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Department of Defence

Defence Census 2015

Public Report



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Foreword

During the week of 27 April – 1 May 2015, all Permanent and selected Active Reserve members of the Australian Defence Force (ADF) and all Defence Australian Public Service (APS) employees were invited to participate in Defence Census 2015.

The aim of Defence Census 2015 was to establish an authoritative and credible profile of all Defence members and their family circumstances to assist in developing policies for personnel and family support and in balancing work and lifestyle issues. The data obtained from the Census is also invaluable in Defence workforce planning and infrastructure initiatives.

This is the seventh Census conducted by Defence since 1991. In 2015, more than 102,000 Census forms and 33,000 unique email links were distributed to ADF members and APS employees throughout Australia and overseas. An excellent response was achieved, despite the significant challenges presented with the distribution and collection of questionnaires to the large number of personnel deployed on operations offshore and overseas. This result was only possible through the contributions of many people in all Defence Groups to the conduct of the Census and, most importantly, the participation of Defence members.

The Census data provides an up-to-date picture of Defence personnel and their families. This information allows us to examine such issues as the impact of operations on Defence families, work and life balance, time away from home and the effects of removals on schooling and spouse/partner employment. Accommodation standards and the availability and suitability of infrastructure such as childcare and schooling are other areas where the Census provides Defence with accurate and up-to-date data that will assist in the development of future personnel policy.

Thank you for participating in Defence Census 2015. Through your involvement, Defence continues to increase its understanding of the needs of its workforce and their families.

Rebecca Skinner

Deputy Secretary
Defence People Group

Table of contents

Introduction	1
The Defence community	1
Defence community demographic profile	3
Diversity	8
Defence APS	12
Relationships and dependants	15
Length of service	17
Permanent ADF Members	19
Previous Defence experience	19
Operational service	19
Accommodation	20
Work life balance	22
Education and training	24
Community involvement	25
Partners of ADF(P) members	26
Children of ADF(P) members	27
Other dependants	30
Dependants with special needs	30
Categorisation as Members with Dependants (Unaccompanied)	30
Impact of Service related removals on families	31
Members of the ADF Reserves	31
Previous Defence experience	31
Avenue of entry into the Reserves	32
Reserve service undertaken	32
Operational service	33
Education and training	34
Non-Reserve employment	35
Partners of ADF(R) members	38
Children of ADF(R) members	38
Dependants with special needs	39
Defence APS employees	40
Prior Defence and current Reserve service	40
Operational service	40
Work life balance	41
Education and training	42
Special needs at work	43
Partners of Defence APS employees	43
Children of Defence APS employees	44
Other dependants	45
Dependants with special needs	45
Glossary	46
Demographic profile of the ADF(P)	48
Demographic profile of the ADF(R)	51
Demographic profile of the Defence APS	54
Background to the Defence Census	57

Introduction

The Public Report presents the main results for each of the three components involved in the 2015 Defence Census: Permanent ADF (ADF(P)), Reserve ADF (ADF(R)) and Defence APS. The report is designed for general release to Defence members, their families and other external parties.

The objective of the Defence Census is to provide a comprehensive picture of the Defence workforce and their dependants. Data from previous Censuses conducted every four years from 1991 to 2011 have been used extensively for developing and refining personnel and family support policies within Defence.

The 2015 Defence Census was conducted on 28 April 2015 with a similar methodology to that used in previous years, with the addition that all personnel were given the opportunity to answer their Census questionnaire online. New questions were added to the Census while some questions were removed. All questions were tested with various Defence audiences across Australia, either as face-to-face groups or online.

Participation in the Defence Census is voluntary and 54% of ADF(P), 29% of ADF(R) and 58% of Defence APS personnel participated in Defence Census 2015. All data presented in this report were weighted to be representative of the total Defence populations.

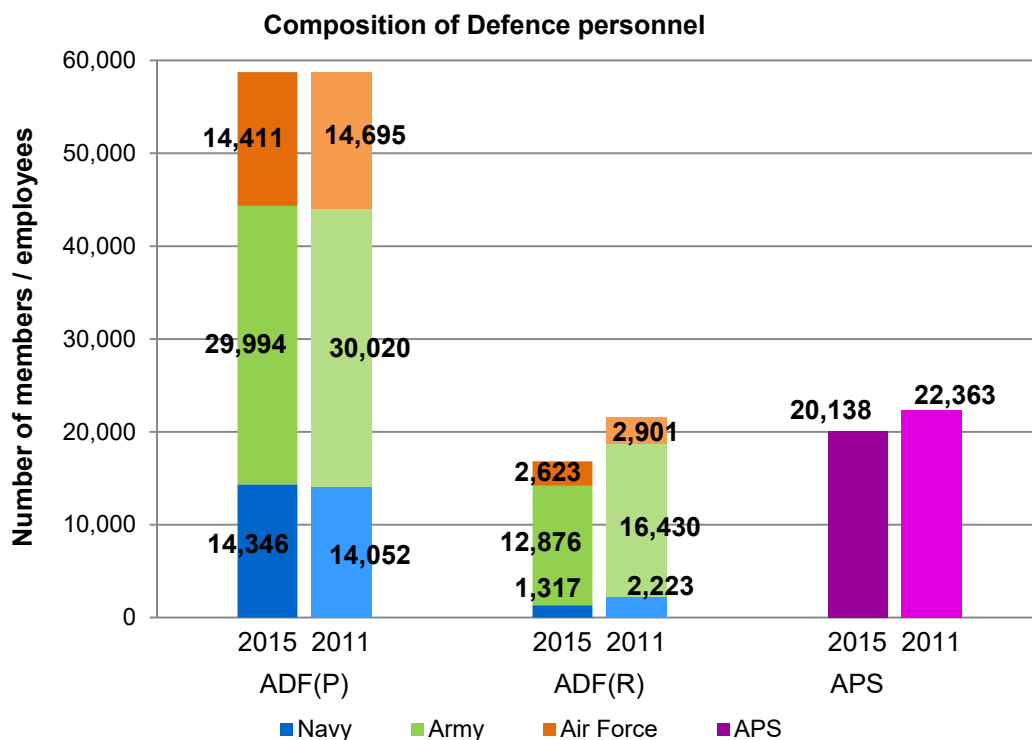
Results for subgroups may not sum exactly to reported totals due to rounding. Reported totals are drawn directly from underlying data and are correct.

The Defence community

The 2015 Defence Census included personnel from the Permanent and Reserve ADF as well as APS employees from the Department of Defence. The total Census population was 95,705 Defence personnel and employees. That population consisted of 58,751 Permanent ADF members (61%), 16,816 active Reservists (18%) and 20,138 APS employees (21%). The overall Census population had decreased by 7% from 102,684 in the 2011 Census.

The numbers of Defence personnel in each of the main components of Defence are displayed in figure 1.

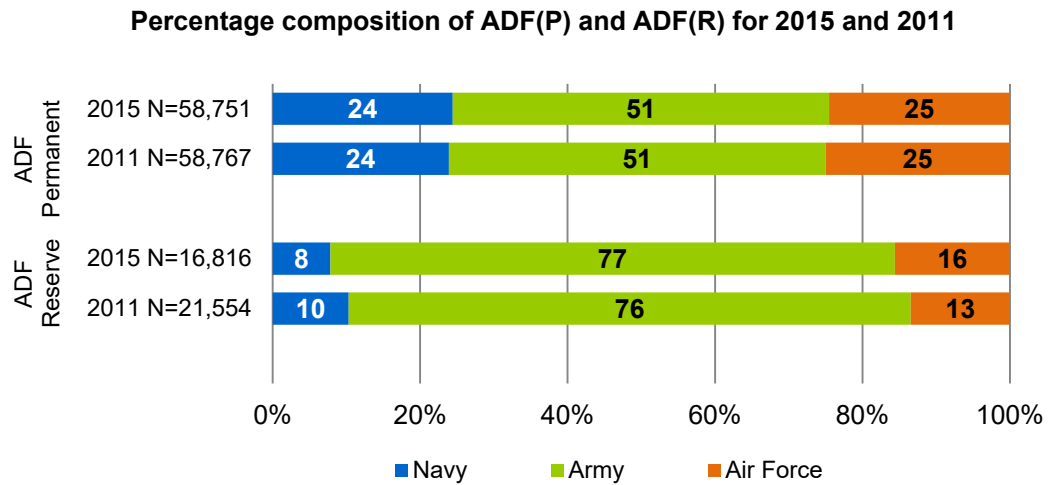
Figure 1: Defence personnel composition for 2015 and 2011 by Service and APS



There were few differences in the composition of ADF(P) between 2011 and 2015. However the ADF(R) experienced some small changes in the proportions of Reservists within Services.

Navy Reservists as a proportion of all Reservists decreased two percentage points from 10% in 2011 to 8% in 2015. Army Reservists increased by one percentage point from 76% in 2011 to 77% in 2015, and Air Force increased three points from 13% in 2011 to 16% on 2015. Refer to figure 2 below.

Figure 2: ADF(P) and ADF(R) Service composition—2015 compared with 2011

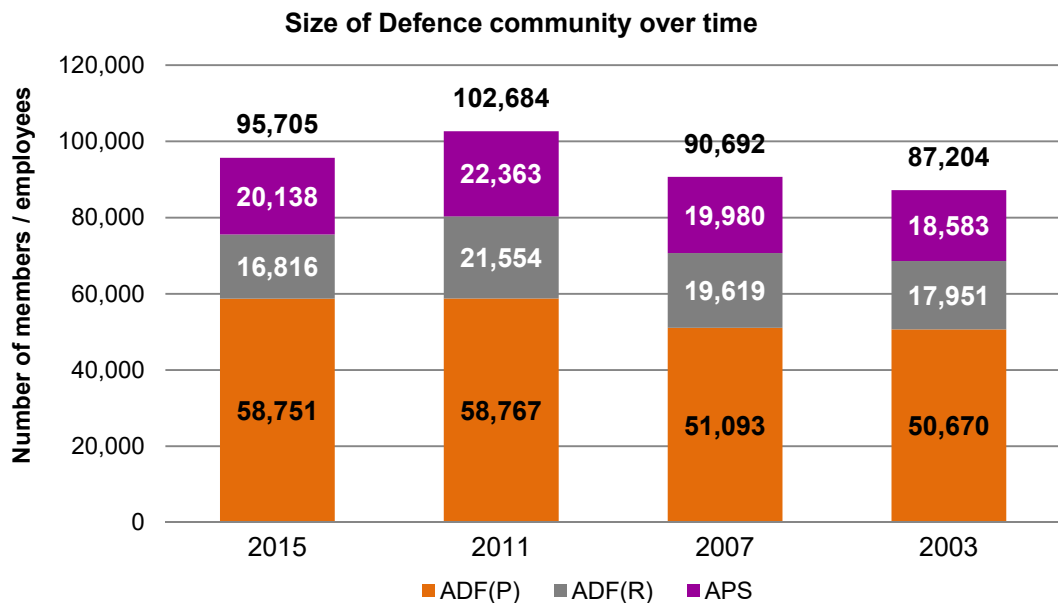


The Reserve Force surveyed population¹ declined by 22% from 21,554 members in 2011 to 16,816 in 2015. A decline in the eligible Army Reserve population was largely responsible for the drop in overall Reserve numbers—down 3,554 from 16,430 in 2011 to 12,876 in 2015.

The Defence APS decreased by 10% or 2,225 employees from 22,363 in 2011 to 20,138 in 2015.

ADF(P) remained stable, having decreased by only 16 members from 58,767 in 2011 to 58,751 in 2015. Refer to figure 3.

Figure 3: Size of Defence population over time



¹ Due to variations in Reserve service types, only those reservists who had completed at least one day of paid duty in the period from 1 July in the year prior to the Census are invited to participate. Further, in 2015 any reservists undertaking a period of Continuous Full Time Service (CFTS) at the time of the Census (849) were included in the ADF(P) numbers, whereas in previous Censuses they were included in the ADF(R) tally.

Defence community demographic profile

Overall gender and age

Gender balances across the Defence community remained very similar to 2011 Census figures, but with a slight decrease in male participation—from 80% to 79%. For the 2015 Census, a third gender category was introduced; X for intersex / indeterminate / unspecified. A total of 0.2% of the Defence community identified with this new category.

ADF(P) and ADF(R) proportions were almost the same. 85% of Permanents and Reservists were male. Less than 1% of any group indicated that they were Gender X. Refer to table 1. With a ratio of 59% males to 40% females, gender is more evenly balanced in the Defence APS than in the ADF.

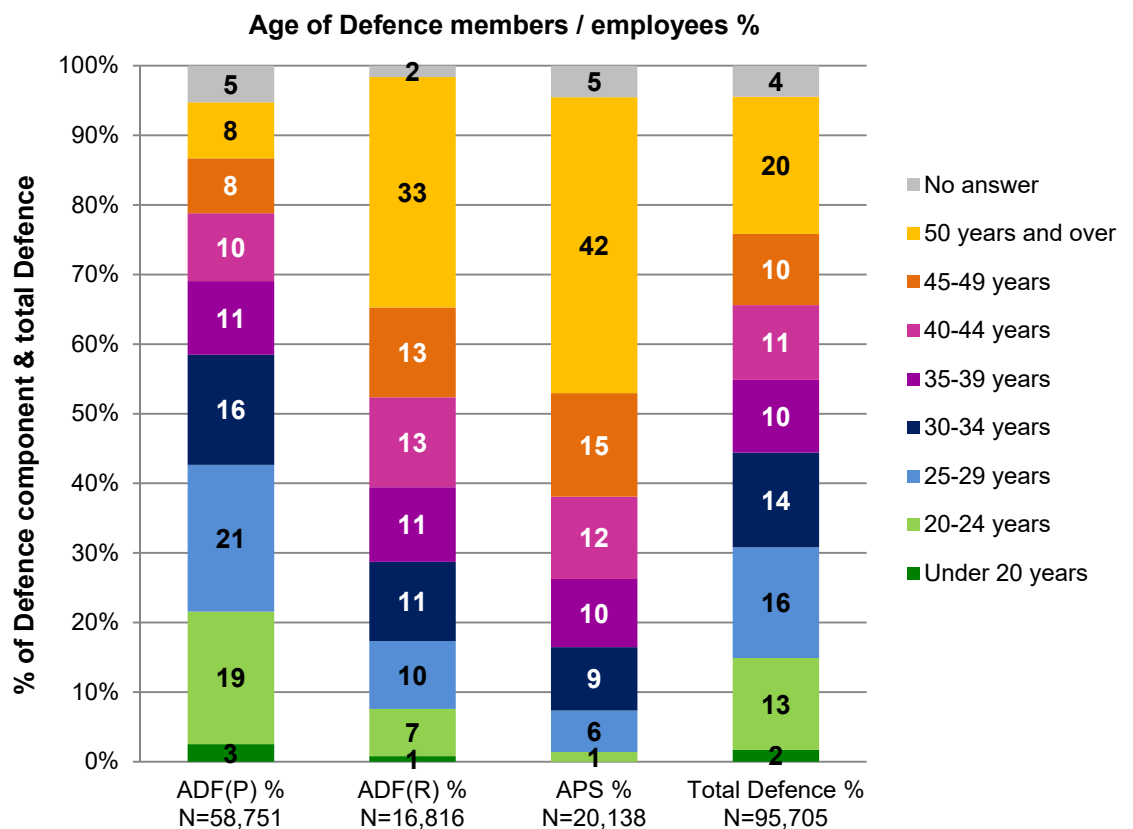
Table 1: Gender of Defence ADF members / APS employees and year comparison

Gender	ADF(P) % N=57,751	ADF(R) % N=16,816	APS % N=20,138	Total Defence % N=95,705
Male	84.6	84.6	59.4	79.3
Female	15.1	15.3	40.4	20.4
X (intersex / indeterminate / unspecified)	0.3	0.1	0.2	0.2
Total	100.0	100.0	100.0	100.0
% of males in 2011	86	84	60	80

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only.

Figure 4 shows the age breakdown across the Defence community in greater detail. The chart shows a much younger ADF(P) compared with ADF(R) and this difference is even more pronounced when compared with APS employees. The largest age segment of ADF(P) members was 25-29 years, while by far the largest age segment for APS employees and ADF(R) members was 50 years and over. Conversely the smallest age segment of ADF(R) and APS employees was 24 years or less.

