed 'targets' in some cases.
2. The 'target' is the number of officer positions that may be filled by an officer from any of the three corps listed. 'Actual' numbers are zero because the officers filling these positions are already counted in against these specific corps. This explains why the 'actual' numbers exceed 'targets' for these corps.

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Army – Other Ranks

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual ⁽¹⁾	Target	Actual ⁽¹⁾	Target	Target	Target
Other Ranks by Corps							
Position may be filled by any corps ⁽²⁾	143		100		111	108	107
Royal Australian Armoured Corps	981	997	895	948	920	918	817
Royal Australian Artillery	1,290	1,114	1,215	1,094	1,222	1,222	1,222
Royal Australian Engineers	1,728	1,785	1,597	1,715	1,650	1,641	1,628
Royal Australian Signals	1,824	1,780	1,734	1,788	1,763	1,774	1,768
Royal Australian Infantry	4,494	5,112	4,199	4,705	4,352	4,352	4,349
Australian Army Aviation	267	270	272	282	292	292	292
Royal Australian Armoured Corps / Royal Australian Artillery Royal Australian Infantry ⁽³⁾	65	0	55	0	42	42	42
Australian Army Band Corps	202	187	199	196	211	211	210
Australian Intelligence General	295	230	287	242	303	303	303
Royal Australian Corps of Transport	1,776	1,875	1,687	1,809	1,672	1,682	1,681
Royal Australian Corps of Transport / Royal Australian Army Ordnance Corps / Royal Australian Electrical and Mechanical Engineers ⁽³⁾	92	0	80	0	73	74	74
Australian Army Catering Corps	626	632	570	561	576	580	580
Royal Australian Army Medical Corps (Medical)	780	705	737	681	756	757	752
Australian Army Psychology	51	48	51	43	50	50	50
Royal Australian Army Dental Corps	119	133	92	122	86	86	83
Royal Australian Army Medical Corps / Royal Australian Army Dental Corps / Royal Australian Army Nursing Corps ⁽³⁾	2	0	6	0	2	2	2
Royal Australian Army Ordnance Corps	2,906	2,334	2,825	2,359	2,730	2,725	2,721
Royal Australian Electrical and Mechanical Engineers	2,453	2,591	2,368	2,320	2,325	2,329	2,321
Royal Australian Corps of Military Police	263	231	256	249	266	266	265
Royal Australian Army Pay Corps	179	153	172	168	171	168	168
Australian Army Public Relations	15	17	15	16	13	13	13
Army soldiers under training without a specific corps	0	0	0	892	0	0	0
Other Ranks Total Force	20,551	20,194	19,412	20,190	19,586	19,595	19,448

Notes

1. 'Actual numbers' include trained and training force personnel.
2. The 'target' is the number of positions for which there is no designated corps. Personnel with designated corps will also be filling these 'any corps' positions and this explains why the 'actual numbers' will exceed 'targets' for some corps (eg. Royal Australian Infantry).
3. The 'target' is the number of officer positions that may be filled by an officer from any of the three corps listed. 'Actual' numbers are zero because the officers filling these positions are already counted in against these specific corps. This explains why the 'actual' numbers exceed 'targets' for these corps.

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Air Force

Skill Category	30 June 2002		30 June 2003		30 June 2004	30 June 2005	30 June 2006
	Target	Actual	Target	Actual	Target	Target	Target
Officers							
Support Operations ⁽¹⁾	425	387	458	412	372	368	368
Medical Groups ⁽²⁾	213	198	209	183	212	212	211
Logistics and Engineering ⁽³⁾	1,068	1,084	1,075	1,106	1,060	1,059	1,058
Air Operations ⁽⁴⁾	1,520	1,544	1,500	1,620	1,478	1,479	1,501
General List ⁽⁵⁾⁽⁶⁾	119	137	127	132	131	128	128
Any Officer ⁽⁶⁾⁽⁷⁾	9	0	14	0	153	152	152
Officers Total - Trained	3,354	3,350	3,383	3,453	3,406	3,398	3,418
Other Ranks							
Technical Trades ⁽⁸⁾	4,184	3,985	4,134	4,217	4,127	4,090	4,102
Non-Technical Trades ⁽⁹⁾	4,491	4,514	4,465	4,586	4,490	4,435	4,431
Any Airman ⁽⁶⁾⁽¹⁰⁾	22	0	18	0	19	19	19
Other Ranks Total - Trained	8,697	8,499	8,617	8,803	8,636	8,544	8,552
Air Force Total Trained	12,051	11,849	12,000	12,256	12,042	11,942	11,970
Officer Total – Training	574	637	574	673	653	653	653
Other Ranks Total – Training	860	1,104	860	709	781	781	781
Air Force Total - Training	1,434	1,741	1,434	1,382	1,434	1,434	1,434
Officer Total Force	3,928	3,987	3,957	4,126	4,059	4,051	4,071
Other Ranks Total Force	9,557	9,603	9,477	9,512	9,417	9,325	9,333
Air Force Total Force	13,485	13,590	13,434	13,638	13,476	13,376	13,404

