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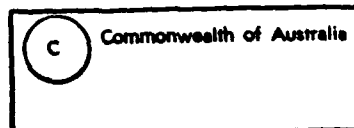
DEPARTMENT OF DEFENCE

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SUBMISSION TO
DEFENCE SUB-COMMITTEE
OF THE JOINT COMMITTEE
ON FOREIGN AFFAIRS,
DEFENCE AND TRADE
INQUIRY INTO
"PERSONNEL WASTAGE RATES IN
THE AUSTRALIAN DEFENCE FORCE"

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CORRIGENDUM

The following corrections to the text should be made:

Page	Location	Alteration
vi	Text Figure 9	1986-87
2	Para 8, Line 5	`grow
6	Fig 4, Cadets	Numbers should be in a row not a column
10	Para 43, Line 3	pilot <u>separations</u>
29	Army Graph 8, Commentary	Trainees (69%) and Pension Ineligible (17%)

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PREFACE

1. This paper is the Department of Defence and Australian Defence Force submission to the Joint Committee on Foreign Affairs, Defence and Trade on separation rates in the Australian Defence Force.

2. The submission provides tables of statistics and associated graphs for the last 10 years which describe separation rates for the ADF as a whole and the three Services. An analysis then considers major groupings of personnel: Officers and Other Ranks, Males and Females, Cadets and Trainees, Pension Eligible and Pension Ineligible. The contribution to separation statistics of Reservists leaving full-time duty and personnel on temporary leave is also included. The analysis is based on the reported Defence Force Employment Statistics and information provided by the Service Offices.

3. This analysis provides an essential backdrop to discussion of the factors which influence separation rates and the steps which Defence has introduced, or planned, to maintain adequate staffing and experience levels. A discussion of these factors and remedial measures, where necessary, will be the subject of a further submission.

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CONTENTS

	Page
PREFACE	iii
INTRODUCTION	1
BACKGROUND	1
Description of the ADF	1
ADF Operating Environment in Peacetime	2
RECENT CHANGES AND TRENDS IN SERVICE MANPOWER SEPARATIONS	4
Total Separations	4
Female Separations	5
Male Cadet/Trainee Separations	6
Male Involuntary Temporary Separations	7
Male Reservists Leaving Full-time Duty	7
Male Pension Eligible Separations	8
Male Pension Ineligible Separations	9
DETAILS OF SEPARATIONS BY SERVICE, AGE, MAJOR EMPLOYMENT CATEGORY AND SEX	11
Graphs	11
SUMMARY	32
CONCLUSION	33
ANNEX:	
A Tables of Separation Statistics	34

FIGURES

FIGURE		Page
1	SEPARATION RATES FOR THE ADF AND THE APS AND % EMPLOYEE CHANGEOVER	3
2	COMPARISON OF ADF SEPARATION RATES WITH GROSS DOMESTIC PRODUCT AT CONSTANT PRICES AND NATIONAL UNEMPLOYMENT RATES 1976-86	3
3	TOTAL MALE AND FEMALE ADF SEPARATIONS : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE 10 YEAR AVERAGE	5
4	MALE CADETS/TRAINEES : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE 10 YEAR AVERAGE	6
5	MALE INVOLUNTARY/TEMPORARY : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE 10 YEAR AVERAGE	7
6	MALE RESERVISTS LEAVING FULL-TIME DUTY : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE 10 YEAR AVERAGE	7
7	MALE PENSION ELIGIBLE : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE 10 YEAR AVERAGE	8
8	MALE PENSION INELIGIBLE : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE 10 YEAR AVERAGE	9
9	TOTAL ADF SEPARATIONS : VARIATIONS IN SEPARATIONS BETWEEN 1986-76 AND THE 10 YEAR AVERAGE	32

GRAPHS

	Page
GRAPHS	
OFFICER, OFFICER CADET AND O/R SEPARATIONS – MALES AND FEMALES	
ADF GRAPH 1	12
NAVY GRAPH 1	12
ARMY GRAPH 1	13
RAAF GRAPH 1	13
OFFICER, OFFICER CADET AND O/R SEPARATIONS – MALES	
ADF GRAPH 2	14
NAVY GRAPH 2	14
ARMY GRAPH 2	15
RAAF GRAPH 2	15
OFFICER, OFFICER CADET AND O/R SEPARATIONS – FEMALES	
ADF GRAPH 3	16
NAVY GRAPH 3	16
ARMY GRAPH 3	17
RAAF GRAPH 3	17
OFFICER AND OFFICER CADET SEPARATIONS – MALES AND FEMALES	
ADF GRAPH 4	18
NAVY GRAPH 4	18
ARMY GRAPH 4	19
RAAF GRAPH 4	19
OFFICER AND OFFICER CADET SEPARATIONS – MALES	
ADF GRAPH 5	20
NAVY GRAPH 5	20
ARMY GRAPH 5	21
RAAF GRAPH 5	21
ADF MALE OFFICER AND OFFICER CADET SEPARATIONS – EXCLUDING PILOTS	
ADF GRAPH 5A	22
RAAF GRAPH 5A	22
MALE OFFICER AND OFFICER CADET SEPARATIONS – EXCLUDING PILOTS	
RAAF GRAPH 5B	23

OFFICER AND OFFICER CADET SEPARATIONS – FEMALES	Page
ADF GRAPH 6	24
NAVY GRAPH 6	24
ARMY GRAPH 6	25
RAAF GRAPH 6	25
OTHER RANK SEPARATIONS – MALES AND FEMALES	
ADF GRAPH 7	26
NAVY GRAPH 7	26
ARMY GRAPH 7	27
RAAF GRAPH 7	27
OTHER RANK SEPARATIONS – MALES	
ADF GRAPH 8	28
NAVY GRAPH 8	28
ARMY GRAPH 8	29
RAAF GRAPH 8	29
OTHER RANK SEPARATIONS – FEMALES	
ADF GRAPH 9	30
NAVY GRAPH 9	30
ARMY GRAPH 9	31
RAAF GRAPH 9	31

DEFENCE SUBMISSION TO JCFAD&T ON ADF SEPARATIONS

GRAPHICAL AND STATISTICAL PRESENTATION WITH ANALYSIS OF PERSONNEL SEPARATION RATES FOR THE ADF

INTRODUCTION

1. Over the last two years much public comment has been generated on the rate of separations from the Australian Defence Force (ADF). Some commentators feel that the issue is of national importance and concern because of the seemingly high number of overall separations from the ADF over the period. The increase in separations is presented as having a deleterious effect on the overall capacity of the ADF to achieve and maintain the defence capability required of it by Government. The picture painted is one of a general and unprecedented mass exodus from the ADF generated mainly by a serious erosion of the conditions of employment available to ADF members.

2. This hypothesis is based to a considerable extent on a misunderstanding of available separation statistics, a failure to appreciate the nature of ADF manpower and a lack of an historical perspective regarding such manpower. It has not been helped by the way ADF manpower statistics have been compiled and presented. These statistics were compiled to show overall effective Defence Force strengths for a given period rather than the level of separations. The scale of the real separation changes being experienced is not large in historic terms nor all encompassing, notwithstanding that there are problems in some specific specialist areas. The factors which give rise to decisions to separate from the ADF are many and varied. It is virtually impossible to attribute changes in separation trends to any single predominant factor. Separations are influenced by: changes affecting all Australian society, conscious defence policy decisions of Government, historical factors as well as economic factors and the usual reasons which demand a reasonable turnover in any Defence Force.

3. The aim of this submission is to provide a statistical and graphical breakdown of the overall separation statistics so as to identify more clearly the current experience and to relate it to longer term trends. This factual presentation places the extent and magnitude of current separations into a historical perspective. It provides the essential backdrop to subsequent discussion of the factors which influence separation rates and the steps which Defence has taken to maintain adequate staffing and experience levels.

4. In order to more readily understand the accompanying data and analysis on Service separations it is necessary to provide a brief background description of the ADF and the context in which it operates in a peacetime environment.

BACKGROUND

Description of the ADF

5. The ADF comprises three major combat arms: the Royal Australian Navy, the Australian Army and the Royal Australian Air Force. The ADF is a relatively small, all volunteer, high quality, high technology force. The overall numbers of the Regular component of the ADF have varied considerably over time depending on Australia's military and strategic circumstances. The variations are not just the difference between wartime effort and peacetime standards. During World War I the size of the overall force was as high as 417000 (some 8% of the then population). During the 1930s the overall force size fell to less than ten thousand, only to expand to a maximum of nearly one million during World War II (14% of the population). Since then it has varied between 34000 and 84000. An inevitable effect of any significant growth in the ADF is increased separations as the population of the ADF ages. For example growth throughout the late 60s and early 70s is already having an effect, and the increase in numbers at the time of the Afghanistan crisis will produce its downstream increased separations post 2000.

6. At the present time the ADF is made up of some 70000 Regular Service personnel. The individual combat arms have been provided with the following average numbers of personnel for 1987-88: Navy 15657, Army 31746, Air Force 22612. A recently developed personnel resource strategy created two

principal components of the ADF, a Trained Force (TF) and a Training Force (TGF). The Trained Force comprises all Service personnel who have undergone initial training and are productive members of their Service. These number an average of 63015 personnel and provide the required operational capability of the ADF. The Training Force consists of personnel undergoing initial training.

7. This new arrangement facilitates improved decision making and planning as attention may now be focussed on the Trained Force and the capabilities it is to provide. As Government requirements change so the size of the Trained Force may be varied to reflect those changes. Once the size of the Trained Force is determined then the size of the Training Force may be calculated. The Training Force changes mainly in response to two factors: the size of the Trained Force, as determined by Government, and changes in separation rates. In a period of higher separation rates the Training Force will need to be larger to ensure a sufficient inflow of trained personnel to maintain the Trained Force at its required strength. The current average strength of the Training Force is 7000.

