

PROGRAM SEVEN: JOINT EDUCATION AND TRAINING

OBJECTIVE

Joint Education and Training Program objectives are that:

- a. Defence education and training policies support Government priorities, Defence objectives and client/stakeholder needs;
- b. education and training is a key driver to Defence capability through the provision of Defence personnel with the smart edge;
- c. Defence education and training systems are efficient and effective and make best use of the National Training Framework; and
- d. the Program has processes, procedures and systems which effectively support its business activities.

DESCRIPTION

The purpose of the Joint Education and Training Program is to put in place joint education and training policies that will enable Defence to have a workforce capable of promoting the security of Australia and protecting its people and its interests. 'Joint' in this context is inclusive of civilian personnel.

The Program Manager is the Head, Joint Education and Training. The Program comprises two sub-Programs:

- 7.1. Education and Training Policy: formulates policies and strategies for joint and integrated education and training, including rationalisation of education and common training, senior officer education, Defence-wide utilisation of flexible and distance learning techniques and implementation of the National Training Framework within Defence.
- 7.2. Education and Training Services: formulates policy and provides resource administration and support for ADF training and education functions performed by the Australian Defence Force Academy, the Australian College of Defence and Strategic Studies, and the Joint Services Staff College. Provides ongoing Defence-wide civilian training and development programs.

STRATEGIES FOR 1998-99

In pursuit of Defence objectives, the Joint Education and Training Program will:

- a. progress the development and implementation of a joint education and training policy framework for Defence within which all single-Service, civilian and joint education and training requirements can be provided;

- b. progress planning for and implement the rationalisation of education and training schools and courses in accordance with the Defence Reform Program, including logistics training, communications and information systems training, Service police and security training, and common technical training;
- c. conduct extensive consultation with senior Defence executives involved in the planning, management and delivery of joint education and training to steer and guide the policy and rationalisation activities;
- d. conduct liaison and develop partnerships with other Programs to coordinate education and training policies and plans within the broader range of Defence objectives; and
- e. progress policies and strategies to align Defence education and training with the National Training Framework.

PERFORMANCE MEASURES FOR 1998-99

The extent to which:

- a. policy analysis is completed to support the concept of an Australian Defence College;
- b. the curriculum study on collocation and partial integration of single-Service Staff Colleges and the Defence Management Diploma Program, and development of a joint staff course component is completed;
- c. planning for, and implementation of, the rationalisation of common training schools and courses are completed in accordance with the Defence Reform Program;
- d. competencies for both Service and civilian personnel in joint operational, staff and policy appointments are identified and documented;
- e. a statement of requirement for the academic program to be delivered by the University College, Australian Defence Force Academy is completed;
- f. a policy for coordinated Defence intelligence training is developed;
- g. policy development for coordinated logistics management training has progressed; and
- h. the coordinated review of the Australian College of Defence Strategic Studies and the Joint Services Staff College is completed and new higher Defence courses are implemented.

PERFORMANCE FORECAST FOR 1998-99

Planned achievements for the Joint Education and Training Program for 1998-99 include:

- completion of the development of policies to support the establishment of an Australian Defence College;

- completion of the curriculum study to support the collocation and partial integration of single-Service Staff Colleges and the Defence Management Diploma Program, and development of a joint staff course component;
- completion of planning for the rationalisation of a range of single-Service training schools and courses in accordance with the Defence Reform Program;
- the identification of competencies for both Service and civilian personnel in joint operational, staff and policy appointments;
- the development of a statement of requirement for the academic program to be delivered by the University College, Australian Defence Force Academy;
- development of a policy for coordinated Defence intelligence training;
- policy development commenced for coordinated logistics management training; and
- completion of the coordinated review of the Australian College of Defence Strategic Studies and the Joint Services Staff College and implementation of the new higher Defence courses.

RESOURCES

Table 7.1: Defence Function Outlays Summary

Sub-Program	1997-98	1997-98	1997-98	1998-99	Variation	
	Budget	Revised	Estimated	Budget	98-99 Budget less	
	Estimate	Estimate	Outcome	Estimate	97-98 Outcome	%
	\$'000	\$'000	\$'000	\$'000	\$'000	%
7.1 Education and Training Policy	5,257	5,117	11,232	5,310	-5,922	-52.7
7.2 Joint Officer Education	97,037	89,105	89,644	97,596	7,952	8.9
Program Total	102,294	94,222	100,876	102,906	2,030	2.0

Table 7.2: Staffing Summary

Sub-Program	1997-98	1997-98	1997-98	1998-99	Variation	
	Budget	Revised	Estimated	Budget	98-99 Budget less	
	Estimate	Estimate	Outcome	Estimate	97-98 Outcome	%
	Personnel Numbers					
7.1 Education and Training Policy	50	62	124	44	-80	-64.5
7.2 Joint Officer Education	1,285	1,287	1,285	1,379	94	7.3
Program Total	1,335	1,349	1,409	1,423	14	1.0

Table 7.3: Staffing Profile

Personnel		Sub-Program		Total
		7.1	7.2	
Permanent Force	97-98 Revised	9	1,230	1,239
	97-98 Estimated	11	1,228	1,239
	98-99 Budget	12	1,223	1,235
Civilian	97-98 Revised	53	57	110
	97-98 Estimated	113	57	170
	98-99 Budget	32	156	188
Total Personnel	97-98 Revised	62	1,287	1,349
	97-98 Estimated	124	1,285	1,409
	98-99 Budget	44	1,379	1,423