Notes

1. Support Operations includes administration, chaplain, education, legal, security police, any officer category (trained).
2. Medical Groups includes dentist, environmental health, laboratory, medical, nurse, pharmacy, radiographer.
3. Logistics and Engineering includes aeronautical engineer, airfield engineer, armament engineer, electronics engineer, logistics.
4. Air Operations includes airborne electronics, air defence, air traffic control, ground defence, intelligence, navigator and pilot.
5. 'General List' filled by any officer at Group Captain rank and above.
6. Now reported separately (previously listed in different category) due to new personnel management system.
7. 'Any Officer' targets are positions, which can be filled with an officer from any employment group.
8. Technical Trades includes aircraft trades group, aircraft life support fitter, aircraft surface finisher, avionic trade group, communication electronic trade group, ground support engineering trade group and aircraft structural technician.

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9. Non-Technical Trades includes airfield defence guard, airborne electronics analyst, any airman (trained), air surveillance operator, carpenter, communications and information systems controller, clerk, clerk supply, cook, crew attendant, dental assistant, dental hygienist, dental technician, environmental health surveyor, electrician, fire fighter, flight engineer, general hand, geospatial imagery analyst, laboratory technician, loadmaster, medical assistant, photographer, physical training instructor, plumber, warrant officer disciplinary and works supervisor.
10. 'Any Airman' targets are positions, which can be filled with airmen from any trade.

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g) The updates to part f) of Question on Notice W36 from Additional Estimates 2001-02 are provided in following tables.

Navy⁽¹⁾

Employment Group	31 December 2002		30 June 2003		31 December 2003	
	Target	Actual	Target	Actual	Target	Actual
Officer						
Observer	120	80	118	84	115	86
Pilot	140	87	140	89	139	91
Seaman Officer ⁽²⁾	1,053	747	1,015	747	1,048	748
Weapons electrical aircraft engineering ⁽³⁾	29	28	28	31	29	30
Other Ranks						
Aviation technician avionics ⁽³⁾	349	386	355	375	352	379
Boatswains' mate ⁽³⁾	921	974	920	991	919	1,009
Combat systems operator	728	694	732	684	732	680
Combat systems operator mine warfare ⁽³⁾	149	139	149	150	149	158
Electronic technician	1,370	1,113	1,336	1,034	1,346	1,025
Marine technician	1,967	1,901	1,963	1,917	1,961	1,933
Musician ⁽³⁾	104	93	103	97	104	103
Steward ⁽³⁾	304	325	302	322	311	332

Notes

1. The data requested as at 31 December 2001 and 30 June 2002 spans the transition from the Navy personnel system to Defence's new personnel management system. During this period, some categories/trades have been removed, added and amended. Tracking the changes during the migration period would be resource intensive and time consuming.
2. Seaman officer includes hydrography, mine warfare and clearance diving, principal warfare officer, seaman and seaman submarine.
3. Employment groups now healthy as a result of workforce planning initiatives.