ADF Operating Environment in Peacetime

8. Given our comparatively small population the hallmark of the ADF needs to be and is, its professionalism and technological emphasis. Such a high technology force requires increasingly better educated officers and other ranks. The community does not provide many people already equipped with the specific skills required. Thus there is little opportunity for the Services to recruit laterally even at relatively junior levels. One outcome of this process is that the Services have to grow their own. They begin by competing in the market place for high quality recruits. Because of the unique requirements of the Services each sets the standards for its recruits and trains them within its own extensive training system. The Services are seen as a national training asset because of the volume and high quality of the training they must provide for their own needs. The knowledge and skills acquired in the ADF are often highly marketable and many Service members readily find a second career in civilian employment. This is of course beneficial for the total economy. That training can also be of direct defence value if at some future time a military threat requires augmentation of existing defence resources.

9. A level of separations requires a balancing level of recruitment. Community interest in the ADF as an employer remains high as evidenced by the findings of the most recent ANOP poll. Large numbers of young Australians do seek employment in the ADF to the extent that in 1986-87 the ADF achieved the largest recruitment intake for a decade without compromising its high entry standards.

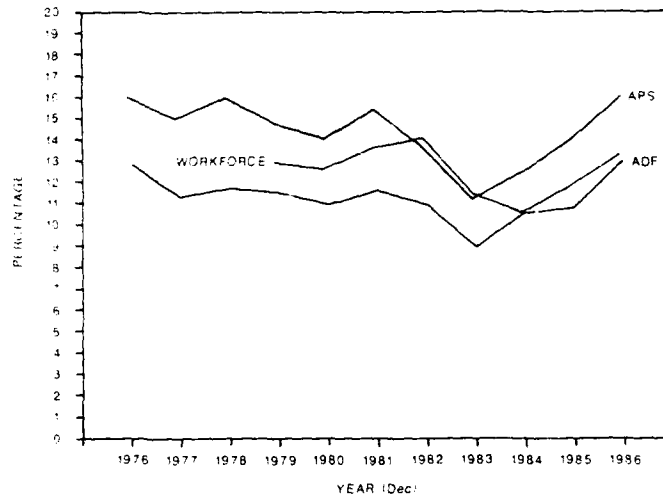
10. The ADF, as an organisation, is not isolated from the economic environment in the community. For example when community confidence in the economy is high, ADF separations do rise as the competitiveness in the labour market increases. Conversely, when community confidence is lower, ADF separations tend to reduce.

11. More general societal pressures also impact on the ADF. For example the greater career opportunities available to women in society are mirrored in increasing opportunities in the ADF. Young people also exhibit greater job mobility than was evident a generation ago. Relatively higher levels of mobility are evident in the general economy and in large organisations such as the Australian Public Service. The ADF is experiencing similar pressure with many young servicemen and women leaving their Service after only one or two periods of engagement, or resigning before completing their engagement. Service personnel with school age children, mirroring the general concern of most parents anxious to maximise the educational stability of their children, try to avoid geographical work changes when that stability is critical. Pressures on members to find greater geographic stability also arise from the increasing number of two income ADF families.

12. Fig 1 indicates separation rates for the Australian Defence Force (ADF), the Australian Public Service (APS) and the overall Australian workforce for the last seven or more years. The general trends are closely correlated and indicate the lower separation rates occurring in the ADF and the rest of the community during the period 1982-85 when adverse economic circumstances were being experienced.

13. Prior to this period, in 1981, the wage fixing mechanism was altered. Wage indexation collapsed and this was followed by a wages explosion in the wider community resulting in the present determination system. In the public sector there was a subsequent pay pause. Cases could be put for consideration by groups who had not received a wage catch up. The ADF was one of these groups and the claim was not satisfied until 1985. It is believed that during this time a number of ADF personnel reaching the end of their term of engagement signed on again. They did this in the expectation of receiving a catch up pay rise as well as waiting for an improvement in economic circumstances in the civilian sector. These two factors account for a period of low separations in 1982-85. They also partly account for the lag effect of increasing separations in the fiscal years 1985-86 and 1986-87.

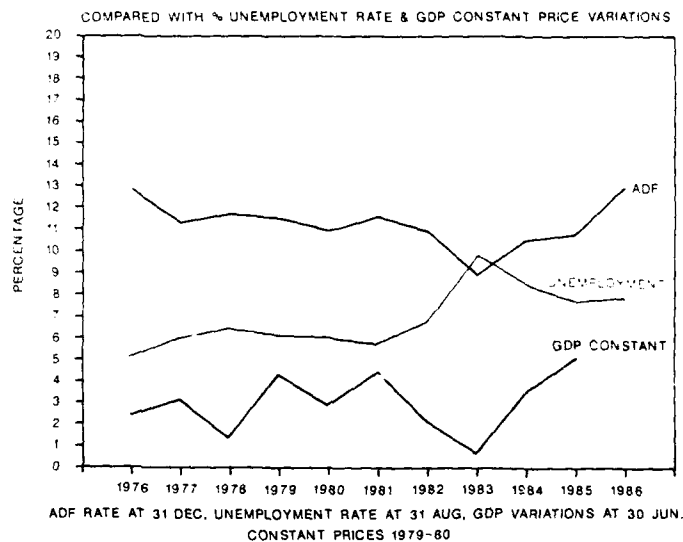
FIG 1: SEPARATION RATES FOR THE ADF, APS & THE WORKFORCE



14. Separations from the ADF also react to the general national trends in economic circumstances. Fig 2 shows the ADF separation rate over time showing a strong positive correlation to real growth in the economy as measured by changes in Gross Domestic Product (GDP) measured in constant prices. Fig 2 also shows changes in the national unemployment rate. In this case a strong negative correlation is evident which is sustained over time.

15. These comparisons reinforce that an all volunteer defence force training and operating in an Australian peacetime environment cannot help but have separations from its ranks strongly influenced by national economic circumstances. The Defence Force reacts as an integral component of the wider community workforce, notwithstanding its unique employment circumstances, and separation rates can only be viewed from this perspective.

FIG 2: ADF ANNUAL % SEPARATION RATES



RECENT CHANGES AND TRENDS IN SERVICE MANPOWER SEPARATIONS

16. Data on Service manpower separations is provided by the three Services and compiled in the Department of Defence to create the Defence manpower statistics referred to throughout this submission. As stated earlier these statistics were originally compiled for a different purpose, that is to show overall effective Defence Force strengths, not the real level of separations. Because of this the real separation rate has been exaggerated and this has not encouraged an easy understanding of the manpower problems faced by the Services. For example the separation statistics for 1986-87 include 146 Reserve personnel who completed a period of full-time duty with the Regular Forces and some 175 personnel who commenced a period of temporary absence on maternity leave. A planned revision of the manpower database will refine the statistics so that for example internal transfers and temporary absences will be recognised as such.

17. The analysis will present statistics for total ADF departures before considering female and male separations in some detail. The analysis of male separations will refer specifically to six categories: Cadets/Trainees, Involuntary/Temporary, Reservists Leaving Full-time Duty, Pension Eligible, Pension Ineligible and Total. Unless stated otherwise the statistical tables and graphs are arranged to show the variation between the 1986-87 separation figures and the average of the last 10 years.

Total Separations

18. There were 8919 separations in 1986-87. As can be seen from the Total line in Fig 3 these separations were 965 more than that experienced on average over the last ten years. Males contributed 76% of the increase and Females 24%.

FIG 3

**TOTAL MALE AND FEMALE ADF SEPARATIONS:
VARIATION IN SEPARATIONS BETWEEN 1986-87 AND
THE TEN YEAR AVERAGE**

Category		Numerical Variation	As a % of the Overall 1986-87 Increase
Cadets	- Male	-2.9	-0.3
	- Female	+12.1	+1.3
	- Total	+9.2	+1.0
Trainees	- Male	+125.4	+13.0
	- Female	+65.7	+6.8
	- Total	+191.1	+19.8
Involuntary/ Temporary	- Male	-229.6	-23.8
	- Female	+174.8	+18.1
	- Total	-54.8	-5.7
Officers: Reservists FTD	- Male	+81.3	+8.4
	- Female	+9.2	+1.0
	- Total	+90.5	+9.4
Officers: Pension Eligible	- Male	+105.7	+11.0
	- Female	+0.5	+0.1
	- Total	+106.2	+11.0
Officers: Pension Ineligible - Total	- Male	+48.5	+5.0
	- Female	+6.4	+0.7
	- Total	+54.9	+5.7
Other Ranks: Pension Eligible	- Male	+129.8	+13.5
	- Female	+1.8	+0.2
	- Total	+131.6	+13.6
Other Ranks: Pension Ineligible	- Male	+475.6	+49.3
	- Female	-39.4	-4.1
	- Total	+436.2	+45.2
Total Males and Females	+964.9	+100.0%	
Total Males	+733.8	+76.0%	
Total Females	+231.1	+24.0%	

Female Separations

19. A most telling statistic is the contribution of women to increased separations in the ADF. Over the last four years the average number of women serving in the ADF has increased significantly (4535 in 1983-84 to 5878 in 1986-87). The propensity of servicewomen to separate (20.7%) is considerably higher than for males (10.5%) and this propensity moved the overall ADF separation rate up to 12.8% in 1986-87 (an increase from 12.4% because of the greater number of servicewomen). As can be seen in the total line in Fig 3 women accounted for 24% of all the increase in separations experienced in 1986-87 over the 10 year average simply through their increased proportion of the ADF population. They were 8.4% of the ADF in 1986-87.

20. The largest single influence on separations in 1986-87 as a result of the increasing number of women in the ADF was in the *Involuntary/Temporary* category. Nearly all of the increase of 175 in this category was in the use of Maternity Leave. The increase in the incidence of Maternity Leave alone accounted for 18.1% of the total increase in all ADF separations in 1986-87 over the 10 year average and 76% of the increase of all female separations.

21. The impact of the increasing number of women and their considerably higher separation rate also raised the number of Cadet/Trainee separations. For women this category rose by 78 and provided 8.1% of the overall ADF 1986-87 increase. The increase was more marked for Other Rank trainees (66).