Figure 4: Age of Defence members / employees



ADF(P) gender and age

In 2015 the majority of ADF(P) members were male (85% compared to 86% in 2011). Between 2011 and 2015 the gender balance in Navy remained constant at 81% males to 19% females (noting there had been a steady shift in the gender balance in the Navy from 87% males in 1991 to 81% in 2011). Female to male ratios increased in both Army and Air Force by two percentage points. Army comprised 88% males, 12% females and 0.3% X (90% males and 10% females in 2011). Air Force comprised 81% males, 19% females and 0.2% X (83% males and 17% females in 2011). Refer to table 2.

Table 2: ADF(P) member's gender by Service with year comparison

ADF(P) gender	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Male	81	88	81	85
Female	19	12	19	15
X (intersex / indeterminate / unspecified)	0.3	0.3	0.2	0.3
Total	100	100	100	100
% of males in 2011	81	90	83	86
% of males in 2007	83	90	84	87

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only. Historical figures prior to 2007 not shown as this information was not available for all Services.

The proportion of ADF members under the age of 30 decreased between 2011 and 2015. The median age for ADF(P) increased from 29 years in 2011 to 31 years in 2015. Refer to table 3.

Table 3: Age of Defence ADF(P) members by year

ADF(P) age	2015	2011	2007
N	58,751	58,768	51,093
Under 30 years (%)	43	51	51
30 years and over (%)	52	47	47
No answer (%)	5	1	2
Total	100	100	100
Median age (years)	31	29	29

Notes: Values may not sum to totals due to rounding. 2015 median age was based only on those who provided an age.

The Permanent Air Force has the largest proportion of personnel over the age of 30 (64%) and the median age has increased by two years, from 32 years in 2011 to 34 years in 2015. Refer to table 4 below.

Table 4: Age of Defence ADF(P) members by Service

ADF(P) age	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Under 30 years (%)	43	48	31	43
30 years and over (%)	51	47	64	52
No answer (%)	6	6	4	5
Total	100	100	100	100
Median age (years) 2015	30	29	34	31
Median age (years) 2011	28	28	32	29

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only. 2015 median age was based only on those who provided an age.

Across all three Services OR/JNCO comprised the largest rank group. The profile of ranks for Navy and Army were very similar, while Air Force had a considerably higher proportion of JO and considerably lower proportion of OR/JNCO than the other two Services. Refer to table 5.

Table 5: ADF(P) rank by Service

ADF(P) rank	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
OR/JNCO	57	60	44	55
SNCO/WO	19	18	21	19
JO	20	19	30	22
SO	5	3	5	4
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding.

Within ADF(P) rank groups, JO had the highest proportion of females (20%) while SNCO/WO had the lowest proportion of females (12%). Refer to table 6. Compared with 2011, the proportion of females in all rank groups increased slightly in 2015.

Table 6: Gender by ADF(P) rank with year comparison

ADF(P) gender	OR/JNCO % N=32,580	SNCO/WO % N=11,081	JO % N=12,765	SO % N=2,325	Total ADF(P) % N=58,751
Male	85	88	80	87	85
Female	15	12	20	12	15
X (intersex / indeterminate / unspecified)	0.4	0.1	0.1	0.3	0.3
Total	100	100	100	100	100
% of males in 2011	87	89	81	90	86

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only

ADF(R) gender and age

Since 2011 the total ADF(R) gender proportions moved very slightly towards males: 84% male in 2011 compared with 85% male in 2015. Refer to table 7. In 2011, Navy had 79% males, Army had 86% males and Air Force had 79% males. Note that gender X (intersex / indeterminate / unspecified) comprised less than 1% of any Service.

Table 7: ADF(R) member's gender by Service with year comparison

ADF(R) gender	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Male	76	87	78	85
Female	24	13	22	15
X (intersex / indeterminate / unspecified)	0.3	0.1	0.1	0.1
Total	100	100	100	100
% of males in 2011	79	86	79	84
% of males in 2007	80	86	80	84

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only.

The median age for ADF(R) increased from 39 years in 2011 to 43 years in 2015. The ADF(R) median ages show a pattern of increased aging since 2007. Refer to table 8.

Table 8: Age of Defence ADF(R) members by year

ADF(R) age	2015	2011	2007
N	16,816	21,554	19,619
Under 30 years (%)	17	28	31
30 years and over (%)	81	70	69
No answer (%)	2	2	0
Total	100	100	100
Median age (years)	43	39	37

Notes: Values may not sum to totals due to rounding. 2015 median age was based only on those who provided an age.

ADF(R) Army experienced the largest increase in median age from 35 in 2011 to 41 in 2015.

Table 9: Age of Defence ADF(R) members by Service

ADF(R) age	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Under 30 years (%)	2	22	3	17
30 years and over (%)	96	77	95	81
No answer (%)	1	2	2	2
Total	100	100	100	100
Median age (years) 2015	51	41	50	43
Median age (years) 2011	48	35	45	39

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only. 2015 median age was based only on those who provided an age.

Within the ADF(R), Navy and Air Force had similar but not identical rank profiles. Army had proportionally fewer JO and proportionally more OR/JNCO than the other two Services. Refer to table 10.

Table 10: Rank by ADF(R) Service

ADF(R) rank	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
OR/JNCO	24	61	27	53
SNCO/WO	30	15	26	18
JO	32	20	33	23
SO	15	4	14	7
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding.

Within ADF(R) ranks, the highest proportion of females (18%) were JO while SO had the lowest proportion of females (10%). Refer to table 11. Compared to 2011, the proportion of females in all rank groups increased slightly in 2015.

Table 11: Gender by ADF(R) rank with year comparison

ADF(R) gender	OR/JNCO % N=8,881	SNCO/WO % N=2,986	JO % N=3,845	SO % N=1,104	Total ADF(R) % N=16,816
Male	85	85	82	91	85
Female	15	15	18	10	15
X (intersex / indeterminate / unspecified)	0.1	0.2	0.2	0.0	0.1
Total	100	100	100	100	100
% of males in 2011	87	86	81	92	84

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only.

Defence APS

Table 12 below shows that the proportions of females to males varied considerably across APS classifications, from a low of 17% females in the SES to a high of 57% females at APS Level 1-4. Compared to 2011, the male / female proportions in the lowest three classifications remained very similar but there was a considerable decrease in the female proportion of the SES from 2011 to 2015.

Table 12: APS employee's gender by APS classification

APS gender	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4)% N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Male	43	61	68	83	66	59
Female	57	39	32	17	31	40
X (intersex / indeterminate / unspecified)	0.3	0.3	0.1	0.0	3	0.2
Total	100	100	100	100	100	100
% of males in 2011	43	62	72	76	na	60
% of males in 2007	na	na	na	na	na	61

Notes: Values may not sum to totals due to rounding. N counts are for 2015 only. ^Caution: weighted sample (N) <50. na means information not available.

APS employees under the age of 30 decreased between 2011 and 2015 from 13% to 7%. The median age for APS increased from 45 years in 2011 to 48 years in 2015. APS median ages showed a steady increase since 2007. Refer to table 13.

Table 13: Age of APS employees by year

APS age	2015	2011	2007
N	20,138	22,363	19,980
Under 30 years (%)	7	13	15
30 years and over (%)	88	85	85
No answer (%)	5	2	0
Total	100	100	100
Median age (years)	48	45	43

Notes: Values may not sum to totals due to rounding. 2015 median age was based only on those who provided an age.

Table 14 shows median ages by Defence APS classification. Ages were fairly consistent across APS classification levels though slightly older at the most senior (SES) level.

Table 14: Age of APS employees by APS classification

Age	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4)% N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Under 30 years (%)	14	9	1	0	20	7
30 years and over (%)	80	87	95	95	73	88
No answer (%)	6	4	4	5	7	5
Total APS	100	100	100	100	100	100
Median age (years) 2015	48	47	48	52	49	48
Median age (years) 2011	na	na	na	na	na	45

Notes: Values may not sum to totals due to rounding. 2015 median age was based only on those who provided an age. N counts are for 2015 only. ^Caution: weighted sample (N) <50. na means information not available.

Diversity

ADF(P) non-English speaking background

English only was the language first spoken as a child for 92% of all ADF(P) members. There were minimal differences between ADF(P) Services. Refer to table 15.

Language first spoken as a child differed slightly by ADF(P) rank with 94% of SNCO/WOs and SO who only spoke English as a child, compared to 92% of OR/JNCOs and 91% of JO.

Table 15: Language first spoken as a child by ADF(P) Service

	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Only English	92.3	92.0	92.0	92.1
English and another language	5.1	5.4	5.1	5.2
Only a language other than English	1.9	2.0	2.5	2.1
No answer	0.6	0.7	0.4	0.6
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(P) religion

Across the three ADF(P) Services there were no notable differences in the proportions of members affiliated with particular religions. Refer to table 16. However, when compared with the 2011 Census, the number of ADF(P) members who indicated that they had no religion or religious affiliation increased considerably. Of all ADF(P) members in 2015, 53% indicated no religion / religious affiliation. This proportion was 37% in the 2011 Census when it comprised Navy: 39%, Army: 37% and Air Force: 37%.

Table 16: Religion by ADF(P) Service

ADF(P) religion	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
No religion or religious affiliation	52.8	52.9	52.1	52.7
Christianity	38.0	38.6	39.2	38.6
Other religion	1.3	1.3	1.5	1.3
Buddhism	0.9	0.8	0.8	0.8
Hinduism	0.2	0.2	0.5	0.3
Islam	0.3	0.2	0.2	0.2
Judaism	0.1	0.2	0.1	0.2
Prefer not to answer	5.7	5.0	5.3	5.2
No answer	0.8	0.8	0.4	0.7
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(P) disability or chronic medical condition

Of all ADF(P) members, 15% indicated that they had at least one form of disability or chronic medical condition. Army had a slightly higher proportion of members with disabilities or chronic medical conditions (17%) than Navy and Air Force, both at 14%. Refer to table 17.

Table 17: Disability / chronic medical condition by ADF(P) Service

ADF(P) disability or chronic medical condition	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
No disability or chronic medical condition	83.6	81.1	83.7	82.4
Have at least one form of disability or chronic medical condition	13.7	16.6	13.9	15.2
No answer	2.7	2.2	2.4	2.4
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(P) Aboriginal and Torres Strait Islander origin

The proportions of ADF(P) members indicating that they were of ATSI origin increased by almost 1% in the four years since the 2011 Census. In 2015, 2.3% of ADF(P) members indicated they were of Aboriginal and Torres Strait Islander (ATSI) origin, up from 2011 (1.4%), 2007 (1.4%) and 2003 (1.3%).

Navy had a slightly higher proportion of ADF(P) ATSI members (2.8%) than the Army (2.1%) and Air Force (1.7%). Most ATSI members were of Aboriginal origin only. Refer to table 18.

A higher proportion of ATSI ADF(P) were in OR/JNCO (3.1%) than all other rank groups.

Within the total ADF(P) population, there was a slightly higher proportion of ATSI females (2.6%) than males (2.2%).

Table 18: ATSI origin by ADF(P) Service

ADF(P) ATSI origin	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Not of ATSI origin	96.2	96.5	97.5	96.7
Of ATSI origin	2.8	2.3	1.7	2.3
Aboriginal origin only	2.1	2.1	1.5	2.0
Torres Strait Islander origin only	0.5	0.1	0.1	0.2
Both Aboriginal & Torres Strait Islander origin	0.2	0.1	0.1	0.1
No answer	1.0	1.2	0.8	1.0
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(P) Lesbian, Gay, Bisexual, Transsexual and Intersex (LGBTI)

A slightly higher proportion of Navy members (5%) identified as LGBTI than Air Force (4%) and Army (3%). Refer to table 19. Note the high non-response for ADF(P). This was caused, in part, by an error in the answering instructions within the paper version of the ADF(P) paper Census form. ADF(P) female personnel were nearly four times as likely to identify as LGBTI (9.7%) than their male colleagues (2.7%). Junior Officers (5%) were slightly more likely to identify as LGBTI than the overall average (4%).

Table 19: LGBTI identification by ADF(P) Service

ADF(P) LGBTI identification	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Member identifies as LGBTI	5.1	3.2	4.1	3.9
Member does not identify as LGBTI	58.4	59.3	66.5	60.8
Prefer not to answer	2.3	2.0	2.7	2.3
No answer	34.2	35.5	26.7	33.0
Total ADF(P)	100	100	100	100

Note: Values may not sum to totals due to rounding.

ADF(R) non-English speaking background

Army members were less likely to speak only English at home as a child (87%), compared with Navy and Air Force (both 92%) members. Refer to table 20.

Language first spoken as a child differed slightly by ADF(R) rank group with 94% of SO speaking only English as a child compared with 87% for both OR/JNCO and JO.

Table 20: Language first spoken as a child by ADF(R) Service

Language first spoken as a child	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Only English	92.3	87.4	91.7	88.4
English and another language	5.2	8.5	5.0	7.7
Only a language other than English	1.9	3.3	2.8	3.1
No answer	0.6	0.8	0.5	0.8
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(R) religion

There were slight differences in the religions Reservists identified with when analysed by Service. Refer to table 21. Army members were slightly less likely to identify as Christian (53%) compared with the other two Services with Navy at 59% and Air Force at 57%. A larger proportion of Army Reservists indicated that they had no religion / religious affiliation (38%) compared with Navy: 35% and Air Force: 34%.

When comparing 2015 Census proportions with the 2011 Census, the number of Reservists who indicated that they had no religion or religious affiliation increased by 10% in 2015. In 2015, 37% of ADF(R) members indicated that they had no religion / religious affiliation as compared to 27% in 2011.

Table 21: Religion by ADF(R) Service

ADF(R) religion	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
No religion or religious affiliation	34.6	37.7	34.2	36.9
Christianity	59.0	53.5	56.8	54.4
Other religion	2.5	3.1	3.7	3.1
Buddhism	0.3	0.9	0.3	0.8
Judaism	0.4	0.5	0.3	0.4
Hinduism	0.0	0.4	0.0	0.3
Islam	0.0	0.2	0.0	0.1
Prefer not to answer	2.8	3.4	4.3	3.5
No answer	0.4	0.4	0.5	0.4
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(R) disability or chronic medical condition

Within the total ADF(R) population, 16% indicated that they had at least one form of disability or chronic medical condition. Army (15%) had a slightly lower reporting of disabilities or chronic medical conditions than Navy (21%) and Air Force (20%). Refer to table 22. Note, both Navy and Air Force had older age profiles than Army.

When disability / chronic medical condition was analysed by rank group, SNCO/WO (29%) and SO (26%) were more likely to have at least one form of disability or chronic medical condition than the other two rank groups. Reserve members in more senior ranks were also more likely to be older than those in junior ranks.

Table 22: Disability / chronic medical condition by ADF(R) Service

ADF(R) - disability or chronic medical condition	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
No disability or chronic medical condition	76.9	82.3	77.9	81.2
Have at least one form of disability or chronic medical condition	21.0	14.9	19.9	16.2
No answer	2.1	2.7	2.3	2.6
Total	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding.

ADF(R) ATSI origin

Among Reserve Force members, 1.8% indicated they were of ATSI origin compared with 3.9% in 2011 and 1.8% in 2007.

Army had the highest proportion of Reserve ATSI members, followed by Air Force then Navy. Most ATSI members were of Aboriginal origin only. Refer to table 23.

The highest proportion of ATSI Reserve members were OR/JNCO (2.5%) compared with all other rank groups while the lowest proportion were SO (0.5%).

Within the ADF(R) there were more ATSI males (1.9%) than females (1.2%).

Table 23: ATSI origin by ADF(R) Service

ATSI origin	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Not of ATSI origin	98.4	96.0	97.7	96.5
Of ATSI origin	0.6	2.1	1.0	1.8
Aboriginal origin only	0.6	1.7	0.8	1.5
Torres Strait Islander origin only	0.0	0.2	0.2	0.2
Both Aboriginal & Torres Strait Islander origin	0.0	0.2	0.1	0.2
No answer	1.0	1.9	1.2	1.7
Total	100.0	100.0	100.0	100.0

Notes: Values may not sum to totals due to rounding.

ADF(R) LGBTI

Table 24 displays LGBTI identification by Reserve Service. A slightly higher percentage of Navy members identified as LGBTI (6%), compared with Army (5%) and for Air Force (4%).