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Army⁽¹⁾

Employment Group	30 June 2002		31 December 2002		30 June 2003		31 December 2003	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Officer								
Nursing Officer	92	95	101	92	98	103	98	99
Other Ranks								
Assistant medical	493	391	501	427	513	480	476	539
Combat Clerk – Infantry	252	173	272	(2)	263	(2)	264	(2)
Combat Storeman –Infantry	410	323	373	(2)	144	(2)	144	(2)
Crewman and crewman commander M113	304	301	445	341	372	335	372	334
Driver engineer ⁽³⁾	124	74	117	63	106	55	106	61
Gun personnel ⁽³⁾	412	399	424	452	423	453	423	467
Linguist	53	35	58	48	56	47	58	46
Operator bearer systems ⁽³⁾	131	76	141	141	134	192	135	216
Operator command support systems	265	208	258	239	286	260	252	264
Operator radar ⁽³⁾	43	26	45	37	45	33	45	43
Operator special vehicle - engineer ⁽³⁾	22	10	17	14	17	17	18	17
Operator special vehicle - transport ⁽³⁾	89	96	61	87	61	91	57	81
Operator supply	1,043	748	1,019	798	1,058	819	999	871
Operator terminal ⁽³⁾	151	111	144	129	145	113	133	141

Notes

1. The data requested as at 31 December 2001 spans the transition from the Army personnel system to Defence's new personnel management system. During this period, some categories/trades have been removed, added and amended. Tracking the changes during the migration period would be resource intensive and time consuming.
2. Both employment categories have a base trade of rifleman. Currently, it is not possible to identify riflemen undertaking combat clerk and combat storemen employment from other riflemen. The Defence Remuneration Tribunal recently agreed to allocate to combat clerks and combat riflemen separate category classifications. These changes will be reflected on Defence's new personnel management system in due course.
3. Employment groups are now healthy as a result of workforce planning initiatives.

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Air Force

Employment Group	31 December 2001		30 June 2002		31 December 2002		30 June 2003		31 December 2003	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Administration Officer	269	214	269	227	287	242	287	245	293	250
Air Defence Officer	133	120	127	135	130	139	130	138	130	142
Air Traffic Control Officer	333	254	329	258	325	269	303	273	303	269
Education Officer	82	66	80	63	73	64	75	63	76	63
Ground Defence Officer ⁽¹⁾	56	48	54	58	53	56	51	57	50	55
Logistics Officer	273	269	272	264	272	268	274	261	275	264
Medical Officer	57	55	58	58	62	56	60	55	60	53
Nursing Officer	101	83	100	88	90	88	90	85	91	86
Other Ranks										
Air Surveillance Operator ⁽¹⁾	274	255	275	266	262	271	260	272	258	262
Communications Electronics	578	478	563	474	542	463	543	456	534	461
Clerk	562	562	566	574	585	582	582	563	583	565
Cook ⁽¹⁾	233	181	231	222	226	234	227	266	227	263
Electrician ⁽¹⁾	28	13	28	19	26	21	26	25	27	24
Fire Fighter ⁽¹⁾	199	202	199	216	198	219	160	223	194	203
General Hand ⁽¹⁾	137	174	137	182	134	181	134	165	96	139
Ground Support Equipment	417	382	418	392	421	400	431	446	320	343
Medical Assistant	150	108	147	113	137	120	137	121	126	127
Plumber ⁽¹⁾	12	14	12	19	15	22	15	19	15	19
Physical Training Instructor ⁽¹⁾	81	68	81	65	81	73	81	70	82	77
Security Police ⁽¹⁾	345	295	346	290	342	296	344	300	336	318
Supplier	570	529	569	540	572	565	543	569	552	554
Work Supervisor ⁽¹⁾	26	23	26	25	26	24	26	25	26	25

Note

1. Employment groups are now healthy as a result of workforce planning initiatives.

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- h) Current specialist areas in the ADF experiencing shortages of personnel that were not identified in part g) are provided in following tables.

Employment Group⁽¹⁾	31 December 2003	
Navy	Target	Actual
Officer		
Weapons Electrical Engineering	203	143
Medical Doctor	40	24
Other Ranks		
Communications Information Systems	786	647
Naval Police Coxswain	229	186
Army		
Officer		
Nil		
Other Ranks		
Telecommunications Systems Technician	343	276
Electronic Radar Technician	32	19
Electronic Telecommunications Technician	116	99
Air Force		
Officer		
Chaplain	27	22
Environmental Health Officer	18	12
Pharmaceutical Officer	12	5
Other Ranks		
Signals Operator	220	180

Note

1. Only those categories with a gap between target and actual of five per cent or greater have been listed. Categories with a 'target/actual' gap of less than five per cent can change quickly and will generally be short term in nature.