22. The overall impact of women on the three remaining categories (Reservists, Pension Eligible and Pension Ineligible) was slight — a net reduction of 22 separations. The drop in the Pension Ineligible category of 33 was the main factor.

23. With the greater career opportunities available to women in the ADF (about 16000 positions in 1984 to 22000 positions in 1987) the overall percentage of women in the ADF can be expected to increase. This changing gender mix will result in a further increase in total separations even if future separation rates for servicewomen and men do not change from present rates. However, the experience of each of the last five years shows that the rate of pension ineligible separations for women has been below the 10 year average. It is expected that with the increasing career opportunities now open to women the rate of separations under this category will continue to improve.

Male Cadet/Trainee Separations

24. This category comprises male separations from the Training Force component of the ADF. It includes male Other Rank recruits (trainees) who separated during basic training because they changed their mind about Service life or because they did not meet required standards. This may happen in the first few days, weeks or months of Service.

25. The category also includes male officer cadets who separated during training in academies such as ADFA and Duntroon. Again these cadets may have second thoughts about Service life. More likely is their inability to meet or maintain required academic standards during their training. Total male cadet/trainee separations in 1986-87, as shown in Fig 4, were up by some 13% over the 10 year average. This was due principally to an increase in the number of trainees recruited in 1986-87. This increased recruitment in 1986-87 was achieved with no lowering of the high standards required for entry to the ADF as sufficient additional high quality applicants were attracted. With many more trainees than in recent years passing through the initial training system a commensurately greater number of trainees separated. It is worth noting that following recent policy initiatives it is now much easier for trainees to leave the ADF following a change of mind. (This is in line with more liberal employment attitudes in Australian society). As the figure shows male Officer Cadet separations in 1986-87 were slightly lower than the 10 year average.

FIG 4

MALE CADETS/TRAINEEs : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE TEN YEAR AVERAGE

	Numerical Variation	% Variation	As a % of the Overall 1986-87 Separation Increase
Cadets		-2.9 -1.4 -0.3	
Trainees	+125.4	+17.1	+13.0
Total	+122.5	+13.0	+12.7

26. Given the larger than normal recruit intake in 1986-87 it was to be expected that the loss of trainees would be above average. It contributed some 13% of the total increase in overall separations experienced in 1986-87 over the average of the 10 year period.

Male Involuntary/Temporary Separations

27. This category includes involuntary separations such as those caused by death or serious medical illness. It also includes temporary absences. Historically these temporary absences have been counted as separations in the ADF statistics as the system was designed to show the numbers currently on duty. Thus in the published statistics they have as much weight as, say, the age retirement of a full career (20 years plus) serviceman. Such temporary departures and absences clearly exaggerate the total number of what might, in the everyday sense of the term, be regarded as separations from the ADF. It is intended to redesign future manpower statistical systems and publications based on them to more clearly show the real underlying separations.

FIG 5

MALE INVOLUNTARY/TEMPORARY : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE TEN YEAR AVERAGE

	Numerical Variation	% Variation	As a % of the Overall 1986-87 Separation Increase
Officers	-8.4	-30.7	-0.9
Other Ranks	-221.2	-15.9	-22.9
Total	-229.6	-16.2	-23.8

28. Involuntary/Temporary separations for male officers changed little in 1986-87 from the 10 year average. For Other Ranks this category fell significantly in 1986-87. It appears that this reduction reflects the more liberal attitude within the Services ie, cases that formerly may have ended as administrative or disciplinary discharges are less likely to be proceeded with and members are discharged at their own request. Overall the category contributed 1188 of the total 8919 departures in 1986-87.

Male Reservists Leaving Full-Time Duty

29. This category comprises separations by male Reserve Officers who have been on a period of full-time duty and are now returning to their part-time Reserve duties. It also includes those whose full-time duty as a Reservist came immediately at the end of their career in the Regular force. Historically the Defence statistics have counted all such separations as being from the Regular force. Quite clearly this is inaccurate and leads to double counting. The redesign of the manpower statistical systems will make it clear that this category should not be counted in overall ADF separations. In recent years the numbers of this category have increased significantly as shown in Fig 6 in keeping with the policy of greater integration of regular and reserve forces in the ADF.

30. Male Other Rank reservists are also called to full-time duty but, while the numbers are understood to be comparatively small, specific data is not yet available. Separations by Other Rank reservists are part of the Other Rank Involuntary/Temporary category.

FIG 6

MALE RESERVISTS LEAVING FULL-TIME DUTY : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE TEN YEAR AVERAGE

	Numerical Variation	% Variation	As a % of the Overall 1986-87 Separation Increase
Total	+81.3	+195.0	+8.4%

31. As Fig 6 shows although the numbers are small there has been a significant increase and this category of departure has made quite a contribution (8.4%) to the overall separation increase in 1986-87. Such Reserve transfers are not real separations and the increase is not a cause for concern. Rather it is a cause for some satisfaction because it confirms the growing success of the Regular/Reserve Force integration program

Male Pension Eligible Separations

32. This category comprises separations by males who have qualified for a DFRDB pension usually by completing a minimum of 20 years service. The DFRDB scheme was designed in 1972 by an all Party Joint Select Committee to meet the special needs and career patterns of ADF life. While acknowledging the need for officers to retire at ages earlier than those customary elsewhere in the community and accepting that retirement with pension before attainment of statutory retiring age should be provided under the scheme, the committee concluded that early retirements should not be actively encouraged by the scheme. The committee intended a pension scheme primarily for whole of career service and recommended quite stringent early retirement penalties. On introduction of the scheme the recommended penalties were considerably modified by the Government. The situation nowadays is that the scheme is viewed and primarily designed around 20 years service with additional benefits for years beyond 20, rather than, as intended, a whole of career scheme with telling penalties for early severance. Fig 7 indicates the extent of variation in this category.

FIG 7

MALE PENSION ELIGIBLE : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE TEN YEAR AVERAGE

	Numerical Variation	% Variation	As a % of the Overall 1986-87 Separation Increases
Male Officers			
Navy	+16.4	+24.6	
Army	+44.8	+25.0	
Air Force	+44.5	+31.4	
ADF	+105.7	+27.3	+11.0
Male Other Ranks			
Navy	+60.1	+22.5	
Army	-55.6	-14.6	
Air Force	+125.3	+27.6	
ADF	+129.8	+11.8	+13.5
Total ADF	+235.5	+15.8	+24.4

33. The increase in separations in 1986-87 over the 10 year average was +15.8% (236). Officers were up by 27.3% and Other Ranks by +11.8%. The significant increase in Air Force pilot separations has unduly influenced the ADF and Air Force Officer figures. When RAAF pilot separations are excluded variations in Male Officer separations in 1986-87 from the 10 year average reduce from 31.4% (44.5) to 21.4% (25.6) in the RAAF and 27.3% (105.7) to 23.8% (86.8) in the ADF.

34. The maximum age for rank level requirement for officers is designed to ensure a young fit ADF. Personnel can and do gauge their progression against that of their peers. When promotion prospects wane such personnel often decide to leave earlier rather than later. It is easier to make the transition to the civilian marketplace at an earlier age. Further, if the opportunities in the civilian sector are currently favourable this influences individual decisions to separate now rather than later when the civilian employment market is less certain.

35. It needs to be emphasised that these service personnel have, after 20 years service, completed a 'full' Service career and have elected to exercise their right to receive their pension entitlements. They have provided a significant return of service for the resources invested in their training.

36. The increase in this group in 1986-87 over the 10 year average (15.8% for the total ADF) can be partly explained by the build-up of the ADF in the 1960s and the resulting separation of numbers of these personnel in the 1980s after 20 years of service. The pension eligible pools are larger and so a larger number of people in these pools would leave given the same propensity to separate. The increase in the size of the pension eligible pools would account for 99% of the recent increase in Other Rank pension eligible separations and 28% of the increase for Officers.

37. In many respects the numbers in this category of separation have resulted from decisions made at various times through the last 20 or more years to remain in the ADF. It needs to be emphasised that these experienced personnel cannot serve on forever. Nor would the ADF want them to. For there are benefits to the Services in having a steady flow through of personnel. This creates promotional opportunities and keeps the Services fit, energetic and enthusiastic. This is important in maintaining operational effectiveness. For these reasons, in overall numeric terms, the level of separations for the pension eligible category is within acceptable bounds and is not a cause of concern.

38. The ADF is not immune from the competitive forces at work in the employment marketplace. ADF personnel are in demand, particularly those with extensive experience in employment categories where the supply of trained personnel in the community is scarce. Attractive employment opportunities are thus available to many ADF personnel. Once personnel have completed 20 years or more service it is understandable that their desire to contribute to the Defence of Australia may be satisfied while feeling they have met their full-time obligation.

39. The Defence Organisation also takes the broader view that these separations are not necessarily a loss to the Defence effort. Many join the Reserve Forces. These highly skilled people also flow into other sectors in the economy and in their second careers are very productive to the benefit of the nation. If a major Defence contingency arises then many of these trained personnel could be quickly available, if required, to augment existing manpower assets in the defence of Australia.

Male Pension Ineligible Separations

40. This category comprises male officers and other ranks who separate with less than 20 years of service without pension entitlements. It also comprises male officers who complete their short service commissions or resign before the period of the commission is completed and also have no pension entitlement. Fig 8 indicates the scope of variation in this category.

FIG 8

MALE PENSION INELIGIBLE : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE TEN YEAR AVERAGE

	Numerical Variation	% Variation	As a % of the Overall 1986-87 Separation Increase
Male Officers			
Navy	-1.3	-2.6	
Army	+28.6	+33.5	
Air Force	+21.2	+21.5	
ADF	+48.5	+20.7	+5.0
Male Other Ranks			
Navy	+7.3	+1.1	
Army	+268.6	+16.6	
Air Force	+199.7	+34.9	
ADF	+475.6	+16.6	+49.3
Total ADF	+524.1	+16.9	+54.3

41. Male Officers in this category have not completed a full career in the ADF before they separate, if the definition of a full career is taken as 20 or more years of service. This group of personnel is often highlighted by commentators when describing 'the great drain' from the ADF. In fact the total number of separations from this category in any year is quite small (283 in 1986-87) and constitutes only 25% of total male officer separations in that year and represents only 2.6% of the total male officer corps.

