

DEFENCE

CHAPTER FIVE

PEOPLE MATTER

OVERVIEW

WORKFORCE SUMMARY

OVERVIEW

The 'People Matter' perspective relates to Defence's ability to attract and retain people and to maximise their skills and capacity to deliver Defence outputs. Defence's 'results through people' approach is underpinned by appropriate remuneration, a challenging, diverse workplace, flexible working arrangements and high-quality health and safety procedures and practices.

Priorities remain the same as reported in the *Portfolio Budget Statements 2002-03*, except for the following amendments:

The Defence People Plan

The plan was considered by the Defence People Committee in July 2002 and released as a working level document within the Defence Personnel Executive Group.

Defence Workforce Planning

The Strategic Workforce Planning Review was established by the Secretary and Chief of the Defence Force in December 2001 and has been reporting progressively to the Defence Committee since mid-2002. An interim report was presented to the Secretary and Chief of the Defence Force in September 2002. The final report will be delivered in December 2002.

Review of Australian Defence Force Remuneration 2001

Consultation on the review between the Chief of the Defence Force, the Service Chiefs and serving and former Defence personnel was completed in February 2002. A submission setting out Defence's responses to the review recommendations was forwarded to the Minister for Defence on 30 April 2002. The Government's response to the review's recommendations is under consideration.

People Matter Priorities in 2002-03:

- Establish a comprehensive ADF alcohol management program, including the introduction of alcohol testing of ADF personnel.

All initiatives are expected to be completed in 2002-03.

WORKFORCE SUMMARY

The revised estimated permanent ADF average funded strength for 2002-03 is 52,069, an increase of 746 from the 2002-03 budget estimate of 51,323 due primarily to improved recruitment and lower separation rates. This increase in personnel numbers supports ongoing overseas operations and continued growth towards White Paper personnel targets.

Table 5.1: ADF Permanent Staffing

Permanent Force ⁽¹⁾	2002-03 Budget Estimate	2002-03 Revised Estimate	Variation (2002-03 Revised Estimate less Budget Estimate)	
	Personnel Numbers (Average Strength)			%
Navy	12,838	12,838	0	0.0
Army	25,289	25,785	496	2.0
Air Force	13,196	13,446	250	1.9
Total Permanent Force	51,323	52,069	746	1.5

Note

- Staffing numbers for the Permanent Force are based on average funded strengths and include General Reservists undertaking full-time service.

The Reserve Force figures represent General or Active Reserves who will undertake paid service during the financial year. The revised estimate of the Reserve Force in 2002-03 is 20,358, an increase of 340 from the budget estimate of 20,018. This is the result of increases in the Army and the Air Force due to expected higher levels of participation.

Table 5.2: ADF Reserve Staffing

Reserve Force ⁽¹⁾⁽²⁾	2002-03 Budget Estimate	2002-03 Revised Estimate	Variation (02-03 Revised Estimate less Budget Estimate)	
	Personnel Numbers			%
Navy	2,142	2,142	0	0.0
Army	16,300	16,500	200	1.2
Air Force	1,576	1,716	140	8.9
Total Reserve Force	20,018	20,358	340	1.7

Note

- Reserve Force figures represent actual numbers of Reservists who undertook paid service during the financial year.
- Reserve figures do not include Reservists undertaking full-time service.

The revised estimated civilian average funded strength for 2002-03 is 17,944, an increase of 616 from the 2002-03 budget estimate of 17,328 (see Table 5.3). This increase is due to continuing civilianisation and reorganisation across the Department, including additional staffing for new project commencements and through-life materiel support (386 personnel), increased scientific development in support of ADF operations (98 personnel) and increases to the 2002-03 graduate intake along with other support requirements (132 personnel).

Table 5.3: Civilian Staffing

Civilian ⁽¹⁾	2002-03 Budget Estimate	2002-03 Revised Estimate	Variation (2002-03 Revised Estimate less Budget Estimate)	
	Personnel Numbers (Average Strength)			%
Total Civilian	17,328	17,944	616	3.6

Note

- Staffing numbers for civilians are based on average funded strengths.

Table 5.4: Breakdown of Personnel Numbers by Service and Rank

	2002-2003 Budget Estimate	2002-2003 Revised Estimate
NAVY⁽¹⁾		
1 Star Officers and above	35	35
Senior Officers ⁽²⁾	404	404
Officers	2,394	2,394
Other Ranks	10,005	10,005
Total Permanent Force	12,838	12,838
Reserves ⁽³⁾	2,142	2,142
Total Navy	14,980	14,980
ARMY⁽¹⁾		
1 Star Officers and above	50	50
Senior Officers ⁽²⁾	545	558
Officers ⁽⁴⁾	3,756	4,546
Other Ranks ⁽⁴⁾	20,938	20,631
Total Permanent Army	25,289	25,785
Reserves ⁽³⁾	16,300	16,500
Total Army	41,589	42,285
AIR FORCE⁽¹⁾		
1 Star Officers and above	33	37
Senior Officers ⁽²⁾	417	510
Officers	3,364	3,439
Other Ranks	9,382	9,460
Total Permanent Air Force	13,196	13,446
Reserves ⁽³⁾	1,576	1,716
Total Air Force	14,772	15,162
CIVILIANS⁽¹⁾		
Senior Executives	117	117
Senior Officers ⁽²⁾	3,278	3,563
Others	13,933	14,264
Total Civilians	17,328	17,944

Notes

- Permanent Forces and civilian numbers are forecasts of the average strength for the financial year. Reserve Force figures represent actual numbers of Reservists who undertook paid service during the financial year.
- Senior Officers are of Colonel or Lieutenant Colonel rank equivalent and Civilian Executive Level 2 and 1.
- Reservists on full-time service are reported in the Permanent Force.
- There are two major factors responsible for the increased additional estimate for the Officers category. First, Officer Cadets (650) were reported against Other Ranks in the budget estimate and are now reported against the Officer category. Second, the increase in the revised estimate is also due to improved retention and reduced separation rates.