Eligibility of Same Sex Couples for Allowances

QUESTION W30

Senator Evans

- a) Are same-sex partners of ADF members eligible for any of the following allowances/financial assistance:
- i) separation allowance;
 - ii) rental allowance;

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- iii) free accommodation for the same-sex partner at the base the ADF member is posted to;
 - iv) reunion travel;
 - v) support networks (such as counselling services etc);
 - vi) employment assistance if the partner chooses to relocate with the ADF member;
 - vii) home loans assistance; or
 - viii) any other allowances/assistance?
- b) If the same-sex partner of the ADF member is not eligible for any of these entitlements, why not?
 - c) Does Defence consider that these arrangements discriminate in any way against the same-sex partners of ADF members, as compared to ADF members in a heterosexual relationship?
 - d) If same-sex partners of ADF members are eligible for these entitlements, how much are they entitled to? Are they eligible for the same entitlement as for heterosexual partners?
 - e) Are there any plans to change any of these arrangements to enable same-sex couples to access these entitlements (and others) on the same basis as heterosexual couples? When? If not, why not?

RESPONSE

- a) Same-sex partners of ADF members are not eligible for any specific benefits or entitlements from the ADF
- b) The ADF does not recognise same-sex relationships. ADF policies relating to the recognition of its members' partners are based on two pieces of Commonwealth legislation. The Marriage Act 1961 stipulates that "Marriage, according to law in Australia, is the union of a man and a woman", while the Sex Discrimination Act 1984 defines a de facto relationship being with "a person of the opposite sex".
- c) Defence policy in regard to ADF members living in same-sex relationships has been considered by the Sex Discrimination Commission and the Human Rights and Equal Opportunities Commission on several occasions. On each occasion, Defence policy has been found to be lawful.
- d) See response to part a) above.
- e) There are no plans to change any of these arrangements. The basis for legislation for the recognition of same-sex relationships is a matter for the Government. Defence will comply with all extant legislation.

Number of SES and Star Officers in Defence

QUESTION W32

Senator Evans

How many Senior Executive Service and Star Officers (or equivalent) were employed in Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04?

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RESPONSE

The numbers of Senior Executive Service and Star rank officers during the periods requested are publicly available in the relevant Defence Annual Report. Numbers for 2003-04 will be reported in the *Defence Annual Report 2003-04*. For 1996-97 to 1999-2000, the numbers of Star-rank officers are not identified in the annual report. These figures are:

As at	Star Rank Officers
30 June 1997	135 ⁽¹⁾
30 June 1998	117 ⁽¹⁾
30 June 1999	115 ⁽¹⁾
30 June 2000	126 ⁽¹⁾

Note

1. Information on the number of Star-ranked officers was not recorded in these years in the annual report.

Rates of Pay for Defence Civilians below SES level

QUESTION W33

Senator Evans

What was the base and top (including performance pay) salary of APS1, 2, 3, 4, 5, 6 (or equivalent), Executive Level 1 and 2 (or equivalent), and SES band 1, band 2 and band 3 (or equivalent) in Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04?

RESPONSE

The salary rates and pay increases for APS1-6, Executive Levels 1 and 2 and SES Bands 1-3 from 1996 to 2004 are listed below. The tables for non-SES levels list salaries by agreements rather than financial years, as the salary rates and pay increases are determined within the current Defence Employees' Certified Agreement (or equivalent). When one agreement expires, the salary rates and pay increases determined in that agreement remain until a new agreement is certified.

