



Australian Government

Defence

DEFENCE WORKFORCE

People are Defence's most important asset. The Government is committed to supporting our Defence personnel and ensuring we have the highly skilled, highly trained workforce we need to keep Australians safe.

WORKFORCE SNAPSHOT

Defence's approach must change to respond to the workforce crisis it faces.

Between 2020 and 2023, the average inflow of Australian Defence Force (ADF) personnel has been approximately **80 per cent**, resulting in a shortfall of around **4,400 ADF personnel**.

Australian Public Service (APS) recruitment is currently on track to meet future capability needs, with a workforce of around **17,500**.

DEFENCE WORKFORCE PLAN

Defence is finalising a new workforce plan to build capability to deliver the 2024 National Defence Strategy (NDS) and informed by the Royal Commission into Defence and Veteran Suicide. The new workforce plan will focus on:

- ▶ the growth and future needs of an integrated ADF, APS and external workforce
- ▶ ADF recruitment and retaining the Defence workforce
- ▶ organisational culture, wellbeing and support to ADF members and families
- ▶ expanding mental health and suicide prevention programs
- ▶ education, training and skilling to deliver on our new strategy



ADF RECRUITMENT AND RETENTION

The NDS directs Defence to focus recruiting and retention efforts on:

- ▶ **widening eligibility criteria** to enable more people to join the ADF, including developing options to recruit, where appropriate, non-Australian citizens
- ▶ **streamlining the recruiting system**
- ▶ **improving internal processes** to enable faster, targeted recruiting for critical skills gaps
- ▶ encouraging current personnel, who have the skills and expertise the ADF needs to **serve longer** through retention initiatives

Defence has taken action to address recruitment and retention challenges, including:

- ▶ **investing in education**, with increased financial support and greater choice through the Defence Assisted Study Scheme and Study Bank
- ▶ **expanding the ADF Health Program**, including additional services and an increased dependant allowance for ADF families
- ▶ **increasing the length of service**, including through the ADF Continuation Bonus to reduce separation rates for ADF members at a critical career decision point
- ▶ **supporting connections with family and greater access to community services**, including increasing the Remote Locality Leave Travel Entitlement to provide an additional trip per year for eligible members