

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

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

SUBMISSION

Submission No: 33

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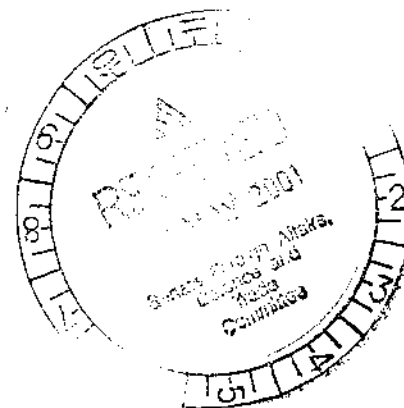
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From: Domenico Michael Villanti
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To: The Secretary
Senate Foreign Affairs,
Defence and Trade References Committee
Parliament House
CANBERRA ACT 2600



Re: Inquiry into Recruitment and Retention of Defence Personnel

With regard to the recruitment and retention of the Reserve elements of the Australian Defence Force I make the following recommendations:-

The formation of an aircrew training program for all three services in order to retain ex permanent pilots and navigators as well as recruiting new people from the community.

A review of training methods for reserves to take into consideration such factors as part-time commitments, distance learning, modularised training and more emphasis on on-the-job training with less classroom time. A flexible training policy should be put in place where appropriate.

Recruitment of civilian qualified tradesmen into the reserve force with training to reach military standards. This is especially critical within the naval reserve where all such training has ceased.

Employers and educational institutions need to be consulted as their contribution is vital in terms of releasing members for reserve service. The needs of small business and self employed need to be given special consideration.

Involvement in community based activities such as SES, CFA and Coast Guard.

Provision of continuous full time training for training and operational requirements as the need arises.

Re-establishment of Port Divisions for the Naval Reserve and Squadrons for the Air Force Reserve.

Review of the integration of reserves into the permanent forces as this is not working. Control of reserves should be placed in the hands of reservists.

Call in members of the US Naval Reserve, National Guard and the Air National Guard to give advice on how to implement an effective reserve force.