APS1-Executive Level 2

Enterprise Agreement 1995-1996

	29/06/95		13/07/95		7/03/96		17/10/96	
	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)
APS1	22,347	24,698	22,794	25,192	23,159	25,595	23,622	26,107
APS2	25,290	28,045	25,796	28,606	26,209	29,064	26,733	29,645
APS3	28,806	31,090	29,382	31,712	29,852	32,219	30,449	32,863
APS4	32,105	34,859	32,747	35,556	33,271	36,125	33,936	36,848
APS5	35,810	37,971	36,526	38,730	37,110	39,350	37,852	40,137
APS6	38,675	44,427	39,449	45,316	40,080	46,041	40,882	46,962
SOG C	47,545	51,550	48,496	52,581	49,272	53,422	50,257	54,490

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SOG B	54,212	61,961	55,296	63,200	56,181	64,211	57,305	65,495
SOG A	n/a	64,158	n/a	65,441	n/a	66,488	n/a	67,818

Defence Employees' Industrial Agreement 1998-1999

	Base Rate ⁽¹⁾		11/12/97		11/06/98		10/12/98	
	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)
APS1	23,938	26,457	24,656	27,251	24,903	27,523	25,401	28,074
APS2	27,091	30,042	27,904	30,943	28,183	31,253	28,746	31,878
APS3	30,857	33,304	31,783	34,303	32,101	34,646	32,743	35,339
APS4	34,391	37,341	35,423	38,461	35,777	38,846	36,492	39,623
APS5	38,359	40,675	39,510	41,895	39,905	42,314	40,703	43,160
APS6	41,430	47,591	42,673	49,019	43,100	49,509	43,962	50,499
SOG C	50,931	55,170	54,705	59,072	55,252	59,662	56,357	60,855
SOG B	57,983	66,175	63,095	71,532	63,726	72,248	65,000	73,693
SOG A	n/a	68,497	n/a	73,924	n/a	74,663	n/a	76,157

Note

1. Base rates of pay include the rolling in of annual leave loading as a result of a review conducted under the APS Enterprise Agreement 1995-96.

Defence Employees' Certified Agreement 2000-2001

	13/04/00		29/03/01	
	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)
APS1	26,671	29,478	27,338	30,215
APS2	30,183	33,472	30,938	34,309
APS3	34,380	37,106	35,240	38,034
APS4	38,317	41,604	39,275	42,644
APS5	42,738	45,318	43,806	46,451
APS6	46,160	53,024	47,314	54,350
EL1	59,175	63,898	60,654	65,495
EL2⁽¹⁾	68,250	81,326	69,956	83,359

Note

1. The former SOG A and B classifications were combined to form the EL2 classification.

Defence Employees' Certified Agreement 2002-2003

	3/01/02		12/09/02		1/11/02 (Salary Progression) ⁽¹⁾		8/05/03	
	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)
APS1	28,158	31,121	29,003	32,055	29,003	32,555	29,873	33,532
APS2	31,866	35,338	32,822	36,398	32,822	36,898	33,807	38,005
APS3	36,297	39,175	37,386	40,350	37,386	40,850	38,508	42,076
APS4	40,453	43,923	41,667	45,241	41,667	45,741	42,917	47,113
APS5	45,120	47,845	46,474	49,280	46,474	49,780	47,868	51,273
APS6	48,733	55,981	50,195	57,660	50,195	58,160	51,701	59,905
EL1	62,474	67,460	64,348	69,484	64,348	69,984	66,278	72,084
EL2	72,055	85,860	74,217	88,436	74,217	88,936	76,444	91,604

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Note

1. This increase was only an increase of \$500 to the top of the salary band for each classification.

Defence Employees' Certified Agreement 2004-2006

	1/01/04	
	MIN (\$)	MAX (\$)
APS1	30,470	34,203
APS2	34,483	38,765
APS3	39,278	42,918
APS4	43,775	48,055
APS5	48,825	52,298
APS6	52,735	61,103
EL1	67,604	73,526
EL2	77,973	93,436

SENIOR EXECUTIVE SERVICE

	1/10/96		11/12/97		14/05/98		11/06/98		10/12/98		23/12/99	
	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)
SES Band 1	68,228	82,120	70,275	84,584	70,775	86,584	71,483	87,450	72,913	89,199	80,862	96,820
SES Band 2	81,856	101,217	84,312	104,254	84,812	106,254	85,660	107,317	87,373	109,463	101,599	118,450
SES Band 3	95,493	122,136	98,358	125,800	98,858	127,800	99,847	129,078	101,844	131,660	123,334	144,200
COD 1	88,138	97,822	90,782	100,757	91,282	102,757	92,195	103,785	94,039	105,861	96,860	113,197
COD 2	95,477	105,968	98,341	109,147	98,841	111,147	99,829	112,258	101,826	114,503	117,938	123,909
COD 3	104,706	116,211	107,847	119,697	108,347	121,697	109,430	122,914	111,619	125,372	129,133	137,299
MO 6	108,473	n/a	111,727	n/a	112,227	113,727	113,349	114,864	117,161	n/a	120,676	n/a

