



STRENGTHENING THE ADF RESERVE

Strategic Review of the ADF Reserves

The Strategic Review of the ADF Reserves (Reserve Review) was a recommendation of the Defence Strategic Review. The Reserve Review identifies recommendations to improve integration of reservists into the total workforce, recognising the critical enabling role reservists have in delivering operational capability, depth and critical skills to Defence.

ADF Reservists providing service represent 33% of the total ADF workforce.



Recommendations:

- ▶ Establish an ADF Reserve Force Framework to support improved categorisation and management of reserve capacity and capability.
- ▶ Evolve the ADF workforce management system to support an integrated reserve and permanent workforce.
- ▶ Improve conditions of service offerings for reserve personnel.
- ▶ Improve recruitment and retention of ADF reservists through:
 - ▶ Establishing up to 1,000 additional reserve positions by 2030.
 - ▶ Creating direct entry pathways to reserve service in Navy, Air Force and Cyber domain.
 - ▶ Accelerated reserve entry pathways and broader specialist pathways across all Services, Cyber and Space domains.
 - ▶ Extending active commitment and management opportunities for former ADF members.
 - ▶ Generating partnerships with industry to access and share talent.
- ▶ Adjust training courses to accelerate and improve throughput of reserve trainees across the ADF.

The ADF Reserve:

- ▶ Deliver critical domestically focused operational capability.
- ▶ Reinforce capacity in support of offshore capability.
- ▶ Offset workforce shortages in specialist roles.
- ▶ Provide surge capacity across all five domains including cyber and space.

Defence will begin implementation of the recommendations in 2025, including:

- ▶ Development of a specialised cyber Reserve workforce to support delivery of domain capabilities.
- ▶ Collaborating closely with other government departments, industry and academia to optimise the identification of and access to talent.
- ▶ Improved connections to support shared capacity of a skilled workforce, such as health and logistics specialists.
- ▶ Improved recruitment and retention of ADF reservists through:
 - ▶ Establishing up to 1,000 additional reserve personnel by 2030.

Benefits of Reserve Service include:

- ▶ Tax-free pay.
- ▶ Subsidised health and education.
- ▶ Enhanced opportunities to develop existing civil and military skills to support ongoing career development in and beyond service.