ADF(R) female personnel are nearly three times as likely to identify as LGBTI (10.8%) than their male colleagues (4.0%).

Junior Officers (7%) were slightly more likely to identify as LGBTI than all other rank groups.

Table 24: LGBTI identification by ADF(R) Service

LGBTI identification	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Member identifies as LGBTI	6.4	5.2	4.0	5.1
Member does not identify as LGBTI	85.2	88.4	89.5	88.3
Prefer not to answer	5.4	3.1	4.1	3.4
No answer	3.0	3.3	2.4	3.1
Total ADF(R)	100.0	100.0	100.0	100.0

Notes: Values may not sum to totals due to rounding.

Defence APS

Defence APS non-English speaking background

English only was the language first spoken as a child by 83% of all Defence APS employees.

There were slight percentage variations between classification levels from a low of 82% for Level 5-6 (S&T 3-4) and a high of 86% for SES (S&T 7-8). Refer to table 25.

Table 25: Language first spoken as a child by APS classification

Language first spoken as a child	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4) % N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Only English	83.5	81.6	84.0	85.8	79.8	82.9
English and another language	9.3	9.9	8.2	6.2	10.1	9.2
Only a language other than English	6.1	7.8	7.4	7.4	10.1	7.3
No answer	1.1	0.8	0.4	0.5	0.0	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Notes: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) <50.

Defence APS religion

There were some differences in religions by APS classification levels. Refer to table 26. Overall, 42% of APS employees had no religion / religious affiliation. This was a notable increase from the 2011 Census, when 33% of Defence APS employees indicated that they had no religion / religious affiliation.

For the 2015 Census, as APS classification level increased it was more likely that employees had no religion / religious affiliation, from a low of 40% for Level 1-4 (S&T 1-2) to a high of 49% for SES (S&T 7-8).

Christianity was the most common religion for all levels (46% for all of Defence APS) and this varied only slightly between levels.

Table 26: Religion by APS classification

Religion	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4) % N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
No religion or religious affiliation	39.8	41.3	43.8	48.9	64.2	41.9
Christianity	44.8	46.0	46.2	44.4	22.4	45.7
Other religion	3.1	1.7	1.3	1.1	3.4	1.9
Buddhism	1.3	2.1	1.1	0.0	0.0	1.6
Hinduism	1.6	1.4	1.3	0.0	0.0	1.4
Islam	0.4	0.7	0.7	0.0	0.0	0.6
Judaism	0.1	0.3	0.2	0.0	0.0	0.2
Prefer not to answer	7.8	6.1	5.1	4.8	10.1	6.2
No answer	1.0	0.5	0.4	0.8	0.0	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

Notes: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) <50.

Defence APS disability or chronic medical condition

Across the Defence APS, 20% of all employees indicated that they had at least one form of disability or chronic medical condition. Refer to table 27. There were considerable variations in figures between levels. Proportions of employees with disabilities / chronic medical conditions declined as level increased: 23% of Level 1-4 (S&T 1-2) reported at least one disability / chronic medical condition while 10% of SES (S&T 7-8) reported a disability / medical condition.

Table 27: Disability / chronic medical condition by APS classification

Have a disability or chronic medical condition	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4) % N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
No disability or chronic medical condition	74.0	75.9	78.7	86.2	76.5	76.5
Have at least one form of disability or chronic medical condition	22.9	20.7	18.4	10.3	13.1	20.3
No answer	3.1	3.4	2.9	3.6	10.4	3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Notes: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) <50.

Defence APS ATSI origin

Among Defence APS employees, 1.8% indicated they were of ATSI origin, a 1.1% increase compared with 0.7% in 2011 and 0.8% in 2007. Specifically, 1.7% identified as being of Aboriginal origin only, none as Torres Strait Islander origin only and 0.1% as being of both Aboriginal and Torres Strait Islander origin (compared with 0.6%, <0.05% and 0.1% in 2011 and 0.7%, 0.1% and <0.05% in 2007). Refer to table 28.

Table 28: ATSI origin by APS classification

ATSI origin	Level 1-4 (S&T 1-2) % N=4,851	Level 5-6 (S&T 3-4) % N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Not of ATSI origin	94.7	97.4	98.2	97.7	100.0	97.0
Of ATSI origin	4.1	1.2	0.9	0.5	0.0	1.8
Aboriginal origin only	3.8	1.1	0.9	0.5	0.0	1.7
Torres Strait Islander origin only	0.1	0.0	0.0	0.0	0.0	0.0
Both Aboriginal & Torres Strait Islander origin	0.2	0.1	0.0	0.0	0.0	0.1
No answer	1.2	1.3	1.0	1.8	0.0	1.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Note: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) <50.

Defence APS LGBTI

The average proportion of employees who identified as LGBTI for Defence APS was 6% with minor variations between classifications. Refer to table 29. There was little variation between APS males (5%) and females (6%) identifying as LGBTI.

Table 29: LGBTI identification by APS classification

LGBTI identification	Level 1-4 (S&T 1-2) % N=4,851	Level 5-6 (S&T 3-4) % N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Employee identifies as LGBTI	5.4	5.5	5.6	4.7	3.4	5.5
Employee does not identify as LGBTI	81.9	84.1	84.6	85.1	89.9	83.8
Prefer not to answer	11.1	9.2	8.4	8.2	6.7	9.4
No answer	1.4	1.1	1.2	2.0	0.0	1.2
Total	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) <50.

Relationships and dependants

ADF(P)

Across all Permanent Services, most commonly members were either married (40%) or single (30%). Refer to table 30. A further 24% of members were in some form of interdependent relationship. Air Force members were more likely to be married (51%) compared with the other two Services which both have 37% of married members. Twenty-two percent of Air Force members were single compared with 34% of Navy and 33% of Army members.

Senior ranks were much more likely to be married or in an interdependent relationship (SNCO/WO: 82% and SO: 89%) compared with junior ranks (OR/JNCO: 54% and JO: 71%). Senior NCO/WO Rank was more likely to be separated or divorced (7% when taken together) than all other rank groups.

ADF(P) males were more likely to be married (43%) than females (28%), whereas females were more likely (30%) to be in some form of interdependent relationship compared with males (23%). In aggregate, males were more likely to be married or in an interdependent relationship (65%) compared with females (58%). Females were twice as likely to be divorced (4%) as males (2%).

Table 30: Relationship status by ADF(P) Service

Relationship status	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Married	37	37	51	40
Interdependent relationship (ADF recognised)	12	13	14	13
Interdependent relationship (not ADF recognised)	12	12	8	11
<i>Sub-total married / interdependent relationship</i>	<i>61</i>	<i>62</i>	<i>72</i>	<i>64</i>
Separated	2	2	2	2
Divorced	2	2	2	2
Widowed	*	*	*	*
Single	34	33	22	30
No answer	1	2	1	1
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Most ADF(P) members were categorised as being a Member with Dependants (MWD) (50%) or a Member without Dependants (MWOD) (42%), while 6% were Member with Dependants (Unaccompanied) (MWD(U)). Refer to table 31. Air Force members were much more likely to be MWD (62%) than Navy (43%) or Army (47%). Navy members were slightly more likely to be MWD(U) at 8% than the other two Services which were both at 6%.

Senior ranks were more likely to be MWD than junior ranks with SO at 78% and SNCO/WO at 73% compared to the overall average of 50%. Other Ranks /JNCO were least likely to be MWD (37%). Senior ranks were also more likely to be MWD(U) with SO at 12% and SNCO/WO at 10% compared to 6% overall.

Table 31: Categorisation by ADF(P) Service

Categorisation	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Member with Dependants (MWD)	43	47	62	50
Member with Dependants (Unaccompanied) (MWD(U))	8	6	6	6
Member without Dependants (MWOD)	48	45	32	42
No answer	1	2	1	2
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

ADF(R)

Across the ADF(R), 72% of members were married or in an interdependent relationship. This varied somewhat by Service. Army had the lowest proportion of members that were married or in an interdependent relationship (69%). Refer to table 32. Conversely, Army had a much higher proportion of single members (25%) compared with Navy (8%) and Air Force (7%).

Senior ranks were more likely to be in a married or interdependent relationship (SNCO/WO: 83% and SO: 88%) compared with junior ranks (OR/JNCO: 64% and JO: 80%). Senior NCO/WO were more likely to be separated or divorced (8% when taken together) than OR/JNCO (5%).

Table 32: Relationship status by ADF(R) Service

Relationship status	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Married	72	56	75	60
Interdependent relationship	9	12	8	11
State registered relationship	1	1	1	1
<i>Sub-total married / interdependent relationship</i>	<i>82</i>	<i>69</i>	<i>84</i>	<i>72</i>
Separated	3	2	3	3
Divorced	5	3	4	3
Widowed	1	*	*	*
Single	8	25	7	21
No answer	1	*	1	*
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Defence APS

The proportion of APS employees who were married or in an interdependent relationship increased as classification level increased, from a low of 64% for Level 1-4 (S&T 1-2) to a high of 88% for SES (S&T 7-8). Refer to table 33. SES employees were slightly less likely to be separated or divorced (6% in total) than Level 1-4 (S&T 1-2) employees (9%).

Male APS employees were more likely (78%) to be married or in an interdependent relationship compared with females (68%). Females were slightly more likely to be separated or divorced (10%) than males (6%).

Table 33: Relationship status by APS classification

Relationship status	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4) % N=8,676	EL 1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Married	53	61	70	82	50	62
Interdependent relationship	10	12	10	6	27	11
State registered relationship	1	1	*	0	0	1
<i>Sub-total married / interdependent relationship</i>	<i>64</i>	<i>73</i>	<i>80</i>	<i>88</i>	<i>76</i>	<i>74</i>
Separated	3	3	3	3	0	3
Divorced	6	5	5	3	3	5
Widowed	1	1	1	1	0	1
Single	25	17	11	4	20	17
No answer	1	1	1	*	0	1
Total	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%. ^Caution: weighted sample (N) <50.

Length of service

ADF(P)

Within the ADF(P), Army had a higher proportion of members with shorter service (44% with 5 years or less), compared with 38% for Navy and 26% for Air Force. Conversely Air Force had a higher proportion of members with 16 years or more service (32%) than Navy (25%) and Army (22%).

When 2015 figures were compared with the previous Census figures, there was a decline in the proportion of shorter service periods in the Navy and the Air Force and conversely an increase in the proportion of longer serving members in those Services. Navy recorded the largest increase in length of service with 25% of members serving 16 years or more in 2015 compared with 20% in 2011.

Increased length of service in all Services was reflected in the increased median years of service: all Services had an increase of one year in the median length of service period. Refer to table 34.

Table 34: Length of ADF service summary by ADF(P) Service with 2011 comparison

Length of service	Navy %		Army %		Air Force %	
	2015 N=14,346	2011 N=14,052	2015 N=29,994	2011 N=30,020	2015 N=14,411	2011 N=14,695
5 years or less	38	46	44	45	26	34
6-10 years	23	22	22	21	24	22
11-15 year	13	10	12	11	17	13
16 years or more	25	20	22	21	32	29
No answer	1	2	1	2	1	1
Total	100	100	100	100	100	100
Median LOS (years)	7	6	7	6	10	9

Notes: Values may not sum to totals due to rounding. 2015 LOS median based only on those who provided years of service. ADF(P) service includes all time served in ADF—Permanent, Reserve and CFTS.

ADF(R)

Table 35 below is based on length of service in ADF(R) only: they exclude any prior service in the ADF(P). Army had proportionally more members with 5 years or less service (41%) than Navy (33%) and Air Force (36%). Air Force had a higher proportion of members with 6-10 years service (33%) compared with Navy (24%) and Army (23%). Navy had the highest proportion of members with 16 years or more service (25%) compared with Army (22%) and Air Force (12%).

For all Services, the average service period increased since 2011, with lower proportions of shorter-serving members (5 years or less) and higher proportions of longer serving members for all Services. Navy had the largest increase of longer serving members with the proportion of 16 years or more service increasing from 19% in 2011 to 25% in 2015. Refer to table 35.

Table 35: Length of service within ADF(R) only—summary by Service with 2011 comparison

Length of service	Navy %		Army %		Air Force %	
	2015 N=1,317	2011 N=2,223	2015 N=12,876	2011 N=16,430	2015 N=2,623	2011 N=2,901
5 years or less	33	46	41	55	36	50
6-10 years	24	20	23	16	33	26
11-15 years	16	12	12	9	17	12
16 years or more	25	19	22	17	12	9
No answer	2	5	1	8	1	4
Total	100	100	100	100	100	100
Median LOS (years)	9	6	7	4	7	5

Notes: Values may not sum to totals due to rounding. 2015 LOS median based only on members who provided years of service. Service relates to ADF(R) service only and excludes any ADF(P) service.

Table 36 below is based on ADF(R) members' combined length of service in both the Permanent **AND** Reserve components of the ADF and the median length of service for each Service. The median

length of service for Army was much lower at 11 years compared with Navy at 25 years and Air Force at 24 years. Most Navy and Air Force Reservists are recruited from the Permanent forces, whereas the majority of Army Reservists are recruited directly into the Army Reserve. When compared with the median service years, there were considerable differences between Reserve only service and total ADF service.

Table 36: Length of service within ADF—summary by ADF(R) Service

Length of service	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
5 years or less	5	31	5	25
6-10 years	10	17	16	16
11-15 years	14	12	11	12
16 years or more	70	39	67	46
No answer	1	2	1	1
Total	100	100	100	100
Median LOS (years)	25	11	24	14

Note: Values may not sum to totals due to rounding. 2015 LOS median based only on members who provided years of service. Service relates to ADF service, both Permanent AND Reserve.

Defence APS

Within the Defence APS, 31% of employees had five years or less service while 22% had 16 or more years of service. Refer to table 37.

In 2015 there was a smaller proportion of APS employees with five years or less service (31%) compared with 2011 Census figures for the same period (39%). Conversely there were more employees with longer service in 2015. These balanced out to create no movement in median years of service between the current and previous Censuses, which remained at eight years.

Males had slightly longer service periods than females with 24% of males with 16 or more years of service and 19% of females for the same period. Conversely there were more females at shorter service periods (32% at 5 years or less) compared with males (29% for the same period).

Table 37: Length of service within APS—summary with 2011 comparison

Length of service	Defence APS %	
	2015 N=20,138	2011 N=22,363
5 years or less	31	39
6-10 years	27	22
11-15 years	20	13
16 years or more	22	20
No answer	1	6
Total	100	100
Median LOS (years)	8	8

Notes: Values may not sum to totals due to rounding. 2015 LOS median based only on those who provided years of service.

Permanent ADF Members

Previous Defence experience

In the 2015 Census 17% of all ADF(P) members indicated that they had previous employment in the ADF(P). Of those, 17% of Navy indicated that they had prior Navy employment, 16% of Army had prior Army employment and 9% of Air Force had prior Air Force employment. In total, 9% of members had previous ADF(R) experience and 3% had foreign armed services experience. Across the ADF(P), 71% of members had no prior Defence or Defence-related experience. Air Force members were most likely to have no prior Defence employment (76%) compared with Navy (72%) and Army (69%).

The proportion of members with prior Reserve service decreased slightly from 11% in 2011 to 9% in 2015. Also, the proportion of members who had no prior Defence or Defence-related service employment increased from 61% in 2011 to 71% in 2015.

Participation in Defence Gap Year or cadet organisations

ADF (P) members were asked whether they participated in any Defence Gap Year programs or ADF cadet organisations prior to joining the ADF and whether they were currently participating. Just under 2% of the current ADF(P) members had undertaken the ADF Gap Year program.

Of the ADF sponsored cadet organisations, the most commonly used by serving ADF(P) members was the Australian Army Cadets (8%). Twelve percent of current serving Army members, 5% of Navy members and 4% of Air Force members indicated they had served in the Army Cadets. Seven percent of Navy members had participated in the Navy Cadets and 15% of Air Force members had participated in Australian Air Force Cadets or Air Training Corps.

Seventy-eight percent of all ADF(P) members had not participated in, or were not currently participating in cadet, work experience or gap year programs / organisations asked about in the Census.