	6/07/00		1/03/01		8/11/01		9/05/02		27/02/03		31/07/03	
	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)	MIN (\$)	MAX (\$)
SES Band 1	82,479	98,756	84,129	100,731	85,812	102,746	87,099	104,287	90,147	109,937	96,623	113,126
SES Band 2	103,631	120,819	105,704	123,235	107,818	125,700	109,435	127,586	113,265	132,052	117,730	138,841
SES Band 3	125,801	147,084	128,317	150,026	130,883	153,027	132,846	155,322	137,496	160,758	145,762	176,815
COD 1	98,797	115,461	100,773	117,770	102,788	120,125	104,330	121,927	107,982	126,194	118,524	137,066
COD 2	120,297	126,387	122,703	128,915	125,157	131,493	127,034	133,465	131,480	138,136	136,597	145,219
COD 3	131,716	140,045	134,350	142,846	137,037	145,703	139,093	147,889	143,961	153,065	152,596	167,949
MO 6	123,090	n/a	125,552	n/a	128,063	n/a	129,984	n/a	134,533	n/a	148,078	n/a

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Rates of Pay for Defence Civilians at SES level

QUESTION W34

Senator Evans

What was the average salary for a Senior Executive Service (SES) officer (or equivalent) in Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03 and 2003-04?

RESPONSE

The average salary for a Senior Executive Service (SES) officer (or equivalent) in Defence as at 30 June 1997 to 30 June 2003 is provided in the tables below. The average salary for 2003-04 will be available after 30 June 2004.

Average Salary for SES Employees from 1997 to 2003

As at	Salary
30 June 1997	\$80,749
30 June 1998	\$78,619
30 June 1999	\$87,051
30 June 2000	\$102,294
30 June 2001	\$101,584
30 June 2002	\$103,866
30 June 2003	\$108,293

Average Salary for Chiefs of Division 1997 to 2003

As at	Salary
30 June 1997	\$102,113
30 June 1998	\$107,490
30 June 1999	\$109,753
30 June 2000	\$123,382
30 June 2001	\$127,777
30 June 2002	\$132,586
30 June 2003	\$137,549

Average Salary for Medical Officers Grade 6 1997 to 2003

As at	Salary
30 June 1997	\$108,473
30 June 1998	\$114,864
30 June 1999	\$117,161
30 June 2000	\$120,676
30 June 2001	\$125,552
30 June 2002	\$129,984
30 June 2003	\$134,533

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Management Retreats/Conferences

QUESTION W37

Senator Evans

Could you please list all ‘management retreats/training conferences’ conducted by Defence which were attended by employees during 2000-01, 2001-02, 2002-03 and 2003-04 to date. For such meetings held off-site (from Defence) could you please indicate:

- a) where (location and hotel) and when they were held;
- b) how much was spent in total;
- c) how much was spent on accommodation;
- d) how much was spent on food;
- e) how much was spent alcohol/drinks; and
- f) how much was spent on transport.

RESPONSE

a) to f) Defence is unclear as to what is meant by the term ‘management retreats/conferences’. This response details Defence’s interpretation of the term as the senior Defence leadership level on a ‘whole-of-Defence’ basis only. Defence is not able to devote the considerable time and resources required to provide information below this level. The three senior leadership events that are detailed below, are:

- ‘Capstone’, which is a leadership program for Senior Executive Service Band One and equivalent military officers;
- ‘Becoming Responsive, Innovative and Connected’, which was a leadership program for Senior Executive Service Band Two and equivalent military officers; and
- Senior Leadership Group events, which is part of an annual program, which commenced in 2000, for all Defence’s senior leaders at Senior Executive Service Band One and military equivalent and above.

