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**Sent:** Wednesday, 11 June 2008 15:20  
**To:** White Paper  
**Subject:** SEC: UNCLASSIFIED WWW enquiry: Submission: 6. Personnel/Recruiting & Retention/Defence Families

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Submission: Institute a National Guard to replace all the various forms of reserve forces. Requirement on all 18 to 45 years old Australian Nationals all such persons on attaining the age of 18 years both male and female are required to undergo a 12 week military induction course. This requirement is in line with various other countries where citizens make a commitment to the society they live in and enjoy the fruits of. Structure this organisation as a fourth arm of the ADF with a definition to provide basic trained personnel for the national guard plus the other three arms of the ADF. Incorporate the current General and other reserve forces into the national guard with a new requirement that all reservists be required to serve a minimum of 2 weeks per year in service. Such courses can be conducted at current military bases in each state and territories to remove the necessity of extended travelling and rehousing costs. On completion of the basic training package the recruits would be given their respective assessments and allocated to the appropriate permanent defence units or if national guard to undergo a 2 week per annum corps service until they reach the age of 45 years. If the graduate is recruited as a permanent member of the defence force he or she will be given the required specialist training for their elected vocation. Remuneration to these personnel should be at the standard service rate for trainees, recruits for those who are gainfully employed by industry whilst undergoing initial and subsequent service should be compensated via the taxation scheme and the employer should be compensated via a bonus scheme on company taxation or similar. For those who are unemployed or on some form of social security payment that payment would be suspended and they would be allocated the standard recruit allowance. We ultimately arrive at a functional logistical time phase where our defence capability becomes such that we no longer become an attractive objective to other interests. Several pressing problems facing defence planning is the training and introduction of personnel and equipment to meet the timelines and guidelines that governments require and servicing overseas theatres of engagement where personnel are on a continual rotation of service to these areas. These shortfalls could be made up from the National Guard personnel to maintain the various units, squadrons and ships whilst their personnel are undergoing such courses. The introduction of the F18 Super Hornet and the removal of the F111 has presented the RAAF with problems of cutting the F111 training and line use to gradually for the implementation of the Super Hornet and still maintain the combat readiness of the F18 Classic Hornet. For many years the double brevet ie Pilot Wings has been a discriminator in the services and requires the absolute best of the best to be selected by education and health etc when in fact we reject many excellent pilots and associated aircrews. On a recent discussion I was advised that pilots were also required to carry out other duties apart from flying and being officer many have acquired university degrees in science, engineering and the like but is it clever to have such highly skilled and educated persons used for target practice in front line aircraft. The argument that pilots must be skilled, well this is true but many civilian airlines and charter firms have skilled pilots who have not met the military criteria but none the less are very good pilots. We should reduce the requirement of tertiary educated pilots with a side course university and revert the position to actually flying the aircraft, we could remove our continual pilot shortfall at this level of training all pilots would then graduate from the training facility as Sergeant Pilots and progress through ongoing training courses to Commissioned Officer Level where they could be later used in the other associated officer roles of the ADF. Australia has had the benefit of extensive migration with many ex pilots and military trained who have many hours on the aircraft we currently operate as front line fast jets. Conversion units ie Pearce and East Sale could then advance train the pilots to jet aircraft flying eg National Guard Level Pilots, Front line fighter aircraft would remain at Williamstown for the pilots selected to undergo fast jet conversions.

I agree to my submission being published on the Defence website

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