Operational service

Force assignments by Service

For the 2015 Census, force assigned meant being a member of a force assigned under command of HQJOC or HCAST for combat or related operations both domestically or internationally. A force assignment was usually given an operational name or Task Force number. Force assignments did not include routine sailings or field exercises.

Since 1 January 1999, 55% of all ADF(P) members had been force assigned one or more times. Seventeen percent had been force assigned once, while 37% had been force assigned up to three times.

Sixty-three percent of Navy members, 50% of Army and 57% of Air Force were force assigned at least once since 1 January 1999.

Force assignments by gender

Males were more likely (56%) to have been force assigned than females (50%). Females were slightly more likely to have been force assigned once (19%) than males (17%) whereas males were slightly more likely (4%) to have been force assigned 10 or more times than females (2%).

Length of force assignments

Of members who had been force assigned since 1 January 1999 (55% of the total ADF(P) or 32,263 personnel), most commonly members had been force assigned once only for periods of between one and 12 months. Most force assignments were for periods from more than four to less than eight months. Refer to table 38. Three percent had been force assigned two to 10 times for eight months or longer.

Table 38: ADF(P) force assignments since 1 Jan 1999 by specific length of assignment

Number of force assignments since 1 Jan 1999 N=32,263						
	<1 month	>1 month to <2 months	>2 months to <4 months	>4 months to <6 months	>6 months to <8 months	8 months or longer
1 times	15	12	19	21	25	10
2 times	6	5	7	8	9	2
3 times	3	2	3	3	3	*
4 times	1	1	1	1	1	*
5 times	1	1	1	1	*	*
6 times	1	1	*	*	*	*
7 times	*	*	*	*	0	0
8 times	*	*	*	*	0	0
9 times	*	*	*	0	0	0
10 or more times	3	1	1	*	*	*
<i>Sub-total</i>	30	23	33	36	39	14
No answer and force assignments not specified	70	77	67	64	61	86
Total	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%. Only includes ADF(P) members who were force assigned since 1 Jan 1999.

Months of force assignment in last 12 months

Within the last 12 months, 16% of total ADF(P) members were force assigned. Navy members were more likely (26%) to have been force assigned for any period, followed by Air Force (19%) then Army (11%). Across the ADF(P), if a member was force assigned in the last 12 months, there was an even split at three months: half (8%) of the force assigned members were assigned for three months or less and the other half (8%) were assigned for four months or more.

By rank group, force assignments in the last 12 month were evenly distributed with 17% of all rank groups being force assigned, with the exception of SO where 12% were force assigned.

Males were slightly more likely (17%) to be force assigned than females (15%) in the last 12 months.

Accommodation

In the 2015 Census, 53% of ADF(P) members lived in Service-provided accommodation. Refer to table 39. Historically, the comparable figures were:

- 2011 – 50%
- 2007 – 56%
- 2003 – 59%.

Army members were more likely to live in Service-provided accommodation (60%) than the other two Services (both 47%). The largest proportion of Navy members (29%) lived in privately rented accommodation with rental assistance (RA), while the largest proportion of Army members (28%) were in living in accommodation (LIA). The largest proportion of Air Force members (28%) lived in Service Residences (SR) off base. Air Force members were more likely (24%) to be buying / paying off a home than Navy (16%) or Army (12%) members.

There were minimal changes in the type of accommodation that members lived in between 2015 and 2011 Censuses.

Table 39: Type of accommodation by ADF(P) Service

Type of accommodation	2015				2011
	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751	Total ADF(P) % N=58,768
Service provided					
Onboard ship	3	*	*	1	1
Living-in accommodation (service barracks/mess)	21	28	14	23	21
Service residence (SR) on base	3	4	3	4	4
Other service residence (SR) off base	18	26	28	25	24
Member without dependants Choice Accommodation	2	2	1	1	*
<i>Sub-total service provided</i>	<i>47</i>	<i>60</i>	<i>47</i>	<i>53</i>	<i>50</i>
Other accommodation					
Privately rented accommodation with Rental Assistance (RA)	29	21	24	24	26
Privately rented accommodation without Rental Assistance (RA)	3	3	2	3	3
A home - buying / paying off	16	12	24	16	16
A home - fully paid off	2	1	2	1	1
Rent-free	1	1	1	1	1
<i>Sub-total other accommodation</i>	<i>50</i>	<i>38</i>	<i>52</i>	<i>44</i>	<i>46</i>
No answer	4	2	1	2	3
Total	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Other Ranks/JNCO were much more likely to live in LIA (32%) than all other rank groups (overall average 23%). Senior NCO/WO were much more likely to live in SR off base (34%) than all other rank groups (overall average 25%). Senior Officers were more likely to be buying or paying off a home (39%) and also had the highest proportion of home ownership (5%) than all other rank groups (overall average 16% and 1% respectively).

Work life balance

Hours worked

The most common period of hours worked in the most recent full working week prior to the 2015 Census in the ADF(P) was 41-50 hours. This varied slightly by Service: Navy was 31-40 hours, Army was 41-50 hours and Air Force was 31-40 hours. Refer to table 40. The median and mean values reflect this difference with Army members working on average 47 hours (median) and 51 hours (mean), Navy 45 hours (median) and 50 hours (mean). Air Force work 42 hours (median) and 45 (mean). The averages for the entire ADF(P) were 45 hours (median) and 49 hours (mean).

There was a direct link between the average number of hours worked in the last full working week and an ADF(P) members' rank. As rank increased, so did the median hours worked. Other Ranks/JNCO and SNCO/WO worked a median of 45 hours, JO worked 46 hours and SO worked 50 hours.

On average across the ADF(P) males worked more hours (most commonly 41-50 hours, median: 45 hours and mean: 50 hours) than females (most commonly: 31-40 hours, median: 43 hours and mean: 47 hours).

Table 40: Hours worked in last full working week by ADF(P) Service

Hours worked in last full working week	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
1-10 hours	1	1	1	1
11-20 hours	1	1	1	1
21-30 hours	2	2	3	2
31-40 hours	36	24	39	30
41-50 hours	28	38	38	35
51-60 hours	11	16	10	13
61-70 hours	6	6	3	5
71-80 hours	4	3	2	3
81-90 hours	3	2	1	2
More than 90 hours	7	7	1	5
No answer	2	2	1	2
Total	100	100	100	100
Median (hours worked)	45	47	42	45
Mean (hours worked)	50	51	45	49

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%. 2015 median and mean only based on people who supplied an answer to hours worked. Mean is a weighted average reflecting the distribution of all answers. Median is the 50% percentile—50% answered above and 50% answered below.

Nights away from home on ADF duty

When nights spent away from home on ADF duty in the last 12 months was examined across the ADF(P) and within each Service, there was an even spread of responses for each band of nights away from home. This means that, irrespective of Service, some members (30% of those who answered) spent 1 to 30 nights away from home on duty, 23% spent from 31-80 nights away and 30% spent from 81 to 100 nights away. Refer to table 41.

Note that all members had spent some nights away from home on duty, that is, no-one answered *None*. Also note the relatively high proportion of non-response to this question.

Average (mean) nights away from home for each Service were calculated using ungrouped answers to this question. The means show that, on average, Navy members spent more nights away from home (97 nights) on ADF duty in the last 12 months than Army (77 nights) and Air Force (60 nights).

Nights away from home on ADF duty was closely aligned with rank: as rank increased nights way from home decreased. On average, OR/JNCO spent 87 nights away from home, while SO spent 51 nights away. On average (mean), males spent 79 nights away from home on ADF duty compared with 71 nights for females.

Table 41: Nights away from home on ADF duty by ADF(P) Service

Nights away from home on ADF duty in last 12 months	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
None	0	0	0	0
1-10 nights	13	9	15	11
11-20 nights	8	9	12	10
21-30 nights	8	10	11	9
31-40 nights	4	6	6	6
41-50 nights	4	7	5	6
51-60 nights	3	6	5	5
61-80 nights	4	9	6	7
81-100 nights	7	9	6	8
101-150 nights	9	11	7	10
151-200 nights	10	7	4	7
More than 200 nights	12	5	3	6
No answer	18	13	20	16
Total	100	100	100	100
Mean (nights)	97	77	60	78

Notes: Values may not sum to totals due to rounding. Note the high non-response from all Services. 2015 mean based on individual, not grouped answers.

Type of Flexible Working Arrangements (FWA) used in last 12 months

The ADF(P) members who indicated that they had **applied for** any type of FWA in the last 12 months were also asked about the types of FWA that they had **used** in the last 12 months. Across the ADF(P), 86% of those who applied for one or more types of FWA in the last 12 months had also used one or more types of FWA in the last 12 months.

Variable Work Hours (VWH) was by far (61%) the most common FWA used in the last 12 months across the whole ADF(P) and within each Service. For the *other* type of FWA, there was similar usage within all Services. The exceptions were Home Located Work (HLW) which Navy members were slightly more likely to use (16%) than Air Force (13%) and Army (12%) and Part-time Leave Without Pay (PTLWOP) which Air Force members were slightly more likely to use (14%) than Army (12%) and Navy (9%).

VWH was the most common FWA used by all ranks. However, SNCO/WO used that FWA more (70%) than all other ranks. Senior Officers were more likely to use Temporary Home Located Work (THLW) (39%), HLW (28%) and Alternate Located Work ALW (14%) than all other ranks. Junior Officers (17%) and OR/JNCO (13%) were more likely to use PTLWOP than the other two rank groups (both 7%).

Of the ADF(P) members who applied for FWA in the last 12 months, females (91%) were more likely to have used at least one type of FWA in the last 12 months compared with males at 84%. VWH was the most common FWA used by males (62%) and females (59%). Females were more likely (27%) than males (4%) to use PTLWOP and HLW with females at 18% and males at 12%.

Reasons for applying for FWA

Those members who applied for any type of FWA in the last 12 months (7.5% of ADF(P) or N=4,392) were asked to indicate their reasons for applying. The three most common reasons across the ADF(P) and all Services were *to assist with caring for children, to meet personal aspirations, responsibilities and obligations* and *to fulfil education or training aspirations*. Refer to table 42.

Table 42: Top three reasons for applying for FWA by ADF(P) Service

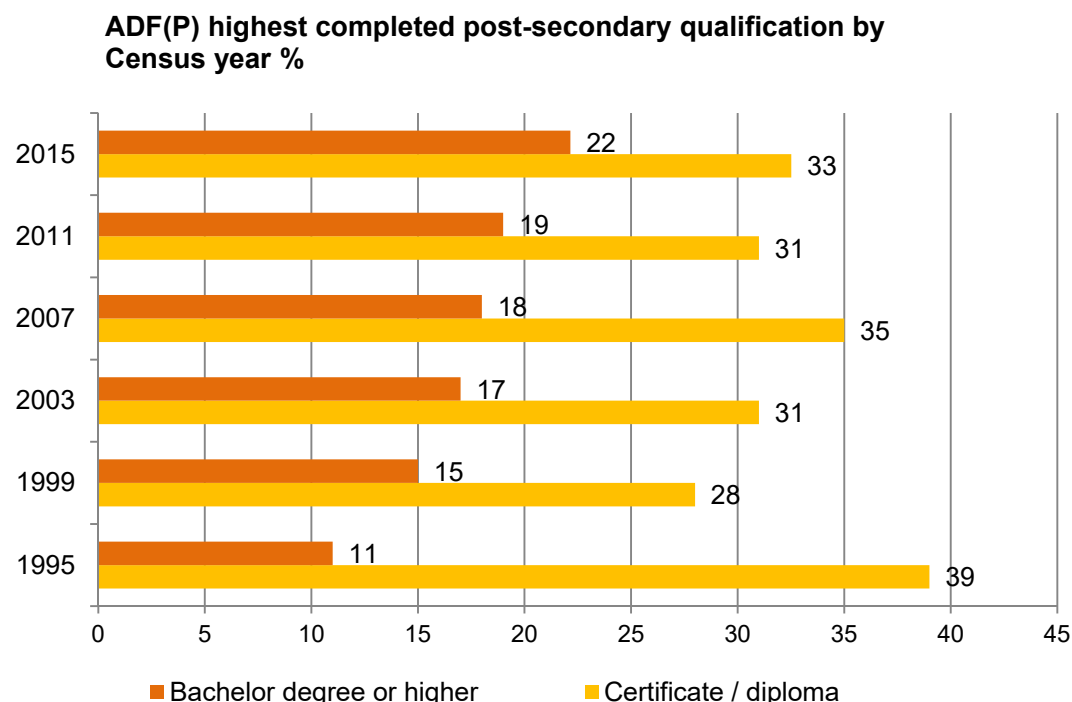
Reasons for applying for FWA – multi choice	Navy % N=1,183	Army % N=1,435	Air Force % N=1,773	Total % N=4,392
To assist with caring for children	52	54	59	56
To meet other/general personal aspirations, responsibilities & obligations	24	17	23	21
To fulfil education or training aspirations	14	12	11	12

Notes: Multiple answers allowed. Column totals may add to greater than 100%. Column percentages based on N counts in Table header. Only includes ADF(P) members who applied for FWA in last 12 months.

Education and training

The proportion of ADF(P) members with a Bachelor degree or higher as their highest completed post-secondary qualification has increased steadily over time. Refer to figure 5. Certificate / diploma qualifications varied slightly between Census years but remained around one third of members since 2003.

Figure 5: ADF(P) highest completed post-secondary qualification by Census year



The highest proportion of ADF(P) members (29%) had year 12 or equivalent as their highest level of completed education. Refer to table 43. Twenty percent of members had a vocational certificate as their highest completed education level. Army members were more likely (34%) to have year 12 than Navy (29%) and Air Force (21%). A slightly higher proportion of Air Force members were more likely to have any type of post-secondary qualification as the highest completed level than the other two Services. In comparison, Army members were the least likely to have any type of post-secondary qualification as their highest completed level.

Table 43: Highest level of completed education by ADF(P) Service

Highest level of completed education	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Year 9 / Form 3 or below	*	1	*	1
Year 10 / Form 4 / Intermediate	7	9	4	7
Year 11 / Form 5 / Leaving	6	8	4	6
Year 12 / Form 6 / HSC / VCE / Matriculation	29	34	21	29
Vocational certificate (Cert I - IV)	22	17	24	20
Diploma / Advanced diploma	14	10	16	13
Bachelor degree (incl Honours)	12	11	18	13
Postgraduate award	10	8	12	9
No answer	1	1	1	1
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

When comparing highest completed qualifications across rank groups there was a clear pattern that as rank increased so did highest completed level. Other Ranks / JNCO were most likely to have year 12 or equivalent (41%); SNCO/WO were most likely to have a diploma / advanced diploma (29%); JO most likely to have a bachelor degree (44%); and SO most likely to have a postgraduate award (81%).

Males (30%) were slightly more likely than females (28%) to have year 12 or a vocational certificate as their highest level of completed education, while females (32%) were more likely than males (25%) to have bachelor degrees or higher as their highest level of completed education.

Community involvement

Volunteer work in the last 12 months

ADF(P) members were asked to indicate how often they did voluntary work through an organisation or group in the last 12 months. Just over a quarter (28%) of all ADF(P) members indicated that they had done some voluntary work in that period. A higher proportion of Navy (32%) and Air Force (31%) members had been volunteers than Army members (25%). Refer to table 44.

A much higher proportion of SO (45%) had performed some voluntary work in the previous 12 months than any other rank group.

Table 44: Frequency of voluntary work by ADF(P) Service

Frequency of voluntary work	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Weekly or more frequently	5	5	7	6
Once or twice each month	5	4	5	5
Several times in the year	8	6	7	7
Once or twice in the year	13	10	12	11
<i>Sub-total of above</i>	<i>32</i>	<i>25</i>	<i>31</i>	<i>28</i>
None	66	73	67	70
No answer	2	3	1	2
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. Excluded from voluntary work: paid employment, work in a family business, work to qualify for a Government benefit.

Community or social group involvement

Forty-five percent of ADF(P) members were involved in one or more community / social groups. Most commonly that involvement was with a sporting group or club (29%). Refer to table 45. The overall level of community / social group involvement varied by Service, with a slightly higher proportion of Air Force members (49%) than Navy (46%) and Army (41%) involved in community / social groups.

Senior Officers (60%) were more likely to be involved in one or more community or social groups than any other rank group (overall average, 45%). Across the ADF(P) participation community or social group involvement was similar for all genders (45% involvement for each gender overall).