Defence has been active in establishing Defence leadership values, capabilities and associated principles to support and guide leadership. The Secretary of the Department of Defence and the Chief of the Defence Force (CDF) have an active involvement and interest in raising awareness of the practical issues currently facing the Senior Leadership Group, and putting into perspective the strategic priorities that shape Defence’s relationship with the Government.

Capstone

The Capstone program commenced in March 2001 and has been designed to allow participants to challenge and explore leadership roles, capabilities and behaviour in the Defence context. It aims to enhance Defence’s senior leaders’ ability to take action and contribute to organisational change, business management and decision making.

Details of costs related to the Capstone program are provided in the following table.

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	2000-01	2001-02	2002-03	2003-04 to date
Location and Hotel	Canberra region: Rydges Eaglehawk	Canberra region: Rydges Eaglehawk Diplomat Hotel Brassey Hotel Goolabri Resort	Canberra region: Diplomat Hotel Goolabri Resort Hotel Heritage Kamberra Wine Company	Canberra region: Hotel Heritage
Total cost (\$)	17,522	83,350	148,660	17,545
Accommodation costs (\$)	Not separately invoiced	Not separately invoiced	Not separately invoiced	7,668
Food costs	Not separately invoiced	Not separately invoiced	Not separately invoiced	Not separately invoiced
Alcohol/Drinks costs	Not separately invoiced	Not separately invoiced	Not separately invoiced	Not separately invoiced
Transport costs (\$)	0	10,133	26,730	2,000

Becoming Responsive, Innovative and Connected

The program commenced in mid-2002. The aim of this program was to encourage innovation at the senior leadership level in Defence, and also to connect Two Star/Senior Executive Service Band Two officers to the work being undertaken in the Capstone program. Each session involved approximately ten members who meet four times for half-day sessions. The program was discontinued in April 2003. No sessions were run outside Defence establishments.

Senior Leadership Group Events

An annual program of events commenced in 2000. The program typically includes a summit in the early months of the calendar year, followed by a recall day in June/July. These events provide an important forum for Defence's senior leaders to meet and discuss issues of significance to Defence. The events are used by the Secretary and CDF to discuss strategic issues facing the organisation, and to set out the priorities for the year ahead. All senior leaders are encouraged to attend these events. Response to W32 provides the number of senior leaders in Defence.

The annual SLG events are an important strategic leadership process, and are critical to keeping the SLG informed and nurturing organisational alignment in such a diverse organisation. They also assist Defence to better achieve results through people. Invitations to the senior leadership events are extended to the offices of the Minister for Defence, the Minister Assisting and the Parliamentary Secretary.

Details of senior leadership group events conducted by Defence are set out in the table below:

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Event	Location	Total Spend \$	Accommodation \$	Food \$	Alcohol \$	Transport \$
11-12 February 2001 Summit	Costing details for the SLG event in Canberra in February 2001 were previously provided in response to Question 1 arising from the 2001-02 Budget Estimates hearing in June 2001.					
22 June 2001 Recall Day	Parliament House, Canberra	67,170	11,570 ⁽¹⁾	8,940	2,620	0 ⁽²⁾
27-28 February 2002 Summit	Parliament House, Canberra	165,640	12,760 ⁽³⁾	48,610	n/a ⁽⁴⁾	1,800 ⁽⁵⁾
29 July 2002 Recall Day	Event held 'in-house' (Defence venue)					
3-4 February 2003 Summit	National Convention Centre, Canberra	109,900	18,470 ⁽⁶⁾	10,550	0	740 ⁽⁷⁾
31 July 2003 Recall Day	Event held 'in-house' (Defence venue)					
12 February 2004 Summit	Event held 'in-house' (Defence venue)					

Notes

1. Accommodation provided for 37 interstate members only.
2. Travel costs for interstate participants were met from Group travel budgets and cannot be provided due to the significant time and resources required to extrapolate the information.
3. Accommodation provided for 53 interstate members only.
4. A breakdown is not available as beverages were included in the catering package.
5. Includes travel costs for invited guests. Travel costs for interstate participants were met from Group travel budgets and cannot be provided due to the significant time and resources required to extrapolate the information.
6. Accommodation provided for 67 interstate members only.
7. Includes bus hire for travel to and from the conference from selected Defence sites and the accommodation venue. Travel costs for interstate participants were met from Group travel budgets and cannot be provided due to the significant time and resources required to extrapolate the information.