42. It is also worth remembering that 1982-1985 were three financial years of quite low separation rates for Pension Ineligible Male Officers in the ADF (averaging 45 below the 10 year average for each year). It can be argued that officers who deferred their separation in those years, for whatever reason, are now leaving the ADF (see Fig 1 and accompanying argument in paras 12 and 13). This 'catch up' of separations, which is now taking place, provides a much more realistic perspective against which to consider the raw separation numbers for Pension Ineligible Male Officers for 1986-87. The period of low separation rates three to five years ago is now being balanced out to the long term average. A similar effect also occurred for ADF Pension Ineligible Male Other Ranks with separations averaging 562 below the long term average for each of the years 1982-85.

43. As Fig 8 shows Navy officer separations are slightly below the 10 year average and are not a cause of concern. The officer separations for Air Force can be largely explained in terms of the significant increase in pilot separations over the last two years. If these are excluded then the numerical variation for Air Force officers falls from +21.2 to -7.6 and the percentage variation falls from +21.5% to -11.2%. So Air Force officer separations in the pension ineligible category are, if we exclude pilots, actually below the 10 year average.

44. The Army officer separation numbers do however indicate a significant rise in 1986-87 from the fairly small 10 year average base of 85.4 separations. The increase on this base partly represents separations of officers with six to twelve years service who are at the Captain and Major ranks. The deferral of resignations from the 1982-85 period as previously discussed is now affecting Army more than the other Services. It can be argued that this increase is also due in part to young officers who resign after fulfilling their return service obligation (about six years after three to five years training). A third explanation focuses on officers who elect to resign after 10 or more years Service and, while not eligible for a pension, receive long service leave entitlements in a monetary form when they leave. Finally a strong case can be made that these departures partly reflect significant societal changes in Australia such as a greater propensity for young professionals to change jobs/career paths more often than was previously the case.

45. As mentioned in paras 12 and 13 there was a significant drop in separations in 1982-85 due principally to adverse economic conditions and related pay case decisions. Specifically with respect to Pension Ineligible Male Officers the concern over 1986-87 separations needs to be gauged against the deferral of individual decisions to separate in this 1982-85 period. It should be noted that for each Service and for the ADF these separations were actually lower in 1982-83 to 1986-87 by 45 (1200 compared to 1145 separations) than in the previous five year period of 1977-78 to 1981-82.

46. In summarising the situation for pension ineligible male officers it is recalled that specific RAAF pilot separations have had a disproportionate influence on recent ADF separation numbers. Excluding the pilots the variation between total ADF male officer separations in 1986-87 and the 10 year average falls from +48.5 to +19.7 and the percentage change falls from +20.7% to +9.7%. It can be argued that resignation deferrals from the 1982-85 low separation period partly explain this increase.

47. The numbers in Fig 8 for Male Other Ranks indicate that separations in 1986-87 are very close to the 10 year average for the Navy. The Army and Air Force separations are up by +16.6% and +34.9% respectively over their 10 year averages. The overall ADF increase is explained principally by the number of Other Rank personnel who complete their engagement and do not sign up again for a continuation of their military career. There are any number of reasons why this might happen.

48. As discussed for Male Officers the current separations for Pension Ineligible Male Other Ranks has increased partly because of the deferred resignations from the 1982-85 period. For Army an average of 344 fewer Male Other Ranks resigned for each of those three years. A number of these personnel are now resigning and thus driving the separation rate above the long term average. A similar situation is occurring for Air Force personnel. During 1982-85 resignations were down by 197 for each year from the long term average. As a consequence the Air Force Male Other Ranks (Pension Ineligible) separation rate was above the long term average in 1986-87.

49. ADF Male Other Rank separations are also being influenced by rapidly changing societal factors. Young people do not now feel as committed to one career for the whole of their working lives as they did a generation ago. In the difficult economic and employment climate of the 80s many young recruits entered the Services in order to receive valuable training, travel extensively and enjoy the military experience but with the intention of returning trained and experienced to the civilian workforce. After one or two engagements these personnel are technically trained, disciplined, motivated and very attractive to employers in other sectors of the economy. Some 2322 completed their engagements in 1986-87 and moved on to another career outside of the ADF. Given our all volunteer force the Services would like more of these personnel to re-engage for another tour of duty. However, it must be recognised and acknowledged they have fully met their obligation and have the freedom to choose what future career they wish to pursue.

50. It has been the practice, until recently, that other rank members would sign on for a discrete period of employment. Given the vagaries of this practice it could happen that considerable numbers of members who signed on in a particular year could become eligible to re-engage or separate together three, four or six years later. This coincidental nature of significant numbers of members being forced to make career decisions in a particular year suggests that employment and separation trends might be usefully viewed over a number of years rather than on a year by year basis. A comparison of Pension Ineligible Male

Other Rank separations in the two five year blocks, 1977-78 to 1981-82 and 1982-83 to 1986-87 shows 1118 fewer ADF separations in the period 1982-83 to 1986-87 (14916 compared to 13798). The reduction for this five year period needs to be considered when analysing recent single year increases in separations. Adverse economic conditions in 1982-85 influencing more re-engagements and fewer separations (see Fig 1 and paras 12 and 13) is a factor in explaining the drop in separations in the period 1982-83 to 1986-87 and also the increase in 1986-87.

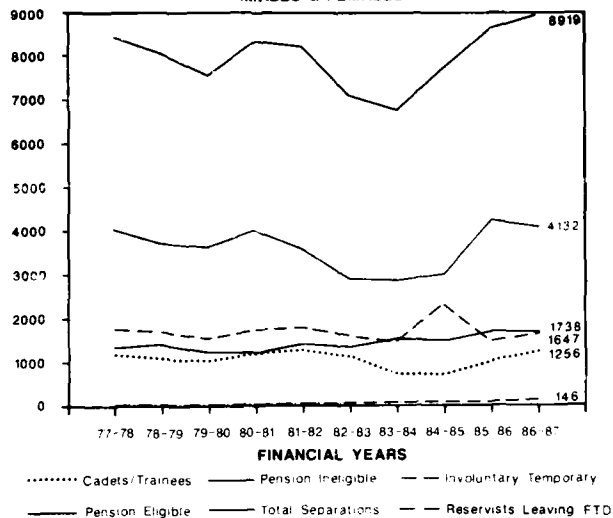
51. The Services have traditionally acknowledged their role within Australian society as a leading training organisation and accept that the training given to young people will benefit the nation generally when they take their skills and expertise into the civilian infrastructure. If a major Defence contingency does arise then many of these trained personnel could be available, if required, to augment existing forces. Such separations are not viewed as a serious loss to our longer term Defence capability.

DETAILS OF SEPARATIONS BY SERVICE, AGE, MAJOR EMPLOYMENT CATEGORY AND SEX

Graphs

52. The following pages contain graphs of separations organised under a variety of headings. Each graph shows separations by the six categories discussed earlier and brief comments are provided. The data presented in the graphs are detailed in the tables in Annex A.

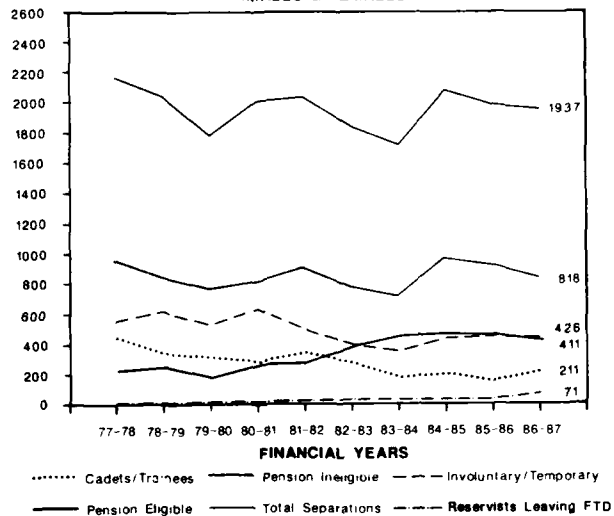
**ADF GRAPH 1 - OFFICER, OFFICER CADET
AND O/R SEPARATIONS
(MALES & FEMALES)**



ADF - GRAPH 1

COMMENTARY: An increase of 965 in total separations in 1986-87 over the 10 year average. This increase was not uniform between the various categories. Reservists leaving FTD recorded a disproportionately high increase.

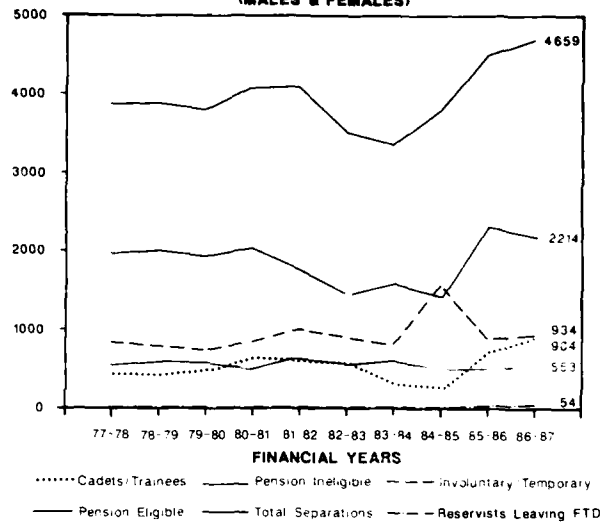
**NAVY GRAPH 1 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(MALES & FEMALES)**



NAVY GRAPH 1

COMMENTARY: A slight decrease of 14 in total separations in 1986-87 compared to the 10 year average. Reservists leaving FTD had a disproportionately high increase and Pension Eligible separations were also above average. All other categories were below the 10 year average. The fall in separations (-0.7%) was less than the fall in average strength (-7.1%).

