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To: White Paper
Subject: WWW Submission: 6. Personnel/Recruiting & Retention/Defence Families
[SEC=UNCLASSIFIED]

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Submission: The following are a couple of proposals that were raised by me at the Community Consultation Forum in Brisbane on 22 July 2008.

1. An option to enhance the Gap Year Scheme by offering Gap Year Officer Entry

For Army, the current Part-Time General Service Officer Course, which Army Reserve Officers complete, could be provided in an intensive 22-week (one semester) format by RMC Duntroon. Upon graduation Gap Year Staff Cadets would be promoted to the rank of 2nd Lieutenant and would then complete their ROBC or LOBC before serving the remainder of the year with a regular Army unit.

Given the additional period of training required by officers compared with general enlistees, it would be appropriate to increase the minimum service period for Gap Year Officer Entry to either one year full-time followed by three years part-time, or a total of two years full-time.

For example, a Gap Year Officer participate could choose at the end of their initial 12 months service to return to full-time study, in which case they would serve at least three years as an Army Reserve officer. Alternatively, the officer could choose at the end of their initial 12 months service to continue in full-time service for a further 12 months.

It may also be possible to offer similar Gap Year Officer Entry for non-aircrew/non-technical roles in Air Force and Navy, where the period of initial officer training is less than six months.

2. A proposal for Voluntary National or Community Service

This proposal would be aimed young people between the ages of 18 and 25 inclusive, and would involve a minimum period of service with either the Defence Force or a prescribed community organisation. The purpose of the scheme would be to promote national or community service amongst young people in a way that offers the individual the choice to serve in the manner that best suits them.

The list of prescribed community organisations could include, for example, the State Emergency Service, Rural Fire Brigade, St John's Ambulance, Surf Life Savers. Military service may in Army, Navy or Air Force and could be either full-time or part-time.

The minimum period of service would vary depending on the nature of the service. For example, the minimum period of full-time military service may be 12 months, part-time military service might be four years and part-time community organisation service could be five years.

Young people could be offered a range of financial incentives to participate. For example, payment of HECS debt, an additional first home buyers grant, or a government contribution to superannuation.

I agree to my submission being published on the Defence website

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