Table 45: Community or social group involvement by ADF(P) Service

Community or social group – multi-choice	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total ADF(P) % N=58,751
Sporting groups or clubs	30	26	33	29
Ex-service groups like RSL	16	16	13	15
Hobby groups	8	7	8	8
Community service groups	5	4	5	5
Religious groups or organisations	4	4	6	4
Schools or other education groups	3	2	3	3
Playgroups	1	1	1	1
Parent support groups	1	1	1	1
Not involved in any of these groups	42	45	42	43
No answer	12	14	9	12

Notes: Multiple answers allowed. Column totals may add to greater than 100%. Column percentages based on N counts in table header. Note the relatively high non-response.

Partners of ADF(P) members

ADF(P) members who were married or in an interdependent relationship (both recognised and unrecognised by the ADF) were asked a series of questions about their partners.

Partners in employment

Of the ADF(P) members with partners, a majority (75%) had partners who were currently employed in some capacity. Army members were slightly less likely (73%) to have partners who were employed, compared with Navy (77%) and Air Force (76%).

A large majority (92%) had partners working for an employer for a wage or salary. There were minimal differences in partner employment situations between the Services. Fifty-four percent of ADF(P) members had employed partners who worked on a permanent full-time basis. A total of 21% of members had partners who worked part-time and 17% of members had partners who worked casually. All three Services had similar proportions for all partner employment statuses.

The highest proportion of ADF(P) members had partners who worked as professionals (30% for total ADF(P)). The next most common occupation groups were in community and personal service work (19%) and clerical and administrative work (18%).

ADF(P) members with employed partners most commonly had partners who worked for non-Government and non-Defence related organisations. Of those members with partners who were employed or serving in the ADF, a higher proportion of Army members (57%) had partners who worked either in non-Government or non-Defence organisations or were self-employed than Navy (51%) and Air Force (50%) members.

The next most common employment group for partners was to serve in the same Service as their member partner. Twenty-three percent of Navy members had partners serving in the Navy, 22% of Air Force members had partners serving in the Air Force and 14% of Army members had partners serving in the Army. A considerable portion of members had partners who worked in state government (around 12% to 13%).

Partners not in employment

For ADF(P) members who had partners who were not employed, the key reason (49%) for partners not working was to stay at home and meet the needs of their family. Refer to table 46 for a list of the top ten reasons why ADF(P) partners did not work. There were very few differences in reasons for partners not being employed between Services.

Table 46: Top ten reasons for partner not being employed by member's ADF(P) Service

Top ten reasons for partner not being employed – multi-choice	Navy % N=1,838	Army % N=4,626	Air Force % N=2,389	Total % N=8,853
To stay at home and meet the needs of the family	51	48	50	49
My service related absences from home make it difficult for my partner to work	18	16	17	17
No suitable jobs available	14	16	19	16
Studying	15	16	14	15
To be home when the children are out of school	13	13	17	14
No jobs available	10	13	14	13
Childcare difficulties	12	10	11	11
Employers want people who will be in the area for a longer time	3	9	10	8
Their health	8	7	8	8
Chooses not to work	6	4	7	6

Notes: Multiple answers allowed. Column totals may add to greater than 100%. Column percentages based on N counts in header row of table. *Indicates value >0% and <0.5%. Only includes ADF(P) members in a relationship and partner not currently employed.

Children of ADF(P) members

In this section of the Census, a **dependent child** was defined as a member's own child including an adopted child, stepchild, child of the member's interdependent partner, ex-nuptial child, foster-child, or ward who was financially dependent on the member, and was:

- Aged 21 or less; or
- A full-time student aged 25 years or less; or
- With a disability / infirmity.

A majority (60%) of ADF(P) members did not have dependent children. Refer to table 47. The proportions of members with dependent children, irrespective of the time these children lived with a member, varied by Service. Air Force members were most likely (47%) to have dependent children, then Army members at 37% and Navy members at 34%.

Table 47: ADF(P) with dependent children, by Service

Dependent children summary	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total % N=58,751
Have dependent children	34	37	47	39
Do not have dependent children	64	61	52	60
No answer	2	2	1	2
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding.

Historically, the proportion of members with dependent children increased, 39% in 2015 and 34% in 2011.

There were considerable differences in the proportions of members with dependent children between ADF(P) ranks: senior members were much more likely to have dependent children (SNCO/WO 67%, SO 74%) than more junior members (OR/JNCO 26%, JO 40%).

A higher proportion of males (40%) than females (30%) had dependent children.

Nights spent with dependent children

A majority (81%) of ADF(P) members with dependent children had these children living with them for 238 nights or more. Refer to table 48. This has been treated as a multiple choice answer because some members had their dependent children living with them for different periods. Air Force members were more likely (85%) to have dependent children living with them for 238 nights or more than Army (80%) and Navy (77%) members.

Junior Officers (85%) were more likely to have their dependent children living with them for 238 or more nights per year than all other rank groups (overall average for 238 days or more was 81%).

Eighty percent (80%) of male ADF(P) members had their dependent children living with them for 238 or more nights per year compared with 85% of female ADF(P) members.

Table 48: Nights spent with dependent children by ADF(P) Service

Nights spent with dependent children – multi-choice	Navy % N=4,944	Army % N=10,978	Air Force % N=6,764	Total % N=22,686
Member has at least one dependent child they don't spend any nights with	5	5	3	4
Member has at least one dependent child who lives with them between 1 – 51 nights	5	4	3	4
Member has at least one dependent child who lives with them between 52 - 127 nights	11	11	8	10
Member has at least one dependent child who lives with them between 128 - 237 nights	6	4	4	5
Member has at least one dependent child who lives with them between 238 or more nights	77	80	85	81
No answer	3	3	2	3

Note: Multiple answers allowed. Column totals may add to greater than 100%. Column percentages based on N counts in table header. Only includes ADF(P) members with dependent child/ren.

Sole parent

Six percent of ADF(P) members with dependent children were sole parents with little variation in that proportion across the Services. ADF(P) female members with dependent children were much more likely (18%) to be sole parents than males (4%).

Children's education

The highest portion of ADF(P) had children in infants / primary school (46%), followed by secondary / middle school (28%) and then pre-school (19%). A total of 22% members had at least one dependent child who was not in school. There were slight differences between the Services on dependent children's school / study situations.

A much higher proportion of OR/JNCO had at least one dependent child not in school (26%) and in pre-school (23%) than SO (12% and 13% respectively). Conversely, SO were much more likely to have at least one dependent child at secondary / middle school (47%) and university or equivalent (16%) than OR/JNCO (16% and 1% respectively).

Junior Officers (14%) and SO (19%) were more likely to have dependent children in non-government infants / primary school than other rank groups (overall average 9%) and SO (26%) were much more likely than all other rank groups to have dependent children attending non-government secondary / middle schools (overall average 8%).

When analysed by the gender of serving members, the schooling / study situations of ADF(P) members' dependent children living with them for more than 90 nights followed very similar patterns, with the exception of children not in school. A higher proportion of male ADF(P) members (23%) had

at least one dependent child not in school than female members (18%). Similarly, a slightly higher proportion of males (19%) had at least one dependent child in pre-school than females (17%).

Education assistance for any dependent child

Five percent of ADF(P) members with dependent children at school / studying and living with them for more than 90 nights had a least one dependent child who received some form of ADF education assistance. Tutoring assistance (4% of all members in the category) was the most commonly received education assistance. Army members (5%) were slightly more likely to use tutoring assistance than Air Force (4%) and Navy (2%) members.

Senior Officers (5%) were more likely to have dependent children who used tutoring assistance than OR/JNCO (3%). Male ADF(P) members were slightly more likely to have dependent children who used tutoring assistance (4%) than female members (3%).

Childcare

Of all ADF(P) members with dependent children living with them for more than 90 nights, 43% used childcare at the time of the 2015 Census. This varied minimally by Service.

Female ADF(P) members were more likely (67%) to use childcare for their children than males (39%).

Fifty one percent of ADF(P) members with dependent children had at least one child who used a childcare centre. The next most commonly used types of regular childcare were after-school care (31%), before-school care (23%) and member's partner (20%).

Note that 17% of ADF(P) members who used any child care for any of their dependent children had at least one child who did not require any type of childcare. Three percent of those using childcare for any of their dependent children had at least one child who did not require regular childcare.

Notably, a higher proportion of females used after-school care (35%), before school care (32%) and vacation care (28%) for dependent children than males (29%, 21% and 14%). A higher proportion of males were likely to use their partner (23%) and family day care (11%) than females (11% and 6%). A higher proportion of males (18%) had at least one dependent child who did not require any type of childcare compared with females (10%).

How childcare arrangements met members' needs

A majority (57%) of ADF(P) members using childcare for their dependent children indicated that their current arrangements fully met their needs. A slightly higher proportion of Air Force members (60%) indicated that their needs were fully met than members in the other two Services, both at 55%. However, 39% of members using childcare indicated that their needs were only partially met or not met at all.

In 2011, 64% of members who used childcare indicated that their childcare arrangements met their needs with Army at 65%, Air Force at 64% and Navy at 59%. In 2015 the proportions of members whose childcare needs had been fully met declined for all Services. Historically, the proportions of members whose childcare needs were not fully met was 39% in 2015, 34% in 2011 and 36% in 2007.

Female ADF(P) members were more likely (62%) to indicate that the childcare arrangements for their dependent children were fully met than males (56%). Conversely, 40% of males compared with 34% of females indicated that their childcare arrangements partially met their needs or did not meet their needs at all.

Why childcare arrangements did not fully meet needs

Where current childcare arrangements did not fully meet needs, ADF(P) members indicated that by far the most common problem was the affordability of childcare. A higher proportion of Navy members (52%) indicated that reason than Army (50%) and Air Force (47%) members. The next most common problems around childcare were childcare operating hours: either childcare services did not open early enough (34%) or did not stay open late enough (24%).

The 2015 outcomes were similar to those in the 2011 Census. In 2011, affordability of childcare was the most common reason (53%) for childcare arrangements not fully meeting needs and the next most common problem was also childcare services not opening early enough (31%).

Where current childcare arrangements for dependent children did not fully meet needs, a higher proportion of male ADF(P) members (52%) indicated that childcare fees were not affordable and places were not available (20%) than females (42% and 13% respectively). Higher proportions of females (48%) than males (31%) indicated that services were not open early enough, and not open during shift work hours (17% females, males 14%), weekends (19% females, 12% males) and vacation periods (females 16%, males 11%).

Other dependants

In the 2015 Census, other dependants included parents, grandparents and other relatives including older children not covered earlier in the Census. Dependent children discussed in earlier sections of this report and a member's partner were excluded from the definition of other dependants.

A large majority (91%) of ADF(P) members had no other dependants (4% did not respond to this question), as defined above. There was little variation in the proportions of members with other dependants across Services, rank and ADF(P) member's gender. The proportion of members who indicated that they had other dependants rose slightly from 3% in 2011 to 5% in 2015.

Of the 5% of ADF(P) members who had other dependants, 65% of members had dependent parent(s), while 25% of members had other relatives including older children not discussed in earlier sections on dependent children. Across all three Services, a similar proportion of members had their parent(s) as dependants. Air Force members were slightly more likely to have an *other* relative(s) (28%) and their partner's parent(s) (29%) as dependants than members in the other two Services (overall average 25% and 22% respectively).

Dependants with special needs

For the 2015 Census a dependant with special needs was someone who had been formally diagnosed by a specialist as having one or more special needs. A dependant with special needs included partner, child/ren or another type of relative / friend living with an ADF(P) member.

In total, 6% of ADF(P) members had dependants with special needs living with them. A slightly higher proportion of Air Force members (8%) had one or more dependants with special needs living with them than Navy and Army members (both at 5%). In 2011, 6% of ADF(P) members—the same proportion as in 2015—had a dependant with special needs living with them.

Of those members who had dependants with special needs living with them, a majority (75%) had at least one dependent child in that situation. For 23% of the group of members who had dependants with special needs, a member's partner had one or more special needs. That proportion varied minimally by Service.

Of those members who had dependants with special needs living with them, the most common types of dependant special needs were medical conditions, illness or disability (38%) and social, emotional or behavioural special needs (37%).

The proportions varied slightly by Service: more Air Force members had dependants with medical conditions (41%) and social / behavioural special needs (40%) compared to the overall average of 38% and 37% respectively, while Navy members had fewer special needs dependants with social / behavioural special needs (30%).

Categorisation as Members with Dependants (Unaccompanied)

The purpose of the member with dependants (unaccompanied) (MWD(U)) category is to describe a group of members with dependants who become eligible for special benefits in any of the following circumstances. The criteria considered for MWD(U) categorisation include:

- A member performs duty in a location where their dependants do not live.
- A couple are both ADF members, and one member does not proceed to a new posting location.
- A couple are both ADF members, and one member moves to a new location. Each member has at least one dependant living with them.
- A member's dependants live at a personal location for reasons that are described in Division 2 of the PACMAN.

Members categorised as MWD comprised 50% of the ADF(P) while MWD(U) members comprised 6% of the ADF(P). Refer to table 49. Navy members were slightly more likely (8%) to be MWD(U) than members in the other two Services (both 6%).

Table 49: ADF(P) member categorisation by ADF(P) Service

Categorisation	Navy % N=14,346	Army % N=29,994	Air Force % N=14,411	Total % N=58,751
Member with Dependants (MWD)	43	47	62	50
Member without Dependants (MWOD)	48	45	32	42
Member with Dependants (Unaccompanied) (MWD(U))	8	6	6	6
No answer	1	2	1	2
Total	100	100	100	100

Note: Values may not sum to totals due to rounding.

Impact of Service related removals on families

On average, 51% of ADF(P) members had one to five Service-related removals during their period of full-time ADF service. This varied slightly by Service where 54% of Air Force members had one to five removals compared with Navy (51%) and Army (49%). Air Force members were the smallest proportion of all Services to have had no removals (9%) compared with Army (22%) and Navy (18%). A higher proportion of Air Force members were moved six or more times (35%) than Navy (29%) or Army (26%).

Across the ADF(P), 62% of members with employed partners not serving in the ADF had partners who changed jobs one or more times due to Service-related removals. Air Force members were more likely (68%) to have partners who changed jobs than Army (63%) and Navy (54%) members. A much smaller proportion of members (around 9% across the ADF(P)) had partners who changed jobs from six to 10 times due to Service-related removals.

Across the ADF(P), the highest proportion of members (42%) with dependent children currently at some level of school / study had dependent children who had never changed primary school as a result of a Service-related removal or posting. Navy members were more likely to be in the situation of no school moves (49%) than Army and Air Force members (both 40%).

Next most commonly (22%) of ADF(P) had at least one dependent child in primary school who had changed primary schools due to a Service-related removal.

Across the ADF(P) 38% of members had dependent children who had never changed secondary schools due to Service-related removal. Ten percent of members had dependent children who had experienced one secondary school move due to a Service-related removal. Eight percent of members had dependent children who had experienced two or more secondary school moves due to Service-related removals.

Members of the ADF Reserves

Previous Defence experience

Thirty-nine percent of all ADF(R) members indicated that they had previous employment experience in one of the ADF Permanent Forces. Of those members, 72% of Navy Reservists indicated that they had prior service in the Permanent Navy, 27% of Army Reservists had prior Permanent Army experience and 61% of Air Force Reservists had prior permanent Air Force experience. Six percent of Navy, 2% of Army and 8% of Air Force Reservists indicated they had previously served in a permanent component of a Service other than their current parent ADF(R) Service.

Further, 40% of ADF(R) members had previous reserve service experience in the ADF(R) and 6% had Defence APS experience. Across the ADF(R), 36% of Reservists had no prior Defence or Defence-related experience, representing a 3% increase from 33% in 2011.

In 2011, 34% of Reservists indicated having prior ADF(R) service compared with 39% in 2015. Army members were most likely to have no prior Defence experience (42%) compared with Navy (14%) and Air Force (19%). In total 62% of all Reserve members had previous Defence or Defence-related employment compared with 64% in 2011.

Avenue of entry into the Reserves

A total of 62% of ADF(R) members entered the Reserves through direct entry. Army Reservists (72%) were far more likely to be direct entrants than Navy and Air Force (29% each). Conversely, a higher percentage of Navy (67%) and Air Force members (68%) transferred from the ADF(P) to the ADF(R) than Army (25%) ADF(R) members.