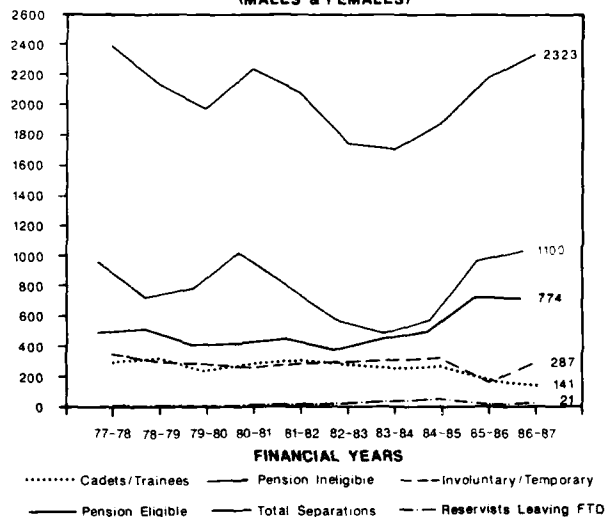
**ARMY GRAPH 1 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(MALES & FEMALES)**



ARMY GRAPH 1

COMMENTARY: An increase of 714 in total separations in 1986-87 over the 10 year average. A disproportionately high increase in Reserves leaving FTD and a large increase in cadet/trainee separations. Cadet/trainee losses accounted for 52% of the increase in Army separations in 1986-87 over the 10 year average.

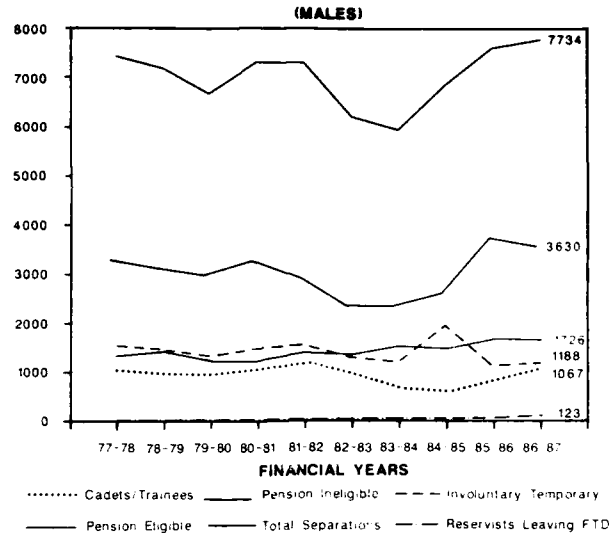
**RAAF GRAPH 1 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(MALES & FEMALES)**



RAAF GRAPH 1

COMMENTARY: An increase of 265 in total separations in 1986-87 over the 10 year average. There was a significant fall in cadet/trainee separations and the increase in Reserves leaving FTD was not as large as the other Services.

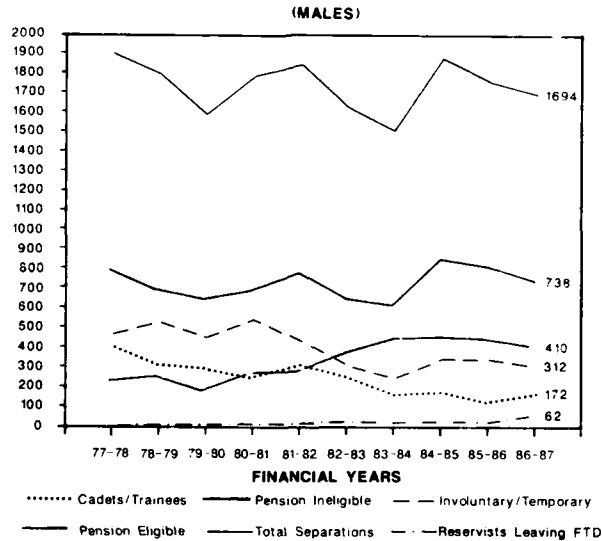
ADF GRAPH 2 - OFFICER, OFFICER CADET 7 & O/R SEPARATIONS



ADF GRAPH 2

COMMENTARY: The increase in ADF male total separations in 1986-87 over the 10 year average was proportionately less than that for all personnel. Reservists leaving FTD were significantly higher and all categories experienced an increase except Involuntary/Temporary separations.

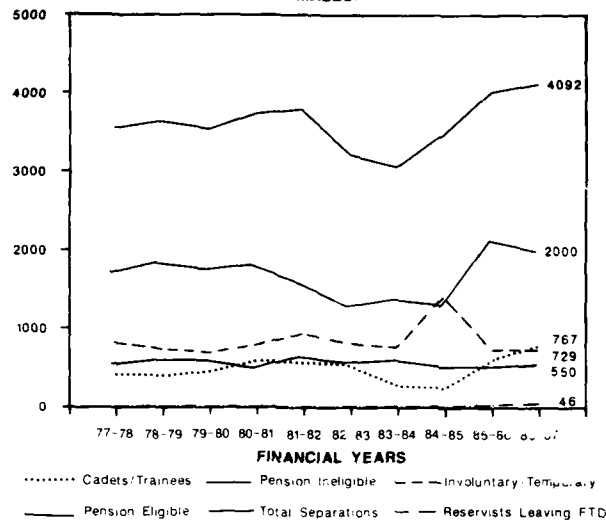
NAVY GRAPH 2 - OFFICER, OFFICER CADET & O/R SEPARATIONS



NAVY GRAPH 2

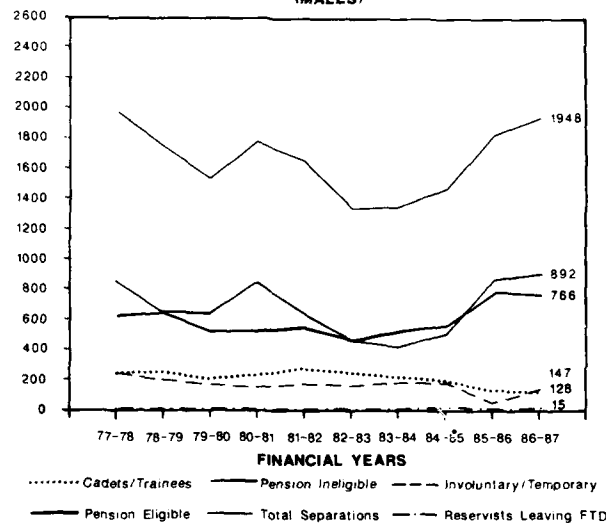
COMMENTARY: A slight fall in total separations in 1986-87 compared with the 10 year average which is not surprising given the fall in average strength. Cadets/Trainee losses were down significantly as were those of an Involuntary/Temporary nature. Pension Eligible separations although higher than the average were the lowest for four years and Pension Ineligible showed little change.

**ARMY GRAPH 2 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(MALES)**



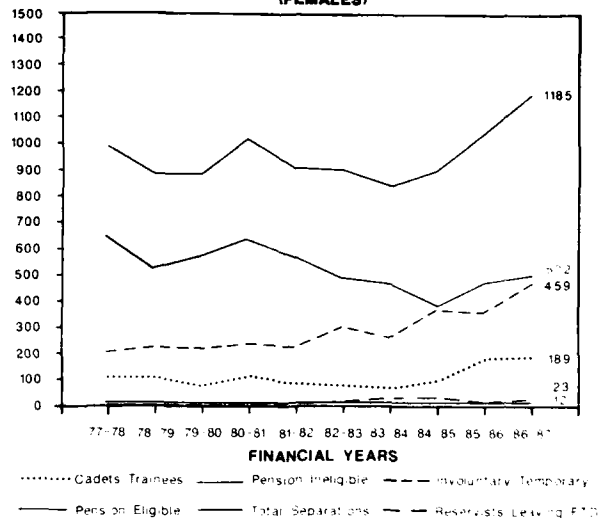
ARMY GRAPH 2
COMMENTARY: A rise in total separations in 1986-87 over the 10 year average. 58% of this was in Cadets/Trainees. Reserves leaving FTD rose disproportionately and the other categories fell.

**RAAF GRAPH 2 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(MALES)**



RAAF GRAPH 2
COMMENTARY: A rise in total separations in 1986-87 over the 10 year average. Increases in Pension Eligible and Ineligible categories outweighed falls in Cadets/Trainees and Involuntary/Temporary separations.

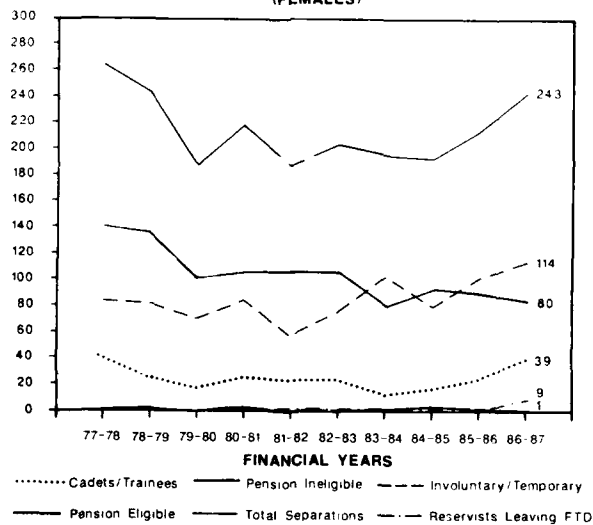
**ADF GRAPH 3 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(FEMALES)**



ADF GRAPH 3

COMMENTARY: A significant rise (24%) in total female separations in 1986-87 over the 10 year average. Women contributed 231 of the 965 increase in separations. Cadets/Trainees and Involuntary/Temporary separations accounted for 109% of the increase and were offset by falls in Pension Ineligible.