Table 7.4: Defence Portfolio Outlays Summary

Division/Appropriation Item	1997-98	1997-98	1997-98	1998-99	Variation	
	Budget	Revised	Estimated	Budget	98-99 Budget less	
	Estimate	Estimate	Outcome	Estimate	97-98 Outcome	%
	\$'000	\$'000	\$'000	\$'000	\$'000	%
180-01 RUNNING COSTS						
Service Personnel	40,800	42,629	43,505	43,971	466	1.1
Civilian Personnel	5,176	4,927	9,000	9,112	112	1.2
Administrative Expenses	11,081	6,347	8,052	8,693	641	8.0
Facilities Operations	4,518					
180-02 OTHER SERVICES	34,537	34,535	34,535	35,256	721	2.1
181 EQUIPMENT & STORES	8,331	8,669	8,669	8,941	272	3.1
Total Defence Function Appropriations (A)	104,443	97,107	103,761	105,973	2,212	2.1
Total Defence Function Receipts (Offset Within Outlays) (B)	-2,149	-2,885	-2,885	-3,067	-182	6.3
Total Defence Function Outlays (A+B)	102,294	94,222	100,876	102,906	2,030	2.0

Defence Reform Program

The Joint Education and Training Program anticipates making considerable progress in achieving its Defence Reform Program savings in a number of areas. The finalisation of restructuring of the Joint Education and Training executive to redirect resources and effort from training administration to education will provide initial savings. The Joint Services Staff College and the Australian College of Defence and Strategic Studies will conduct their final courses in 1998, and from January 1999, the Australian Defence College will be formed with an integrated college management structure offering two courses that are more closely aligned to Defence needs. The majority of savings in 1998-99 will

result from the release of military staff from management and administrative positions and from the attendance of fewer students on senior officer courses.

Table 7.5: Estimated Cumulative DRP Savings

Category (\$m)	1997-98	1998-99	1999-00	2000-01	2001-02	Mature
Training and Education	1.0	0.1	0.1	0.1	0.1	0.1
Administrative Support		0.3	0.4	0.4	0.4	0.4
Total	1.0	0.4	0.5	0.5	0.5	0.5

Table 7.6: Estimated Cumulative DRP Personnel Savings

Category	1998-99		1999-00		2000-01		2001-02		MATURE	
	ADF	APS	ADF	APS	ADF	APS	ADF	APS	ADF	APS
Training and Education		-59	12	-59	12	-59	12	-59	12	-59
Total		-59	12	-59	12	-59	12	-59	12	-59

Table 7.7: Explanation for Major Variations

Explanation for Variations Between 1997-98 Estimated Outcome and 1998-99 Budget Estimate Contained in Table 7.4	(\$'000)	%
Defence Function Outlays (1997-98 Estimated Outcome)	100,876	
180-01 RUNNING COSTS		
<i>Service Personnel</i>		
Real Variations		
Increased provision associated with ADF Workplace Bargaining Agreement	783	
Variation in Accrual Based Superannuation payments resulting from the impact of pay increases, revised Employer Contribution Rates and movements in average staffing levels	322	
Variation in 3% Productivity Benefit payments resulting from movements in average staffing levels and changes in per capita rates, including the impact of pay increases	92	
Variations to rank profile structure	-249	
Reduced provision for allowances	-306	
Transfers		
Transfer of Living Out Allowance to Program 8 arising from the Housing and Accommodation Policy Review	-176	
Total Service Personnel	466	1.1

Explanation for Variations Between 1997-98 Estimated Outcome and 1998-99 Budget Estimate Contained in Table 7.4	(\$'000)	%
<i>Civilian Personnel</i>		
Real Variations		
Variations in Accrual Based Superannuation payments resulting from revised Employer Contribution Rates and movements in average staffing levels	104	
Variation in 3% Productivity Benefits payments resulting from movements in average staffing levels and changes in per capita rates	23	
Net savings from staff reductions in 1997-98	-173	
Miscellaneous minor variations	43	
DRP Savings		
Related to Education and Training	-85	
Non-recurrence of one-off savings associated with Education and Training	200	
Total Civilian Personnel	112	1.2
<i>Administrative Expenses</i>		
Real Variations		
Miscellaneous minor variations	61	
DRP Savings		
Related to Administrative Support	-330	
Non-recurrence of one-off savings associated with Education and Training	800	
Price/Exchange Variations		
Movement from 1997-98 Budget to 1998-99 price and exchange rate parameters	110	
Total Administrative Expenses	641	8.0
180-02 OTHER SERVICES		
Real Variations		
Net adjustments to the ADFA contract with UNSW	200	
Price/Exchange Variations		
Movement from 1997-98 Budget to 1998-99 price and exchange rate parameters	521	
Total Other Services	721	2.1
181-00 EQUIPMENT AND STORES		
Real Variations		
Contracting out of Services at ADFA - Military Communications Program and Mess Management	316	
Net effect of retrospective Price and Exchange movement	-78	

Explanation for Variations Between 1997-98 Estimated Outcome and 1998-99 Budget Estimate Contained in Table 7.4	(\$'000)	%
Price/Exchange Variations		
Movement from 1997-98 Budget to 1998-99 price and exchange rate parameters	34	
Total Equipment and Stores	272	3.1
Total Defence Function Appropriations Variation (A)	2,212	2.1
DEFENCE RECEIPTS		
Real Variations		
Increase in the projected number of foreign students at ADFA	-143	
Price/Exchange Variations		
Movement from 1997-98 Budget to 1998-99 price and exchange rate parameters	-39	
Total Defence Receipts Variation (B)	-182	6.3
Total Defence Function Outlay Variation (A+B)	2,030	2.0
TOTAL DEFENCE FUNCTION OUTLAY (1998-99 BUDGET ESTIMATE)	102,906	