
Sent: Saturday, 14 June 2008 12:50
To: White Paper
Subject: SEC: UNCLASSIFIED WWW enquiry: Submission: 6. Personnel/Recruiting & Retention/Defence Families

Name: Cameron

Submission: Pay Issues.

Military members see people earning in excess of 100,000 dollars a year for driving a heavy vehicle in the mining industry, and leave because in some cases that is almost twice what he would earn in the Military, however these miners are also paid at an hourly rate the majority of the time, its time Defence faced facts and started paying there soldiers for the hours that are worked not as a wage, wages are slowly becoming a thing of the past as shift work for companies who operate 24 hours a day are seen as more productive even if there are less overall workers more work is done because the mine or company never stops after 6 pm.

Defence members have excellent holiday benefits already, so offering anymore to them already would be silly, perhaps a combination of wage whilst on holidays so they are paid a base rate whilst on holidays and when at work paid a shift work rate to match the amount of work they do, defence claims that they cover the over time members work, however effectively it is not true as the majority of member would earn in excess of \$25,000 more if it was bought in, additionally if soldiers knew they were to be paid for there productivity more than as a wage, perhaps Defence overall, would become more productive, if you don't work you only get paid at the base rate, you would soon have productivity up.

How to pay for this already there are issues because we are paying more to keep our soldiers thru retention benefits that don't seem to be working as soldiers take the benefit then leave once the time is up, so we know it doesn't work, there we have an avenue to save some money get rid of the retention benefit and use it in paying soldiers.

Recruiting new members to Defence

Recruitment issues, Defence recruitment are so blinded to the fact that we have thousands of soldiers just sitting on there doorstep and they don't even realise it, or very little money is put into this project, at our doorstep is Fiji, East Timor, Solomon Islands Papua New Guinea and the list goes on, and yet we have only a small population within Defence who come from these backgrounds, what we need is a new way to get these people into our forces, a suggestion would be to offer these people between 18-30 citizenship in Australia if they serve as a member of Defence force for 4-8 years, plus all the usual benefits if they cannot speak English they will be taught, for married members there family is moved over as well, and all the usual benefits that other members of defence are offered there free flight home just like every other member, how to do that? we need recruitment to climb out of the hole they are hiding in use a bit of initiative start travelling to these areas o

nce they have these offers available I can bet that a number of soldiers from other nations will start to pour in, you will have a flood of islanders wanting to work for Defence, and we will be able to take the pick of the lots.

It is time that the Government started to look at compulsory service, its done with great effect in Israel, and other countries what is perhaps needed to change with that is those members who have not volunteered, are not put into frontline jobs unless they agree to it, instead they are placed into areas where they can use skills that when they finish there career in the military they can go out and develop them and perhaps a small majority of them will see that Defence is actually not that bad an employer to work for and re-enlist back into the forces.

I agree to my submission being published on the Defence website

I agree to my submission being quoted in the Community Consultation Report