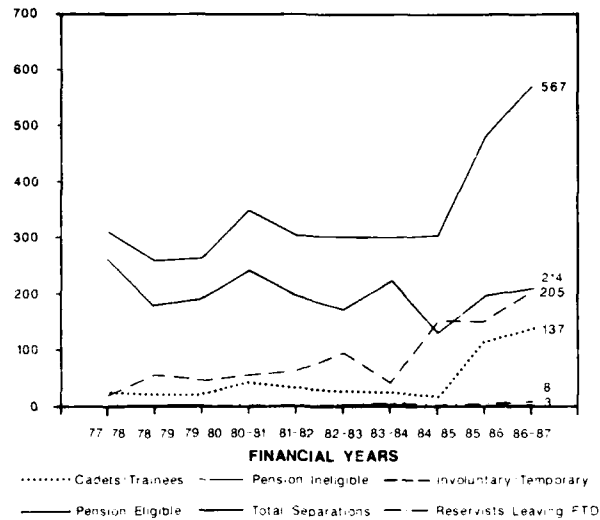
**NAVY GRAPH 3 - OFFICER, OFFICER CADETS
& O/R SEPARATIONS
(FEMALES)**



NAVY GRAPH 3

COMMENTARY: A rise in 1986-87 separations over the 10 year average. Increases in Involuntary/Temporary, Cadets/Trainees and Reservists leaving FTD offset falls in Pension Eligible/Ineligible.

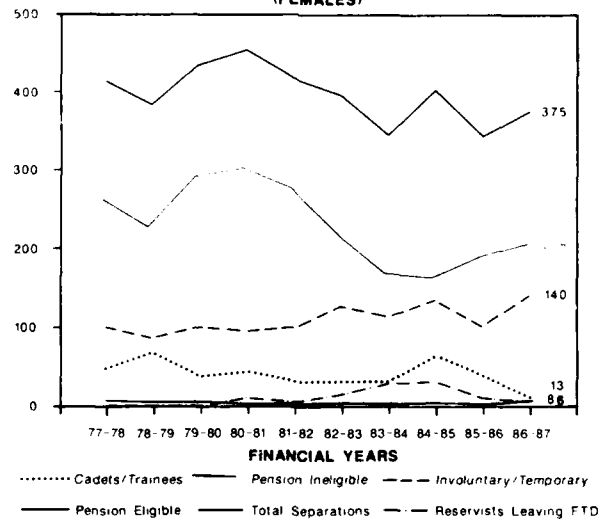
**ARMY GRAPH 3 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(FEMALES)**



ARMY GRAPH 3

COMMENTARY: Army provided the most significant contribution to the 1986-87 female separations increase over the 10 year average. 93% of the 224 increase was in Involuntary/Temporary and Cadet/Trainee categories.

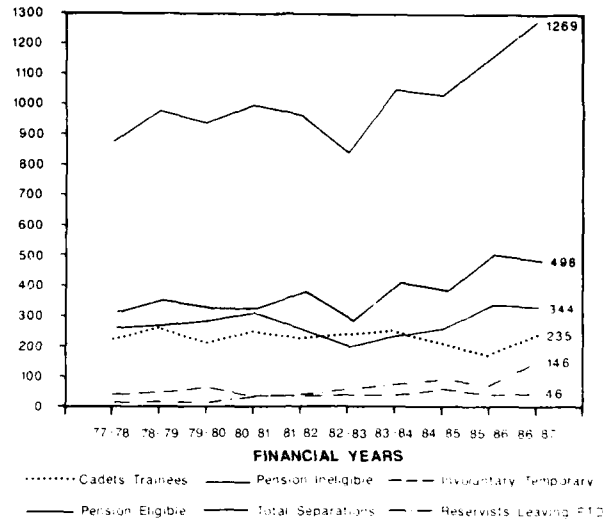
**RAAF GRAPH 3 - OFFICER, OFFICER CADET
& O/R SEPARATIONS
(FEMALES)**



RAAF GRAPH 3

COMMENTARY: A slight fall in 1986-87 separations compared to the 10 year average which is more significant given the 36% increase over the 10 year average strengths.

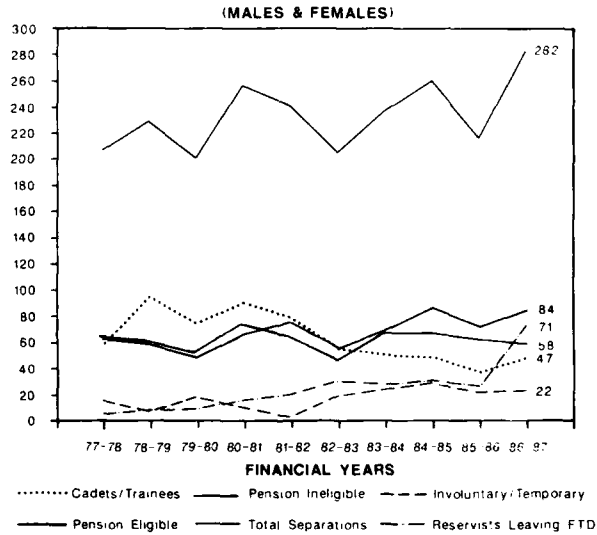
**ADF GRAPH 4 - OFFICER & OFFICER CADET SEPARATIONS
(MALES & FEMALES)**



ADF GRAPH 4

COMMENTARY: Total separations in 1986-87 were up 262 (26%) over the 10 year average. Of this Reservists leaving FTD accounted for 35%.

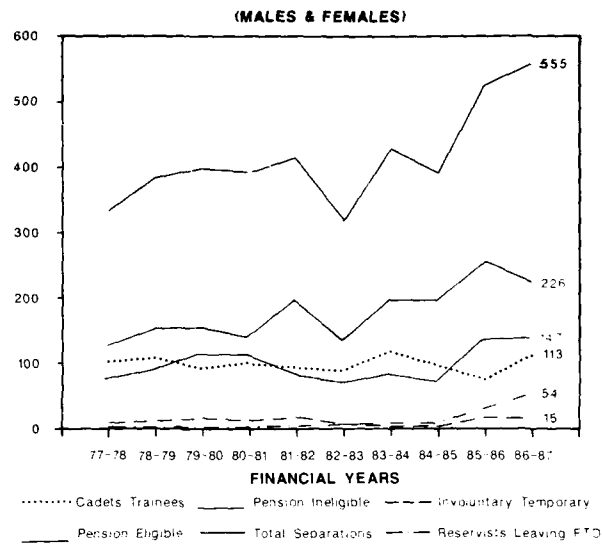
**NAVY GRAPH 4 - OFFICER & OFFICER CADET SEPARATIONS
(MALES & FEMALES)**



NAVY GRAPH 4

COMMENTARY: Total separations in 1986-87 were up 49 (21%) over the 10 year average. Cadet losses fell as did Pension Ineligible. The largest component of the increase was Reservists leaving FTD (47).

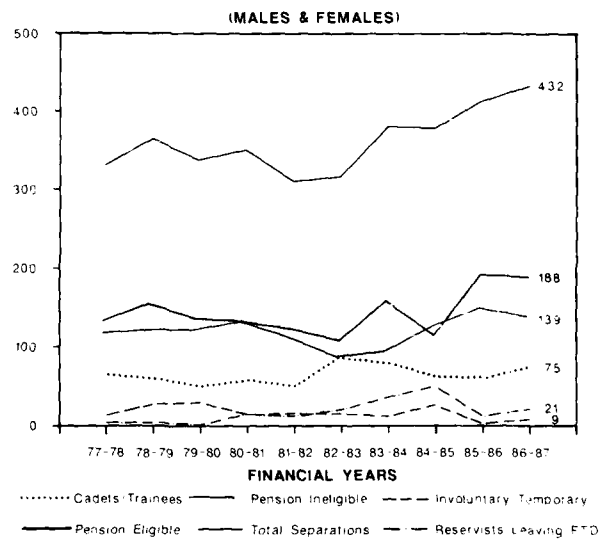
ARMY GRAPH 4 - OFFICER & OFFICER CADET SEPARATIONS



ARMY GRAPH 4

COMMENTARY: Army Officer separations in 1986-87 were 142 above the 10 year average. Reservists leaving FTD contributed a disproportionately high share and Pension Eligible and Ineligible categories also contributed significant increases.

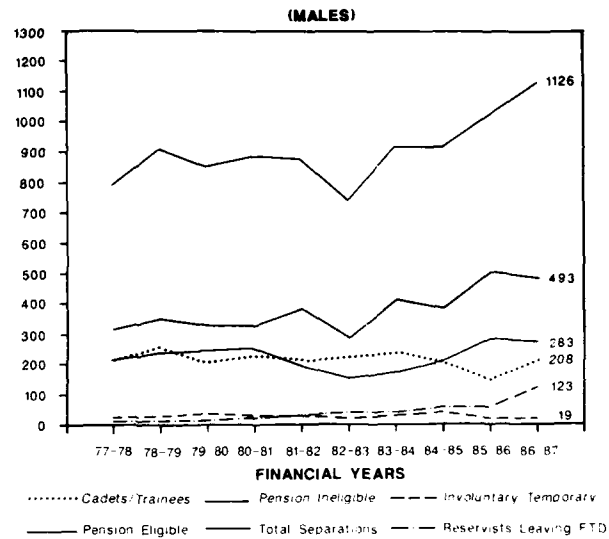
RAAF GRAPH 4 - OFFICER & OFFICER CADET SEPARATIONS



RAAF GRAPH 4

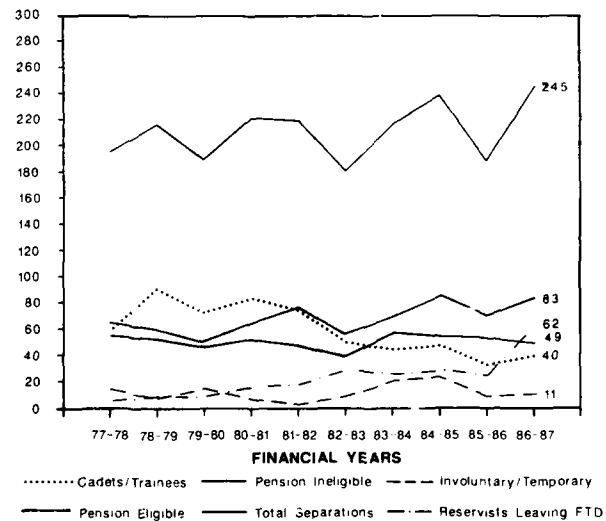
COMMENTARY: The increase in RAAF Officer separations in 1986-87 over the 10 year average was less significant in percentage terms than Army's or Navy's. Increases were recorded in Pension Eligible/Ineligible and Reservists leaving FTD.