Most ADF(R) OR/JNCO (80%) and JO (59%) entered the Reserves as direct entrants. Conversely, 71% of SNCO/WO and 70% SO listed transfer from Permanent forces as the most common avenue of entry to the ADF(R).

Direct entry was the most common avenue of entry for both males and females (63% and 60% respectively).

Participation in Defence programs or cadet organisations

Reservists were asked which Defence programs or cadet organisations they had participated in prior to joining the ADF or any they were currently participating in.

The most commonly participated program was Australian Army Cadets; 16% of Army Reserve members participated in this program, 9% of Navy Reserve members and 8% of Air Force Reserve members. Of Navy members, 8% had participated in Navy Cadets and 15% of Air Force Reserve members had participated in Australian Air Force Cadets or Air Training Corps.

In total, 73% of all ADF(R) had not participated or were not currently participating in the programs / organisations. Navy Reserve members were slightly more likely (76%) to have NOT participated in the programs / organisations listed.

Senior Officers were more likely to have participated in Australian Army Cadets (25%) than all other ranks. Non-participation was highest for SNCO/WO (77%) and lowest for SO (61%).

Reserve service undertaken

Most commonly, Reservists undertook between 29-42 days of active reserve service (19%) in the last 12 months. For Navy and Air Force the peak was at 15-28 days (23% and 20% respectively). Army Reservists were less likely to have completed more than 100 days of active reserve service (8%) compared with Navy (20%) and Air Force (22%). Overall, the median number of days of active reserve service in the last 12 months was 45 days. Army and Air Force Reservists each served a median of 45 days, Navy Reservists served fewer days (median 40 days).

The number of days of active Reserve service completed in the last 12 months climbed with rank, that is, senior ranked members worked more Reserve days than their lower ranked contemporaries. Senior Officers served a median of 70 days, JO and SNCO/WO served 50 days and OR/JNCO served about 40 days.

There was little variation in the median number of days of active Reserve service in the last 12 months between males and females with both at 45 days.

Number of blocks of 5 days continuous service

The majority of all Reservists undertook one to five blocks of five or more days of continuous service in the last 12 months (61%). Twenty-six percent of all Reservists had *not* undertaken one block of five days continuous service. Navy and Air Force Reservists had the highest proportion of blocks of five days greater than 10 (9% and 10% respectively).

The median number of blocks of five days of continuous service for all Reservists was two.

By rank, OR/JNCO were most likely to have undertaken up to five blocks of five or more days continuous service (64%). However, they were least likely to undertake more than 10 blocks of five or more days (3%).

Males had more blocks of five or more days continuous service than females; 63% compared with 50%.

Future continuous Defence service

Reservists were asked to indicate the maximum number of operational service days and / or other service days that they would be willing to undertake in the next 12 months. More Reservists were willing to commit to other Reserve service (30%) than operational Reserve service (25%). However, the median number of preferred days for operational service (65 days) was higher than the median for other service (median 20 days). More Army Reservists were willing to commit to both types of

continuous Defence service, 27% for operational service and 47% other service. The median preference towards operational days was greater for Army (90 days) than Navy (40 days) and Air Force (35 days).

More JO were willing to undertake both types of continuous Defence service; 32% operational service and 48% other service, compared to the average 26% operational service and 42% other service.

Senior Officers were willing to undertake the largest number of operational service days (median 90, compared to the overall average 65 days). There was little difference in the median number of other service days Reservists were willing to undertake (close to the median).

A higher proportion of males were willing to undertake operational service (27%) and other service (44%) compared to females (operational service 19% and other service 32%). The median number of days preferred for operational service was greater for males (70 days) than females (60 days).

Operational service

Force assignments since 1 January 1999

Most commonly, Reservists were force assigned once regardless of their Service (48% in total). Navy had the highest proportion of force assignments since 1 January 1999 with two times or more (54%) compared with Army (49%) and Air Force (44%).

All ranks were most commonly force assigned once as an ADF Reserve member (overall average, 48%). Senior Officers were force assigned more frequently since 1 January 1999, with 22% force assigned four or more times compared with 11% of OR/JNCO and 15% of SNCO/WO and JO.

There were few differences between males and females concerning the number of force assignments as ADF Reserve members.

Length of force assignments

Table 50 displays the number of force assignments as an ADF(R) member by length of time. Reservists who were force assigned once were most commonly assigned for periods between four to six months (25%).

Table 50: Number of times force assigned as ADF(R) since 1 Jan 1999 by length of time assigned

Number of force assignments as ADF(R) N=3,952	Length of time assigned					
	< 1 month %	1 month to < 2 months %	2 months to < 4 months %	4 months to < 6 months %	6 months to < 8 months %	≥8 months %
1 time	19	10	13	25	18	9
2 to 3 times	10	3	5	6	3	1
4 to 5 times	3	*	1	*	*	*
6 to 9 times	2	*	*	*	*	*
10 or more times	*	*	0	0	0	*
No answer	66	86	82	69	78	90
Total	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%. Only includes Reservists who were force assigned as ADF(R).

Months of force assignment in last 12 months

In total, 18% of Reservists had been force assigned for at least one month in the last 12 months. There was little variation between services on this measure (Navy and Army, both 17%; Air Force 19%).

Senior NCO/WO (15%) had the highest proportion of force assignments of one month, while SO (4%) had the lowest proportion of force assignments for that period. Other Ranks/JNCO (20%) had the highest proportion of collective force assignments, while SO (9%) had the lowest collective proportion in the last 12 months.

Length of force assignment was similar between males and females. Eleven percent of males and the same proportion of females had been force assigned for one month in the last 12 months. Also, 18% of males and the same proportion for females had been force assigned for *at least* one month in the last 12 months.

Education and training

Reservists were most likely to hold a postgraduate award (21%) or a bachelor degree (21%). Refer to table 51. Navy Reservists were almost twice as likely to hold a postgraduate award (32%) than Army Reservists (18%).

The level of highest completed qualification varies considerably by rank. Postgraduate awards were held by more SO (68%) and JO (47%) than OR/JNCO (8%) (22% of whom had a bachelor degree (incl honours)) and SNCO/WO (7%). Diploma / advanced diplomas were most common among SNCO/WO (40%). High school only qualifications were most frequent among OR/JNCO and SNCO/WO and rarely occurred for JO and SO.

Females were slightly more likely than males to hold a bachelor degree (24% and 20% respectively) or postgraduate award (again 24% and 20% respectively).

Table 51: Highest level of completed education by ADF(R) Service

Highest level of completed education	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Year 9 / Form 3 or below	1	1	1	1
Year 10 / Form 4 / Intermediate	5	6	5	5
Year 11 / Form 5 / Leaving	3	4	5	4
Year 12 / Form 6 / HSC / VCE / Matriculation	7	13	7	11
Vocational certificate (Cert I - IV)	7	17	13	16
Diploma / Advanced diploma	28	19	26	20
Bachelor degree (incl Honours)	16	22	16	21
Postgraduate award	32	18	28	21
No answer	1	1	*	1
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Qualifications currently undertaking

Overall, 27% of ADF(R) personnel were currently studying some form of qualification. Within each Service there were 21% of Navy, 29% of Army and 19% of Air Force Reservists studying for some form of qualification.

Senior Officers were less likely to be currently studying for any qualification with 89% indicating that they were not currently studying. A higher proportion of OR/JNCO (13%) were studying for a bachelor degree and JO were more likely to be studying for a postgraduate award (15%).

There were few differences between males and females concerning the qualifications they were undertaking at the time of the Census.

Non-Reserve employment

Table 52 below demonstrates that the majority (81%) of Reservists were employed in some capacity outside the ADF(R). Army Reservists (84%) were more likely to have employment outside the ADF(R) than Navy (72%) and Air Force (68%).

2015 showed a slight increase in the proportion of ADF(R) members with civilian employment (81%). Historically, that proportion was 77% in 2011, 78% in 2007 and 77% in 2003.

Table 52: Non-Reserve employment by ADF(R) Service

Non-Reserve employment	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Employed in any capacity including self-employed, permanent, contract, casual, temporary and on extended leave such as parental leave or sick leave without pay	72	84	68	81
Not employed (other than Reservist work) but seeking employment	5	6	4	6
Not employed (other than Reservist work) and not seeking employment	16	7	20	9
Retired	7	3	8	4
No answer	*	*	*	*
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Seventy three percent of Reservists who were employed outside the ADF(R) reported that their main civilian job was for an employer for a wage or salary. Notably, more Army Reservists (77%) were employed for an employer for a wage or salary, than Navy (53%) and Air Force (61%).

The majority of Reservists who were employed outside the ADF(R) were employed in a permanent full-time capacity (72%). Refer to table 53.

Table 53: Employment status in civilian job by ADF(R) Service

Employment status in civilian job	Navy % N=942	Army % N=10,852	Air Force % N=1,793	Total % N=13,587
Permanent full-time	71	71	78	72
Permanent part-time	5	7	5	7
Contract	5	6	3	5
Casual	6	8	4	7
Temporary	1	1	0	1
Self-employed	11	7	8	7
No answer	1	1	1	1
Total	100	100	100	100

Note: Values may not sum to totals due to rounding. Only includes ADF(R) members who had paid employment outside ADF(R).

Just under a quarter (24%) of Reservists who were employed outside the ADF(R) were employed by Defence related organisations. Navy (36%) and Air Force (35%) Reservists were far more likely to be employed by the Department of Defence (APS), than Army (14%). Most commonly, Army Reservists were employed in an *other capacity* including self-employment (42%) compared to Navy (34%) and Air Force (30%).

Reasons for NOT working outside reserves

ADF(R) members who were not currently employed outside the Reserves nominated studying (23%), semi-retirement (22%) and sufficiency of Reserve employment (22%) as the most common reasons for not working outside the Reserves.

The reasons for members not working in non-ADF(R) employment varied by Service. For Navy and Air Force the two most common reasons were semi-retired (31% and 32% respectively) and Reserve employment was sufficient (26% and 30% respectively). For Army Reservists, the two most common reasons were studying (31%) and Reserve employment was sufficient (18%).

Type of employer (top 5)

Most commonly, Reservists classified their main civilian job as professional (31%). Navy Reservists (37%) were more likely to classify themselves as professionals than Army (30%) and Air Force (33%). Proportionally, more Army Reservists (17%) indicated they were community and personal service workers than Navy (8%) and Air Force (9%).

Table 54 lists the top five industries Reservists were employed in outside the ADF(R). They were more likely to classify the industry of their main civilian job as *Public Administration (including Defence) and Safety* (19%) followed by *Health Care and Social Assistance*. The remaining percentages of Reservists working across the job families listed in varied by Service.

Table 54: Top five industry classifications of main civilian job by ADF(R) Service

Industry classification of main civilian job	Navy % N=942	Army % N=10,852	Air Force % N=1,793	Total % N=13,587
Public Administration (including Defence) and Safety	18	19	19	19
Health Care and Social Assistance	11	10	9	10
Transport, Postal and Warehousing	3	7	9	7
Professional, Scientific and Technical Services	10	6	9	7
Education and Training	7	7	5	7

Notes: Values may not sum to totals due to rounding and measuring top 5 industries. Only includes ADF(R) members who had paid employment outside ADF(R).

Hours worked in all civilian jobs

ADF(R) members worked a median of 43 hours per week in all civilian job/s outside the ADF(R). Army Reservists worked slightly more hours (43 median hours) than Navy and Air Force, both at 41 median hours. Refer to table 55.

Table 55: Average hours worked per week in ALL civilian jobs by ADF(R) Service

Average hours worked in ALL civilian jobs	Navy % N=884	Army % N=10,600	Air Force % N=1,716	Total % N=13,199
Mean	40	40	40	40
Median	41	43	41	43

Note: Only includes ADF(R) members who had paid employment outside ADF(R) and who answered hours worked.

Membership of the civilian emergency services

Sixteen percent of all ADF(R) members indicated they were members of the civilian emergency services. Proportionally, more Army Reservists (18%) were members of civilian emergency services than Navy (12%) and Air Force (11%) reservists.

Membership of the civilian emergency services by ADF(R) members increased by two percentage points from 14% in 2011.

Leave taken to undertake Reserve Service

The vast majority of Reservists with civilian employment (95%) indicated that their main employer was aware of their ADF(R) service.

Sixty-eight percent of Reserve members who were employed outside the ADF(R) indicated that their main civilian employer had a policy concerning Reserve leave. Twenty-one percent indicated their employer did not have a policy concerning Reserve leave.

Twenty-two percent of Army Reserve members indicated their employer did not have a policy concerning Reserve leave and a further 10% were unsure whether their employer had a Reserve leave policy.

Of those ADF(R) members in civilian employment, 84% had used at least one form of leave or flexible working arrangement (FWA) to meet their ADF(R) commitments in the last 12 months. Army Reservists (86%) were more likely to use leave or FWA to meet Reserve commitments than Navy and Air Force, both at 77%.

Most commonly (43%), ADF(R) members took special paid leave for paid military leave / Reserves training. Proportionally, more Navy Reservists (32%) indicated they had not taken any civilian leave to meet their Reserve commitments, than Army (18%) and Air Force (25%). More Army Reservists (26%) took unpaid leave to meet their Reserve commitments than Navy (14%) and Air Force (15%).

Type of Flexible Working Arrangement used to undertake Reserve Service

Over half of ADF(R) members in civilian employment (57%) had not used any type of FWA to meet their Reserve commitments in the last 12 months.

Conversely, the most commonly nominated type of FWA was *changing hours of work* which was used by 33% of employed ADF(R) members. Navy Reservists (10%) were twice as likely as Army Reservists (5%) to work from home.

Partners of ADF(R) members

Partner's employment situation

Of ADF(R) members with partners, a majority (77%) had partners who were currently employed in some capacity. Refer to table 56.

Table 56: Partner's current employment situation by member's ADF(R) Service

Partner's employment situation	Navy % N=1,077	Army % N=8,901	Air Force % N=2,212	Total % N=12,190
Employed full time, part time or casually by organisation or self - includes extended leave	76	77	74	77
Not employed and seeking work	4	5	4	5
Not employed and NOT seeking work -includes stay at home parent	12	13	11	13
Retired	9	4	10	6
No answer	0	*	*	*
Total	100	100	100	100

Note: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%. Only includes ADF(R) members in a relationship.

Non-Government and non-Defence related employers were the most common source of employment for employed partners of ADF(R) members across the entire ADF(R) (56%). State government (22%) was the next most common source of employment across all Services.

Children of ADF(R) members

The proportion of ADF(R) members with dependent children (48%) increased from 44% in 2011. Navy and Air Force Reservists were more likely to have dependent children (both 53%) than Army members (46%). Refer to table 57.

There were some differences in the proportion of ADF(R) members with dependent children by rank. Proportionally, SNCO/WO (53%) had the highest percentage of dependent children across all ranks, followed by JO (49%), OR/JNCO (46%) and SO (43%).

Forty-eight percent of male ADF(R) members had dependent children compared with 45% of female ADF(R) members.

Table 57: Dependent children summary by ADF(R) Service

Dependent children summary	Navy % N=1,317	Army % N=12,876	Air Force % N=2,623	Total ADF(R) % N=16,816
Have dependent children	53	46	53	48
Do not have dependent children	46	54	46	52
No answer	1	*	1	*
Total	100	100	100	100

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Sole parent

Six percent of ADF(R) members with dependent children were sole parents. This was consistent across the Services.

Female ADF(R) members were almost three times as likely to be a sole parent (14%) than male ADF(R) members (5%).

Dependants with special needs

Seven percent of all ADF(R) members had at least one dependent (including a partner, child or other dependant) that had been formally diagnosed as having special needs. This proportion was similar across the Services.

Of those ADF(R) members who had dependants with special needs (N=1,215), 74% had one or more dependent child/ren with special needs. Navy Reservists were more likely to have dependent child/ren with special needs (80%) than Army (73%) and Air Force (75%). Army Reservists were more likely to have a partner with one or more special needs (26%) than Air Force (23%) and Navy ADF(R) members (14%).

Table 58 provides details of the type of special needs of dependants of ADF(R) members. Most commonly, dependants with special needs had a *medical condition, illness or disability* (42%) followed by a *social, emotional or behavioural special need* (40%).