Surveys of Attitudes to Programs

QUESTION W44

Senator Evans

Did Defence conduct any surveys of attitudes towards programs run by Defence in 1996-97, 1997-98, 1998-99, 1999-00, 2000-01, 2001-02, 2002-03, and 2003-04 to date? If so, on what programs were surveys conducted? What were the findings of these surveys?

RESPONSE

Defence does not conduct surveys on attitudes towards programs run by Defence.

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Performance Assessment

QUESTION W46

Senator Carr

- a) Please provide full details of each of the performance assessment mechanisms linked to the pay outcomes or other financial reward of individual employees, including:
- i) What are the current process/es of performance assessment within the portfolio agency? If more than one, please provide details of each, and the employee category that it applies to.
 - ii) For each of the performance assessment process/es identified in part i), please list the range of outcome results an employee can achieve from each of the performance assessment processes identified in part i).
 - iii) For each of the performance assessment process/es identified in part i), what pay or other financial change is linked to each outcome or result for the employee from the performance assessment (ie pay increase, one-off bonus or classification or level change)?
 - iv) For each of the performance assessments identified in part i), what is the classification level of employees subject to this performance assessment (eg SES, EL1, EL2 or APS and equivalent)?
 - v) What is the principal industrial or other instrument governing each of the performance assessment mechanism/s (eg the certified agreement or Australian Workplace Agreement)?
 - vi) Does the performance assessment operate over a common cycle? Please provide the commencement and end dates of the most recent full cycle of each of the assessment process/es.
- b) For each of the performance assessment process/es identified in part a), advise the number of male and female employees at each possible outcome, by classification level for the most recent full cycle. If the performance mechanism does not operate over a common cycle, aggregate outcomes using the 2002-03 financial year.

RESPONSE

- a)
- i) This information is publicly available in the Defence Employees Certified Agreement (DECA) 2004-2006 and in the Defence Workplace Relations Manual, both of which can be accessed on the internet.

Separate arrangements apply for the Senior Executive Service, which applies to SES Bands 1 to 3, Chief of Division and Medical Officer Grade 6 classifications.

Separate performance arrangements apply for the Secretary and the Chief Executive Officer of the Defence Material Organisation.

- ii) The range of outcomes for each performance assessment process is as follows:

Scheme/Arrangement	Range of outcomes
Civilian performance management scheme	acceptable; unacceptable; or not assessable.
Feedback and development	x – not assessable

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scheme	1 – unsatisfactory 2 – requires development 3 – fully effective 4 – superior 5 – outstanding
Legal performance management scheme	x – not assessable 1 – unacceptable 2 – marginal 3 – competent (standard) 4 – above competent 5 – outstanding
Senior Executive Service ⁽¹⁾	not assessable; not fully effective; fully effective; superior; or outstanding.

Note

1. This is not a scheme. SES employees work under Australian Workplace Agreements.

- iii) Information pertaining to APS1 to EL2 employees is publicly available in the Defence Employees Certified Agreement (DECA) 2004-2006 and in the Defence Workplace Relations Manual, both of which can be accessed on the internet.

For EL 1 Legal Officers, performance progression depends on their performance rating:

Rating 1, 2	Nil
Rating 3	8 per cent
Rating 4	16 per cent
Rating 5	24 per cent

In all cases, the amount of the increase may be less in the year in which an employee reaches the top of their payband.

SES and equivalent employees rated as superior or outstanding may be moved to the next salary point for their classification, with the Secretary's approval.

The Secretary and the Chief Executive Officer of the Defence Materiel Organisation may be eligible for one-off bonus payments.

- iv) See response to part a) i).
- v) The *Defence Employees' Certified Agreement 2004-2006* is the principal industrial instrument governing the performance assessment mechanism for non-SES employees. SES and equivalent employees are covered by Australian Workplace Agreements.
- vi) Performance assessments do not operate over a common cycle. The most recent performance assessment cycle for non-SES employees ran from November 2002 to 31 October 2003. The most recent performance cycle for SES and equivalent employees ran from 1 July 2002 to 30 June 2003.
- b) Defence is unable to devote the considerable time and resources that would be required to respond to this question.