ADF GRAPH 5 - OFFICER & OFFICER CADET SEPARATIONS



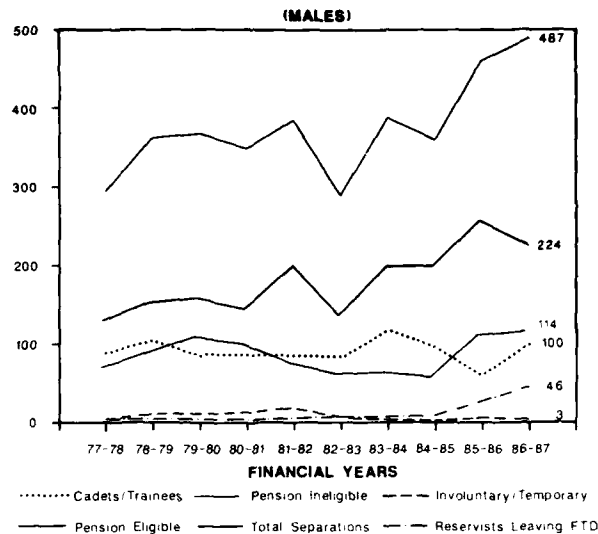
ADF GRAPH 5
 COMMENTARY: Male Officer/Cadet separations were 224 higher in 1986-87 than the 10 year average. Pension Eligible separations accounted for 47% of this increase and Reservists leaving FTD 36%.

NAVY GRAPH 5 - OFFICER & OFFICER CADET SEPARATIONS (MALES)



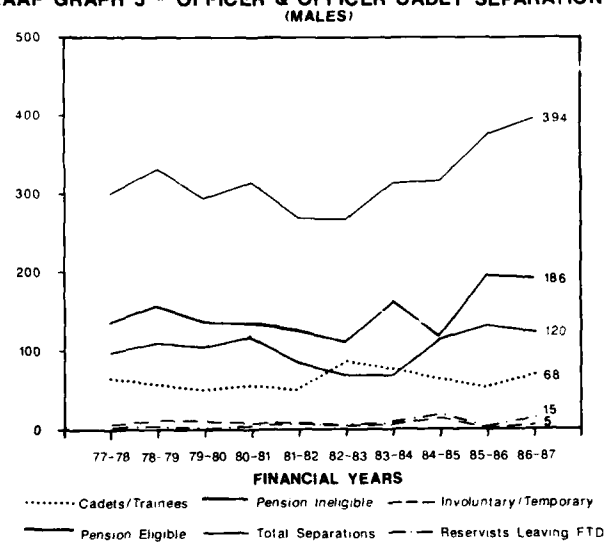
NAVY GRAPH 5
 COMMENTARY: In percentage terms Navy had the lowest increase in 1986-87 separations over the 10 year average. Reservists leaving FTD accounted for 115% of the increase offset by falls in three of the other categories.

ARMY GRAPH 5 - OFFICER & OFFICER CADET SEPARATIONS



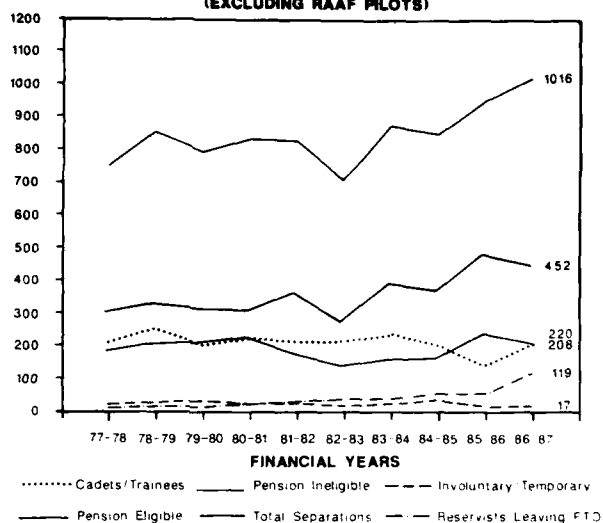
ARMY GRAPH 5
 COMMENTARY: Army had the highest increase in 1986-87 in this category over the 10 year average. 30% of this was due to Reservists leaving FTD.

RAAF GRAPH 5 - OFFICER & OFFICER CADET SEPARATIONS



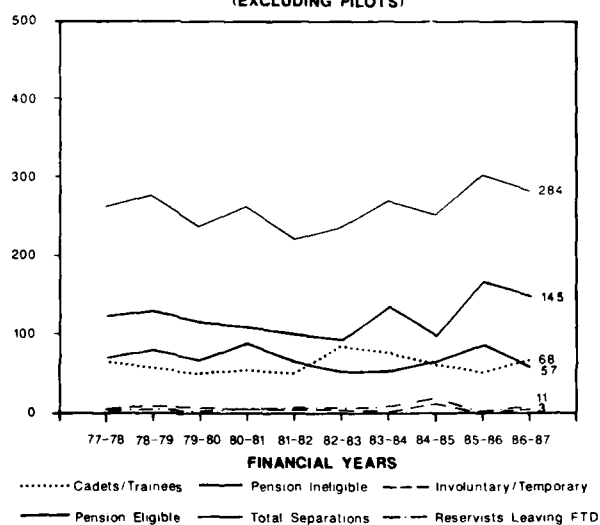
RAAF GRAPH 5
 COMMENTARY: The separations in 1986-87 were 76 more than the 10 year average. The Pension Eligible category contributed 58% of this increase. It is of interest that 50 of the total increase were Pilots.

**ADF GRAPH 5A - MALE OFFICER
& OFFICER CADET SEPARATIONS**
(EXCLUDING RAAF PILOTS)



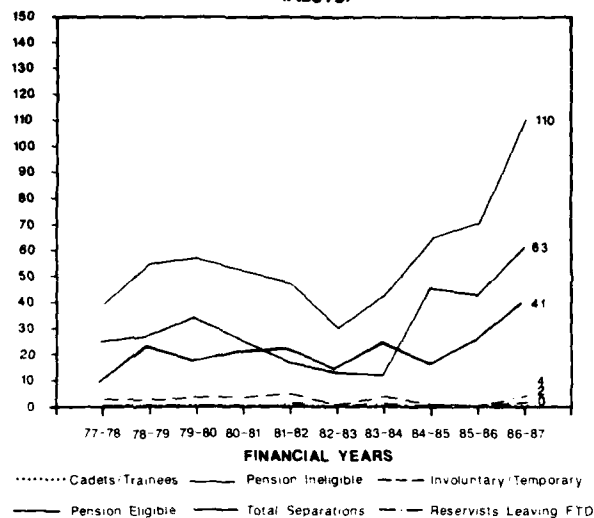
ADF GRAPH 5A
COMMENTARY: Separations in 1986-87 increased 21% over the 10 year average compared to 25% if pilots were included. Reservist FTD and Pension Eligible categories were the major contributors to the 1986-87 increase over the 10 year average.

**RAAF GRAPH 5A - MALE OFFICER
& OFFICER CADET SEPARATIONS**
(EXCLUDING PILOTS)



RAAF GRAPH 5A
COMMENTARY: Separations in 1986-87 increased by 10% over the 10 year average compared to 24% for all RAAF male officers.

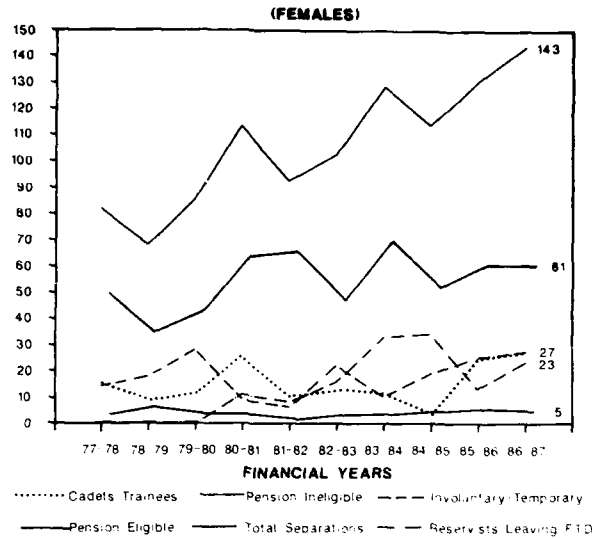
**RAAF GRAPH 5B - MALE OFFICER
& OFFICER CADET SEPARATIONS
(PILOTS)**



RAAF GRAPH 5B

COMMENTARY: A rise of +89% in separations in 1986-87 compared to the 10 year average. The Pension Ineligible category make the greatest contribution to the increase.

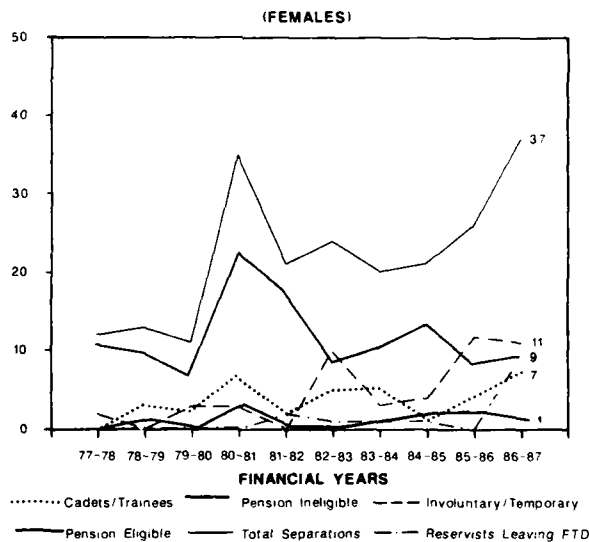
ADF GRAPH 6 - OFFICER & OFFICER CADET SEPARATIONS



ADF GRAPH 6

COMMENTARY: Female Officer separations were significantly higher in 1986-87 than the 10 year average 37 (35%). Cadet, Involuntary/Temporary and Reservists leaving FTD accounted for 30 (82%) of this increase.

