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**Sent:** Sunday, 28 September 2008 12:01  
**To:** White Paper  
**Subject:** WWW Submission: 6. Personnel/Recruiting & Retention/Defence Families  
[SEC=UNCLASSIFIED]

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Submission: There are many easy and lucrative alternatives for young people at the start of their careers.

Nevertheless these same young people seek meaning and challenge in their lives as evidenced by their endless travel and adventure activities. These same characteristics are needed for defence force people just as much as formal education and discipline.

In my own time of choosing to join the RAN aged 15 years, the attraction of education mixed with adventure, challenge and meaningful activity was a powerful message against which the conventional progression through matriculation and university seemed a pale alternative with little to distinguish its graduates from each other or from other members of the age cohort.

After more than 30 years of such service I can say without any qualification that all of my expectations of such a career were met and sometimes exceeded, and my wife and family share this view.

This is not to say it has always been easy - family needs and financial hurdles do occur but so they do in any walk of life. We have been strengthened by the process of overcoming these difficulties.

The ethos of my year group was and continues to be 'Work hard, play hard' and I commend this theme to the marketing communications for recruitment of young people for the ADF - young people with the vision and desire for challenge and adventure as well as tangible and intangible benefits and experiences.

Recruiting for the ADF is not just about a job or even just a career, it is about an opportunity for a better life. Not an easier or richer life - but a better life - based on the ethos of 'Work hard, play hard'

I agree to my submission being published on the Defence website

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