Table 58: Types of special needs of dependants by ADF(R) Service

Dependant's type of special need – multi choice	Navy % N=85	Army % N=918	Air Force % N=213	Total % N=1,215
A medical condition, illness or disability	17	45	40	42
A social, emotional or behavioural special need	45	40	38	40
Specific learning difficulties	31	27	25	27
An intellectual special need	22	20	14	19
A speech or language disorder	13	18	19	18
A sensory special need	19	18	17	18
A physical special need	11	14	23	15
One or more dependants who are academically gifted /talented	7	10	5	9
Multiple impairments	9	7	6	7
No answer	5	2	5	3

Notes: Multiple answers allowed. Column totals may add to greater than 100%. Column percent based on N counts in header row of table. Only includes ADF(R) members with dependants diagnosed with special needs living with them.

Defence APS employees

Prior Defence and current Reserve service

Overall 27% of APS personnel had previous Permanent ADF experience in the Navy (6%), Army (11%) or the Air Force (10%). One in ten had previous reserve experience in the Navy Reserves (1%), Army Reserves (6%) or Air Force Reserves (2%).

SES personnel (29%) were least likely of all Defence APS classifications to have had previous Defence experience, compared with EL1-2 (45%), L5-6 (49%) and Level 1-4 (43%) APS employees.

Females were less likely to have had previous Defence related employment, except in having previous Defence APS experience (18%) compared with males (12%).

Participation in Defence programs or cadet organisations

Overall, 8% Defence APS employees had been members of Defence programs or cadet training organisations. SES personnel (14%) were most likely of all Defence APS classifications to have participated in those programs or organisations than EL1-2 (9%), L5-6 (8%) and Level 1-4 (5%) APS employees.

Operational service

Reserve service

Overall, 6% of Defence APS personnel had undertaken at least one day of Reserve duty since 1 July 2014. Refer to table 59. Males (8%) were more likely than females (3%) to have undertaken at least one day of Reserve duty since 1 July 2014.

Table 59: At least one day of Reserve duty since 1 July 2014 by APS classification

Whether undertaken at least one day of Reserve duty	L 1-4 (S&T 1-2) % N=4,851	L 5-6 (S&T 3-4) % N=8,676	EL1-2 (S&T 5-6) % N=6,196	SES (S&T 7-8) % N=385	Other % N=30^	Total APS % N=20,138
Yes	5	7	6	1	13	6
No	95	92	94	99	87	93
No answer	*	*	1	0	0	*
Total	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) < 50. *Indicates value >0% and <0.5%.

The majority (61%) of APS employees also serving in the ADF(R) served in the Army followed by Air Force (25%) and Navy (14%).

Most commonly 56% of APS employees serving in the ADF(R) were serving in the Active Reserve (General). The next most common Reserve Service types were: Navy - Active Reserves (employed) (11%), Air Force - Operational Employment Group (Active Reserve) and Air Force - Supplementary Employment Group (Active Reserve) (both 9%).

Force assignments since 1 January 1999

Nine percent of Defence APS employees had been force assigned since 1 January 1999. A slightly larger proportion of EL1-2 and Level 5-6 classified employees (both 10%) had been force assigned since 1 January 1999 compared to SES (8%) or Level 1-4 (6%) level employees.

Of all Defence APS personnel who had been force assigned since 1 January 1999 (9%), over half of that portion (5%) were assigned as permanent ADF members prior to joining the Defence APS.

Males (12%) were nearly three times as likely to have been force assigned since 1 January 1999, than females (4%).

Work life balance

Hours worked

Defence APS employees worked on average 40 hours in the most recent full work week prior to the 2015 Census Day. Average hours worked increased as Defence APS classification levels increased. SES level APS employees worked an average 10 hours more (48 hours) in their most recent working week than Level 1-4 Defence APS employees (38 hours). Median hours worked per week for Level 5-6 were 39 hours while EL1-2 employees worked an average of 40 hours.

There were minimal differences in average hours worked by gender within the most recent working week prior to the Census.

Nights spent away from home on APS duty

Over half (53%) of all Defence APS employees spent one or more nights away from home on APS duty in the last 12 months. A vast majority (95%) of SES Level Defence APS employees spent time away from home on APS duty and had more nights away than other APS classifications.

As APS classifications increased from Level 1 through to SES, the likelihood of spending nights away from home and number of nights spent away from home over the last 12 months increased. Twenty eight percent of Level 1-4 spent at least one night away from home compared to Level 5-6 (55%), EL1-2 (68%) and SES (95%).

A larger proportion (59%) of Defence APS male employees spent one or more nights away from home within the last 12 months than Defence APS female employees (44%).

Male employees were more likely to spend more than five nights away from home per year (40%) than female employees (22%).

Use of flexible working arrangements (FWA)

Ninety-one percent of all Defence APS employees who applied for a FWA had used at least one type of FWA in the last 12 months. The proportions using FWA within the last 12 months were similar across all classifications. Male (89%) and female (92%) Defence APS employees used at least one FWA in the last 12 months in similar proportion.

Table 60 shows that *changing hours of work* was used in the last 12 months by 70% of all Defence APS employees who applied for a FWA and just under one third (32%) used working from home arrangements.

Female Defence APS employees were more likely to have changed hours of work (75%) as part of a FWA used in the last 12 months compared with their male counterparts (65%).

Nearly half (48%) of Defence APS employees who applied for a FWA did so to assist with caring for children while just under one third (32%) applied for a FWA to help meet other/general personal aspirations, responsibilities and obligations.

Eleven percent indicated they had caring responsibilities other than children, 8% were fulfilling education or training aspirations and a further 8% had personal health issues / pregnancy listed as a main reason for applying for a FWA.

Over half (53%) of female Defence APS employees who applied for a FWA listed caring for children as a main reason for applying for a FWA whereas 42% of male Defence APS indicated the same. Male employees were most likely (38%) to indicate meeting other/general personal aspirations, responsibilities and obligations as a reason for applying for a FWA than females (27%).

Table 60: Detail of FWA types used by APS classification

Use of flexible working arrangements - multi-choice	L 1-4 (S&T 1-2) % N=1,072	L 5-6 (S&T 3-4) % N=2,191	EL1-2 (S&T 5-6) % N=1,657	SES (S&T 7-8) % N=35^	Other % N=1^	Total % N=4,957
Changing hours of work (e.g. working less hours or changing start or finish times)	79	71	63	35	0	70
Working from home	10	29	50	55	100	32
Working from a different location, neither home or work	4	9	11	16	100	8
Changing patterns of work (e.g. working split shifts or job sharing)	4	5	4	0	100	5
Other FWA	4	3	5	5	0	4
None of the above	10	8	7	10	0	8
No answer	*	2	1	0	0	1

Notes: Multiple answers allowed. Column totals may add to greater than 100%. Column percent based on N counts in header row of table. ^Caution: weighted sample (N) < 50. *Indicates value >0% and <0.5%. Only includes Defence APS employees who applied for a FWA.

Education and training

Over three quarters (78%) of Defence APS employees achieved a tertiary qualification as their highest level of education. Refer to table 61.

Just under half (47%) of all Defence APS employees either held a bachelors or honours degree (22%) or a postgraduate degree (25%). Just over one fifth (21%) were diploma or advanced diploma qualified and 10% were vocationally trained. These proportions are similar to 2011 Census results.

SES and EL1-2 level Defence APS employees are more likely to have a postgraduate degree (80% and 47% respectively).

Male Defence APS employees were more likely to have a postgraduate award (28%) compared with females (19%) but were as likely to hold a bachelor degree (23% and 22% respectively).

Female Defence APS employees were more likely to hold a year 12 or equivalent secondary school qualification (13%) than males (8%) as their highest level of education. The same applied for vocational certificates (also 13% and 8% respectively).

Eighteen percent of all Defence APS employees were currently undertaking some form of further study at the time of the Census. Six percent were pursuing a postgraduate qualification while 5% were studying for a diploma or advanced diploma.

The proportions of male and female Defence APS employees studying for postgraduate (7% and 6% respectively) and bachelor degrees (2% and 3% respectively) were similar. However, larger proportions of female employees were studying for a vocational certificate (6%) or diploma/advanced diploma (7%) than their male colleagues (3% and 4% respectively).

Table 61: Highest level of completed education by APS classification

Highest level of completed education	L 1-4 (S&T 1-2) %	L 5-6 (S&T 3-4) %	EL1-2 (S&T 5-6) %	SES (S&T 7-8) %	Other %	Total APS 2015 %	Total APS 2011 %
	N=4,851	N=8,676	N=6,196	N=385	N=30^	N=20,138	N=22,363
Year 9 / Form 3 or below	3	1	*	0	0	1	1
Year 10 / Form 4 / Intermediate	16	6	1	1	3	7	7
Year 11 / Form 5 / Leaving	9	4	1	1	0	4	4
Year 12 / Form 6 / HSC / VCE / Matriculation	18	9	5	*	7	10	10
Vocational certificate (Cert I- IV)	18	11	4	0	7	10	31#
Diploma / Advanced diploma	17	27	17	1	12	21	na
Bachelor degree (incl Honours)	14	25	25	17	20	22	21
Postgraduate award	5	17	47	80	51	25	24
No answer	1	1	*	*	0	1	1
Total	100	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. ^Caution: weighted sample (N) < 50. *Indicates value >0% and <0.5%. # This value combined trade/ apprenticeship and certificate/diploma data from the 2011 Census report. na indicates data not available (categories were different in 2011). 2011 figures were consolidated into the vocational certificate cell.

Special needs at work

Over three quarters (77%) of Defence APS employees reported having no disability or chronic medical condition. That proportion was similar for all Defence APS classifications with the exception of SES employees where 86% indicated that they did not have any chronic medical conditions.

Overall, the top five disabilities or chronic conditions listed were:

1. Chronic or recurrent pain or discomfort causing restriction (5%);
2. Diabetes 1 or 2 (5%);
3. Mental illness or condition (4%);
4. Restriction in physical activities or in doing physical work (4%); and
5. Other long-term conditions resulting in a restriction (3%).

Those proportions were similar across all APS classifications with the exception of SES employees where the incidence of disability or chronic illness was less than that of other employees (chronic pain 0%, diabetes 2%, mental illness 2%, physical restrictions 1% and other long term restrictive condition(s) 2%).

One third (33%) of all Defence APS employees reported they had a disability or chronic illness and had obtained specialist equipment for that disability. Just over one fifth (21%) of Defence APS employees with a disability or chronic illness had their specialist equipment supplied by Defence.

Partners of Defence APS employees

Partner's employment situation

A large proportion (84%) of Defence APS employees had partners who were employed full time, part time, casually or were self-employed. That proportion included partners who were on extended leave

such as parental or maternity leave. That proportion was similar for all Defence APS classifications with the exception of SES level employees. Seventy-seven percent of SES employees had partners in the above category/(ies).

Just over one fifth (22%) of Defence APS employees had employed partners who worked within Defence, either in the APS (16%) or the ADF(P) (6%). Just over a quarter (27%) had partners who worked for Commonwealth (12%), state (13%) or local governments (2%) (excluding Defence APS), while a further 3% worked in the Defence industry or for Defence contractors.

Under half (47%) of all Defence APS employees had partners employed by other types of employers (non-Defence private sector) or who were self-employed. All proportions between Defence APS employee classifications were similar to the overall averages stated above, unless otherwise specified.

Children of Defence APS employees

The proportion of Defence APS employees with dependent children (47%) was very similar to 2011 (46%). The proportions of males and females with dependent children were identical, both at 47%.

Sole parents

Ten percent of Defence APS employees with children were sole parents. The proportion of sole parents decreased as employment classification levels increased—(15%) of Level 1-4 were sole parents compared to Level 5-6 (10%), EL1-2 (6%) and SES (4%).

Female Defence APS employees were over three times as likely (17%) to be a sole parent compared to their male colleagues (5%).

Use of childcare arrangements

One third (33%) of Defence APS employees who had dependent children living with them used childcare or had some form of childcare arrangement. All APS classifications were of similar proportions to the overall, except for SES employees where 19% used some form of childcare arrangement for their dependent children.

Female Defence APS employees with dependent children used childcare or had childcare arrangements to a larger extent (41%) than male Defence APS employees (27%).

Overall, childcare centres (43%) and after-school care (43%) were the most common forms of childcare used. Unpaid brother / sister / other relative / friend (32%), vacation care (29%), the member's partner (27%) and before school care (22%) were also among the most used forms of childcare.

Two thirds (67%) of Defence APS employees with dependent children using childcare or had some other childcare arrangement, indicated that their childcare needs were fully met. Just under one third (30%) indicated that childcare needs were partially met. Overall, only one percent report their childcare needs were not met at all.

Where data was available for comparison, the overall 2015 results were similar for 2011 and 2007.

The results were fairly consistent across Defence APS employee classifications except for SES level employees where 86% reported their childcare needs were fully met and only 14% reported these needs were partially met. Refer to table 62. There was little difference in how well childcare arrangements needs were met by gender.

Affordability (49%) was the main reason why Defence APS employees reported that their childcare needs were partially or not met at all, followed by (and closely related to) salary sacrifice not being available (28%).

Other main reasons given for childcare needs being partially met or not met at all were related to general availability of places (18%), childcare facilities / services not opening early enough (21%) or not staying open late enough (18%) and availability of childcare services during vacation periods (18%). Proportions of each reason were similar across Defence APS classifications where sample sizes were sufficient for comparison. The Defence APS Census form did not request specification for those selecting other as a response option (21%).

The reasons given for childcare arrangements needs not fully met in 2015 were in similar rank order to the reasons provided in 2011. Male and female Defence APS employees shared similar key reasons for childcare needs not being met and proportions by gender were within a few points above or below the overall average for each reason.

Table 62: How well childcare arrangements met needs by APS classification

How well child care needs met	L 1-4	L 5-6	EL1-2	SES (S&T	Other %	Total %	Total %	Total %
	(S&T 1-2)	(S&T 3-4)	(S&T 5-6)	7-8)		2015	2011	2007
	%	%	%	%		N=3,090	N=4,233	N=na
	N=555	N=1,317	N=1,167	N=46 [^]	N=5 [^]			
Fully	67	65	69	86	39	67	69	na
Partially	30	32	29	14	61	30	28	30
Not at all	1	1	1	0	0	1	na	na
No answer	2	1	*	0	0	1	3	na
Total	100	100	100	100	100	100	100	100

Notes: Values may not sum to totals due to rounding. Column percent based on N counts in header row of table. [^]Caution: weighted sample (N) < 50. na indicates data not available. *Indicates value >0% and <0.5%. Only includes APS employees with dependent child/ren and who use childcare.

Other dependants

APS employees were asked whether they had other dependants (excluding their partner), such as parents, grandparents, step-children and older children who were not previously asked about in the Census.

Eleven percent of Defence APS employees had one or more other dependants. That is an increase of one percentage point since 2011 (10%) and an increase of three percentage points since 2007 (8%).

Of the 11% of Defence APS employees who had one or more other dependants, over half (56%) listed their parents as dependants and just over one in five (22%) indicated their partner's parents as dependants. One third (33%) listed other relatives, including older children, as dependants. Defence APS male employees (27%) were more likely than Defence APS female employees (16%) to have their partners' parents as dependants. Sixty-one percent of females had their parents as dependants compared to 52% of males.

All proportions between Defence APS employee classifications were similar to the overall averages stated above.

Dependants with special needs

Eight percent of Defence APS employees had a dependant who was formally diagnosed by a specialist as having one or more special needs. That represented a two percentage point increase since 2011 (6%).

Sixty-three percent of Defence APS employees who had dependants with special needs had one or more dependent children with formally diagnosed special needs, while 23% had a partner with special needs and 16% had one or more other dependants with special needs.

Over half (51%) of APS employees that had dependants with special needs had dependants who had a medical condition, illness or disability requiring special needs, while one third (33%) had a social, emotional or behavioural special need.

Twenty percent of Defence APS employees that had dependants with special needs had an intellectual or physical (19%) special need.

Excluding SES level Defence APS employees where sample sizes were not sufficient for comparison, differences in proportions between other classifications were minimal and close to the overall averages reported above.

