

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

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

**SUBMISSION**

**Submission No:** 110

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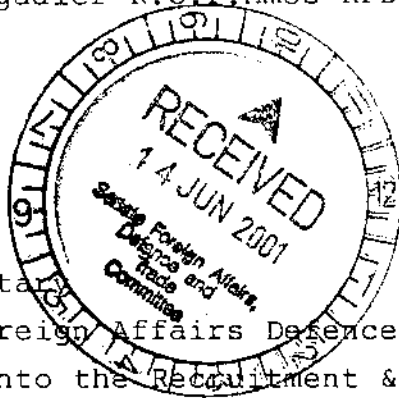
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**Attachments:** No

Form: Brigadier R.S.P. Amos RFD ED adc (Retd)



6 Kardinia Road  
Mosman 2088  
11 Jun 01

The Secretary  
Senate Foreign Affairs Defence and Trade Committee  
Inquiry into the Recruitment & Retention of ADF Personnel  
Parliament House  
Canberra ACT 2600

Dear Sir/Madam

Recruiting and Retention in the Army Reserve.

Since the ~~re~~starting of the CMF in 1948 the questions of recruiting and retention have been revisited time and again.

A few constant truths have emerged which have always seem to be ignored by the powers that be.

(i) The best recruiter is the satisfied soldier who brings his mate(s) along to enlist. The unit and sub-unit are the "family" that these soldiers want to belong to. They want to train together and serve together on operations.

(ii) The soldier is satisfied and wishes to remain in the service when he experiences interesting and effective training, and feels that he is involved in an important and respected undertaking. Unless he feels that his endeavours are worthwhile and are also so regarded by the community, it is unlikely that he will continue to serve.

If the Regular Army feels that Reserve training is inadequate, then they are in fact blaming themselves for inadequate provision of resources to enable quality training to proceed. Further they seem unable to understand that methods of instruction suitable for long term full time soldiers cannot work for part time volunteers in the Reserve no matter how enthusiastic they may be. Some deeper thinking is required of the Regulars to devise programs to train Reserves effectively in the short times available.

So what can be done to improve on the present

2.

unsatisfactory position?

I. Return recruiting to Army Reserve units, and devise more flexible and expeditious arrangements to rapidly achieve medical, psych and kitting.

II. Run pre recruit training in units to cover such matters as squad and arms drill, weapon instruction, mapreading and compass, living in the field, first aid, minor administration and the like. This could reasonably be covered in four weekends with intervening weekly night parades and would provide instruction experience for A Res NCOs. A unit might well run this training on a continuous basis, recommencing every 6 weeks.

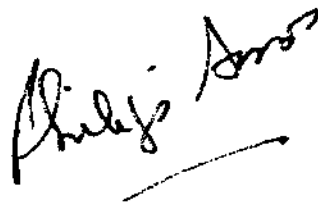
III. A 16 day centralised Recruit Course at which the topics in II above are tested and re enforced, and with field training in section and platoon tactics.

IV. From here on participate in unit activities.

V. Specialist 16 day courses to be additional to the above, conducted at Army Schools.

Some greater effort to inform the community on Army Reserve activities and its essential place in the ADF might well take the place of continual adverse criticism of those giving up their spare time to engage in the country's preparedness.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Philip Arns", with a horizontal line underneath it.