Glossary

Term	Explanation
ADF	Australian Defence Force
ADF(P)	ADF Permanent Force
Active Reserve	Reservists who are required to undertake an annual military training commitment and maintain a specified level of individual readiness
ADF rank levels	
REC	Recruit
APP	Apprentice
TRA	Trainee
SMN/PTE/AC/W	Seaman/Private/Aircraftman/Aircraftwoman
AB/PTE(P)/LAC/W	Able Seaman/Private (Proficient)/Leading Aircraftman/Aircraftwoman
LCPL	Lance Corporal
LS/CPL	Leading Seaman/Corporal
PO/SGT	Petty Officer/Sergeant
SSGT	Staff Sergeant
CPO/WO2/FSGT	Chief Petty Officer/Warrant Officer Class 2/Flight Sergeant
WO/WO1/WOFF	Warrant Officer/Warrant Officer Class 1/Warrant Officer
MIDN/STAFF CDT/ OFF CDT	Midshipman/Staff Cadet/Officer Cadet
ASLT/2LT/PLTOFF	Acting Sub Lieutenant/2nd Lieutenant/Pilot Officer
SBLT/LT/FLGOFF	Sub Lieutenant/Lieutenant/Flying Officer
LEUT/CAPT/FLT LT	Lieutenant/Captain/Flight Lieutenant
LCDR/MAJ/SQNLDR	Lieutenant Commander/Major/Squadron Leader
CMDR/LTCOL/ WGCDR	Commander/Lieutenant Colonel/Wing Commander
CAPT/COL/GPCAPT	Captain/Colonel/Group Captain
CDRE/BRIG/AIRCDRE	Commodore/Brigadier/Air Commodore
ADF rank bands (for Census reporting purposes)	
OR/JNCO	Other Ranks - includes SMN/PTE/AC/W, AB/PTE(P)/LAC/W, LCPL, LS/CPL
SNCO/WO	Warrant Officer/Senior Non-Commissioned Officer - includes PO/SGT, SSGT, CPO/WO2/FSGT, WO/WO1/WOFF
JO	Junior Officer - includes ASLT/2LT/PLTOFF, SBLT/LT/FLGOFF, LEUT/CAPT/FLT LT, Lcdr/MAJ/SQNLDR
SO	Senior Officer - includes CMDR/LTCOL/WGCDR, CAPT/COL/GPCAPT, CDRE/BRIG/AIRCDRE and above)
APS	Australian Public Service
APS classification groups (for Census reporting purposes)	
APS Levels 5-6	APS Levels 5-6 (APS Classification Band includes APS Levels 5-6 and Science and Technology Levels 3 & 4)
EL 1-2	Executive Levels 1 & 2 (APS Classification Band includes Executive Levels 1 & 2 and Science and Technology Levels 5-8)
SES	Senior Executive Service
S&T	Science and Technology Officer
ATSI	Aboriginal and Torres Strait Islander
CFTS	Continuous Full-Time Service (Defence service rendered by Reserve members contracted to the ADF(P) performing permanent duties for a specified time while remaining members of the ADF Reserves).
Defence APS	Civilian personnel of the Department of Defence employed under the Public Service Act 1999
Defence Service (for Census reporting purposes)	

Term	Explanation
Navy	Royal Australian Navy
Army	Australian Army
Air Force	Royal Australian Air Force
DSTO	Defence Science and Technology Organisation
DPG	Defence People Group
DQ	Dual qualification of Navy Officer
ECN	Employment Category Number
ESPS	Employer Support Payment Scheme
FWA	Flexible working arrangement
LOTE	Language other than English
MWD	Members with Dependants—an ADF(P) member who maintains a home for dependants and lives in the home with one or more of those dependants; for example: married with children; married without children; in ADF recognised interdependent partnership; single parent with a child residing with them for more than 90 nights a year).
MWD(U)	Members with Dependants (Unaccompanied)—an ADF (P) member with dependants who elects to move on posting unaccompanied by his/her dependants who continue to reside in their current location. MWD(U) is usually elected by serving members for the purpose of maintaining geographic stability for their families).
MWOD	Members without Dependants—an ADF member without ADF-recognised dependants; for example: single; divorced without children; divorced with children living elsewhere; in interdependent relationship (includes de facto relationship) not recognised by ADF; living apart from family for personal reasons).
PMKeyS	Personnel Management Key Solutions, Defence personnel information management system
PQ	Primary qualification of Navy Officer

Demographic profile of the ADF(P)

	Navy	Army	Air Force	Total ADF(P)
Participants in Census	8,198	15,016	8,523	31,737
Total members	14,346	29,994	14,411	58,751
Gender	%	%	%	%
Male	81	88	81	85
Female	19	12	18	15
X (intersex / indeterminate/ unspecified)	*	*	*	*
Age	%	%	%	%
Under 20 years	3	3	1	3
20-24 years	19	24	10	19
25-29 years	22	21	20	21
30-34 years	16	14	18	16
35-39 years	10	10	13	11
40-44 years	9	9	13	10
45-49 years	7	7	10	8
50 years and over	9	6	10	8
No answer	6	6	4	5
Rank	%	%	%	%
OR/JNCO	57	60	44	55
SNCO/WO	19	18	21	19
JO	20	19	30	22
SO	5	3	5	4
Country of birth	%	%	%	%
Australia	86	87	86	87
Overseas	13	12	13	13
No answer	1	1	*	*
Non-English speaking background	%	%	%	%
Member from non-English speaking background	2	2	2	2
Member from English speaking background	98	98	98	98
No answer	*	*	*	*
Religion or religious group	%	%	%	%
Member identifies as having a religion or belonging to a religious group	41	41	42	41
Member does not identify as having a religion or belonging to a religious group	53	53	52	53
Member prefers not to say	6	5	5	5
No answer	1	1	*	1

Have disability or chronic medical condition	Navy %	Army %	Air Force %	Total ADF(P)%
No disability or chronic medical condition	84	81	84	82
Have at least one form of disability or chronic medical condition	14	17	14	15
No answer	3	2	2	2
ATSI	%	%	%	%
Not ATSI	96	97	97	97
Aboriginal origin only	2	2	2	2
Torres Strait Islander origin only	1	*	*	*
Both Aboriginal and Torres Strait Islander origin	*	*	*	*
No answer	1	1	1	1
Identify as LGBTI	%	%	%	%
Member identifies as LGBTI	5	3	4	4
Member does not identify as LGBTI	58	59	67	61
Prefer not to say	2	2	3	2
No answer	34	36	27	33
Categorisation	%	%	%	%
Member with Dependants (MWD)	43	47	62	50
Member with Dependants (Unaccompanied) (MWD(U))	8	6	6	6
Member without Dependants (MWOD)	48	45	32	42
No answer	1	2	1	2
Dependent children	%	%	%	%
Have dependent children	34	37	47	39
Do not have dependent children	64	61	52	60
No answer	2	2	1	2
Number of dependent children - mean	2	2	2	2
Number of dependent children - median	2	2	2	2
Previous Defence membership or employment	%	%	%	%
Previous membership of ADF(P)	19	17	14	17
Previous membership of the ADF(R) reserves	5	13	6	9
Other previous Defence employment	5	4	4	4
None of the above	72	69	76	71
No answer	3	3	2	3

Previous Membership of a Defence-sponsored Cadet Organisation	Navy %	Army %	Air Force %	Total ADF(P) %
Previous membership of a Defence-sponsored cadet organisation	17	17	19	18
No previous membership of a Defence-sponsored cadet organisation	82	82	80	81
No answer	1	1	1	1
Years of service in ADF(P) (includes reserve service)	Years	Years	Years	Years
Years of service ADF(P) (includes Reserve service) mean	11	10	13	11
Years of service ADF(P) (includes Reserve service) median	7	7	10	8

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Demographic profile of the ADF(R)

	Navy	Army	Air Force	Total ADF(P)
Participants in Census	629	3,149	1,086	4,864
Total members	1,317	12,876	2,623	16,816
Gender	%	%	%	%
Male	76	87	78	85
Female	24	13	22	15
X (intersex / indeterminate / unspecified)	*	*	*	*
Age	%	%	%	%
Under 20 years	0	1	0	1
20-24 years	0	9	1	7
25-29 years	2	12	2	10
30-34 years	6	13	6	11
35-39 years	9	11	8	11
40-44 years	12	12	16	13
45-49 years	15	12	15	13
50 years and over	53	27	50	33
No answer	1	2	2	2
Rank	%	%	%	%
OR/JNCO	24	61	27	53
SNCO/WO	30	15	26	18
JO	32	20	33	23
SO	15	4	14	7
Country of birth	%	%	%	%
Australia	85	85	83	85
Overseas	15	14	17	15
No answer	*	1	*	1
Non-English speaking background	%	%	%	%
Member from non-English speaking background	2	3	3	3
Member from English speaking background	98	97	97	97
No answer	0	*	0	*

Religion or religious group	Navy %	Army %	Air Force %	Total ADF(R) %
Member identifies as having a religion or belonging to a religious group	62	58	61	59
Member does not identify as having a religion or belonging to a religious group	35	38	34	37
Member prefers not to say	3	3	4	3
No answer	*	*	*	*
Have disability or chronic medical condition	%	%	%	%
No disability or chronic medical condition	77	82	78	81
Have at least one form of disability or chronic medical condition	21	15	20	16
No answer	2	3	2	3
ATSI	%	%	%	%
Not ATSI	98	96	98	96
Aboriginal origin only	1	2	1	1
Torres Strait Islander origin only	0	*	*	*
Both Aboriginal and Torres Strait Islander origin	0	*	*	*
No answer	1	2	1	2
Identify as LGBTI	%	%	%	%
Member identifies as LGBTI	6	5	4	5
Member does not identify as LGBTI	85	88	90	88
Prefer not to say	5	3	4	3
No answer	3	3	2	3
Relationship status	%	%	%	%
Married	72	56	75	60
Interdependent relationship	9	12	8	11
State registered relationship	1	1	1	1
Separated	3	2	3	3
Divorced	5	3	4	3
Widowed	1	*	*	*
Single	8	25	7	21
No answer	1	*	1	*
Dependent children	%	%	%	%
Have dependent children	53	46	53	48
Do not have dependent children	46	54	46	52
No answer	1	*	1	*

Dependent children	Navy	Army	Air Force	Total ADF(R)
Number of dependent children - mean	2	2	2	2
Number of dependent children - median	2	2	2	2
Previous Defence membership or employment				
	%	%	%	%
Previous membership of ADF(P)	73	28	64	37
Previous membership of the ADF(R) reserves	41	37	45	39
Other previous Defence employment	22	10	17	12
None of the above	14	42	19	36
No answer	2	3	1	2
Previous membership of a Defence-sponsored cadet organisation				
	%	%	%	%
Previous membership of a Defence-sponsored cadet organisation	20	23	23	23
No previous membership of a Defence-sponsored cadet organisation	77	75	75	75
No answer	4	2	2	2
Years of service in ADF(R) (includes ADF(P) service)				
	Years	Years	Years	Years
Years of service ADF(R) (includes ADF(P) service) - mean	25	15	23	17
Years of service ADF(R) (includes ADF(P) service) - median	25	11	24	14
Years of service in ADF(R) only				
	Years	Years	Years	Years
Years of service ADF(R) only - mean	11	10	9	10
Years of service ADF(R) only - median	9	7	7	7

Note: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Demographic profile of the Defence APS

	Total Defence APS
Participants in Census	11,734
Total Defence APS employees	20,138
Gender	%
Male	59
Female	40
X (intersex / indeterminate / unspecified)	*
Age	%
Under 20 years	*
20-24 years	1
25-29 years	6
30-34 years	9
35-39 years	10
40-44 years	12
45-49 years	15
50 years and over	42
No answer	5
Classification	%
APS Level 1 - 4	24
APS Level 5 - 6	43
EL 1-2	31
SES	2
Other	*
Country of birth	%
Australia	79
Overseas	21
No answer	1
Non-English speaking background	%
Defence APS employee from non-English speaking background	6
Defence APS employee from English speaking background	94
No answer	*
Religion or religious group	%
Defence APS employee identifies as having a religion or belonging to a religious group	51
Defence APS employee does not identify as having a religion or belonging to a religious group	42
Defence APS employee prefers not to say	6
No answer	1

Have disability or chronic medical condition	Total Defence APS %
No disability or chronic medical condition	77
Have at least one form of disability or chronic medical condition	20
No answer	3
ATSI	%
Not ATSI	97
Aboriginal origin only	2
Torres Strait Islander origin only	*
Both Aboriginal and Torres Strait Islander origin	*
No answer	1
Identify as LGBTI	%
Defence APS employee identifies as LGBTI	5
Defence APS employee does not identify as LGBTI	84
Prefer not to say	9
No answer	1
Relationship status	%
Married	62
Interdependent relationship	11
State registered relationship	1
Separated	3
Divorced	5
Widowed	1
Single	17
No answer	1
Dependent children	%
Have dependent children	47
Do not have dependent children	52
No answer	1
Number of dependent children - mean	2
Number of dependent children - median	2
Previous Defence membership or employment	%
Previous membership of ADF(P)	26
Previous membership of the ADF(R) reserves	10
Other previous Defence employment	20
None of the above	53
No answer	1

Previous Defence membership of a Defence-sponsored cadet organisation	Total Defence APS %
Previous Defence membership of a Defence-sponsored cadet organisation	7
No previous Defence membership of a Defence-sponsored cadet organisation	92
No answer	1
Years of service in APS	Years
Years of service APS - mean	12
Years of service - median	9

Notes: Values may not sum to totals due to rounding. *Indicates value >0% and <0.5%.

Background to the Defence Census

The Defence Census gathers a variety of in-depth demographic, financial, educational and the like information from Defence members and their families that is not available from any other Defence or Public sources of information.

The first Defence Census was conducted on 12 March 1991, and involved ADF Permanent Force members only. The aim of this initial Census was to develop an authoritative and credible demographic database of the total ADF workforce.

Following that first Census, the (then) Defence Force Personnel Policy Committee decided that, in order to maintain an up-to-date database, consistent with the issues covered by the 1991 Census, there was a need to conduct a similar Census at four yearly intervals. Subsequently, a Defence Census was conducted in 1995, 1999, 2003, 2007, 2011 and 2015. The first two censuses only included Permanent members of the ADF. In 1999 the scope of the Census was expanded to include members of the active Reserve. The Census was further broadened in 2003 to include Defence APS employees, thereby changing its scope towards being a full census of all Defence personnel. That scope was retained for the three most recent Censuses conducted in 2007, 2011 and 2015.

Following evaluation of tenders, Australian Survey Research Group Pty Ltd was contracted to undertake the Census in conjunction with the Manager Defence Census.

Project management team

The Deputy Secretary Defence People Group was the sponsor for Defence Census 2015.

The Manager Defence Census was the Project Manager responsible for the overall management of the project on a day-to-day basis and for the coordination of Defence administrative support provided to the Contractor.

All Defence Services and Groups, through representation on the Workforce Intelligence Steering Group provided detailed direction to the Manager Defence Census on key Defence issues, and to the consultant on the scope, format and content of the Census questions. The Census Administrative Working Group helped organise the distribution and collection of Census forms from within Defence locations.

Administration of the census

Distribution and recovery of Census forms was handled through the consultant's Melbourne offices. A Census coordinator was appointed within each Defence unit / organisation and was responsible for advising of form numbers and types (ADF(P) and APS), and then receiving, distributing and collecting completed forms within their unit. ADF Reserves received a Census form at their nominated home address and, if completed by paper, returned the form directly to the consultant in a reply paid envelope.

All personnel were given the opportunity to answer online and the online address and password were displayed on the front cover of the paper Census form. A totally online trial was conducted with DSTO and DPG personnel.

Census target population

All Permanent and specified Reserve members of the ADF and all Defence APS employees were encouraged to participate in the Census. The Census included all personnel deployed on operations or serving overseas.

Privacy

Participation in the Census was voluntary and anonymity of respondents was guaranteed. The conduct of the Census conformed to the Information Privacy Principles contained in *the Privacy Act 1988*. Participants were asked not to identify themselves on the Census form or in any comments. Following data transcription, all Census forms were destroyed by the consultant.

Further information

Significant further analysis of Defence Census 2015 data will be undertaken to explore key issues that have arisen from the results. Defence members can find this Public Report and additional information including Census Facts Sheets on:

<http://intranet.defence.gov.au/People/sites/StrategicPeopleResearch/comweb.asp?page=52225>