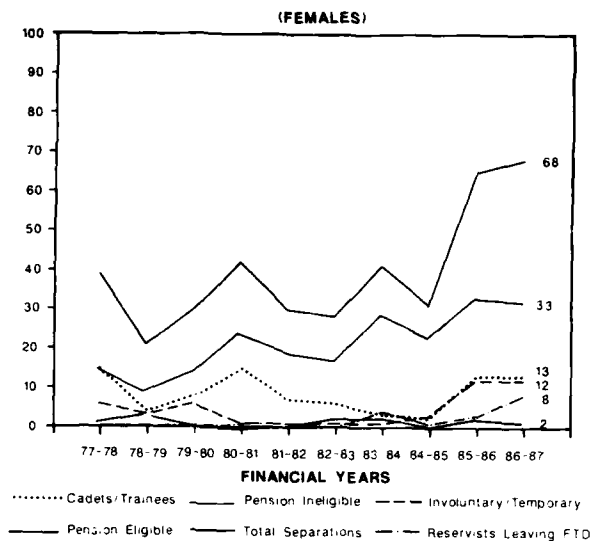
NAVY GRAPH 6 - OFFICER & OFFICER CADET SEPARATIONS



NAVY GRAPH 6

COMMENTARY: Navy female separations were significantly higher in 1986-87 than the 10 year average 15 (68%). The actual numbers are small and as for the ADF as a whole Cadet, Involuntary/Temporary and Reservists leaving FTD account for all the increase offset by other small reductions.

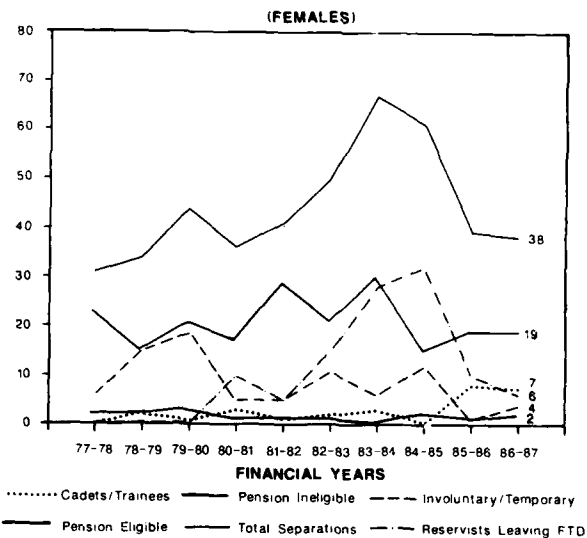
ARMY GRAPH 6 - OFFICER & OFFICER CADET SEPARATIONS



ARMY GRAPH 6

COMMENTARY: As for Navy the percentage increase in separations in 1986-87 over the 10 year average was large but the actual numbers are small. Cadets, Involuntary/Temporary and Reservists leaving FTD accounted for 63% of this increase.

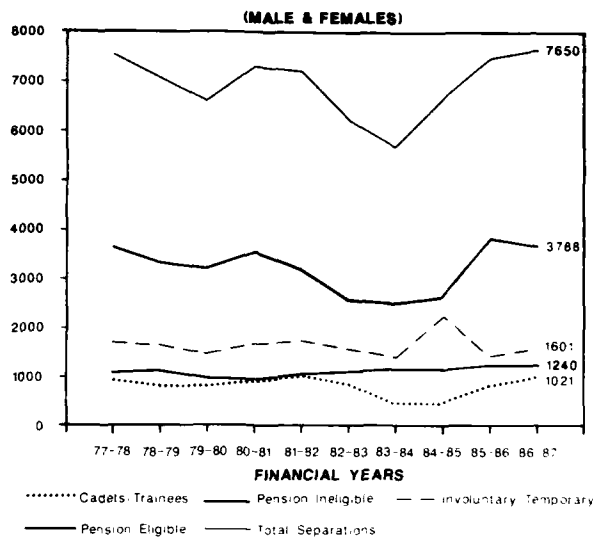
RAAF GRAPH 6 - OFFICER & OFFICER CADET SEPARATIONS



RAAF GRAPH 6

COMMENTARY: RAAF went against the trend of the Other Services as Female Officer separations were lower (14%) than the 10 year average.

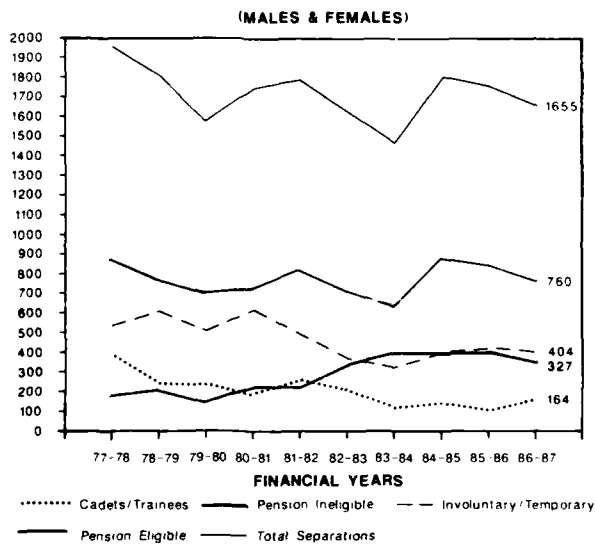
ADF GRAPH 7 - OTHER RANK SEPARATIONS



ADF GRAPH 7

COMMENTARY: The increase in OR separations in 1986-87 over the 10 year average was large, 703, but 10% in percentage terms. Trainees contributed 27% of the increase.

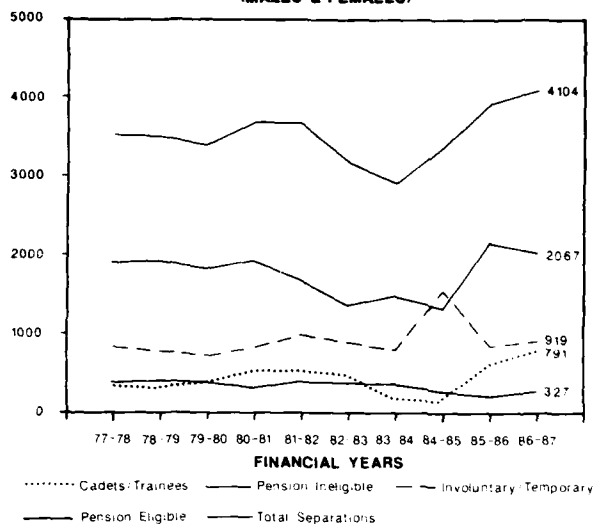
NAVY GRAPH 7 - OTHER RANK SEPARATIONS



NAVY GRAPH 7

COMMENTARY: Navy OR separations in 1986-87 were below the 10 year average (-4%) which is not surprising given the 9% fall in strength. All categories fell except the Pension Eligible.

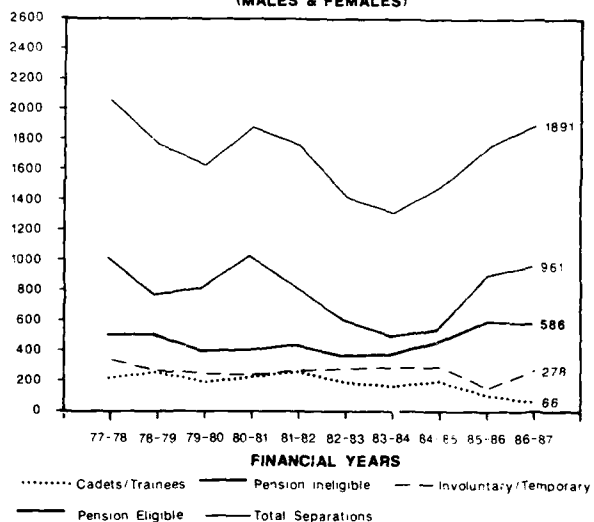
ARMY GRAPH 7 - OTHER RANK SEPARATIONS
(MALES & FEMALES)



ARMY GRAPH 7

COMMENTARY: The increase in OR separations in 1986-87 over the 10 year average was the largest of the three Services, 572 and 16% in percentage terms. Cadet/Trainee and Pension Ineligible separations accounted for more than the total increase with some small reductions in other categories.

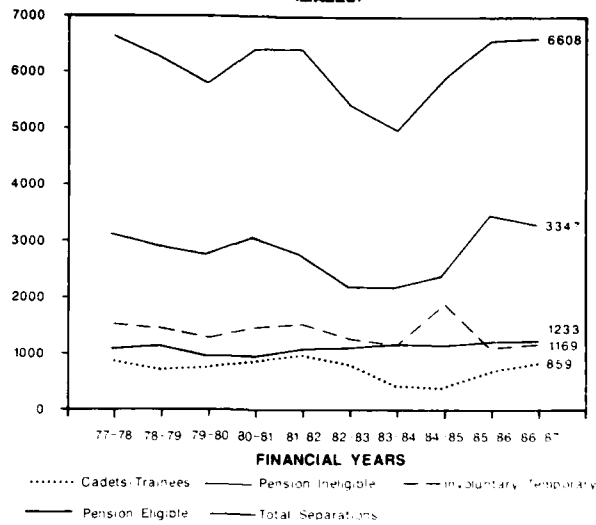
RAAF GRAPH 7 - OTHER RANK SEPARATIONS
(MALES & FEMALES)



RAAF GRAPH 7

COMMENTARY: The increase in OR separations in 1986-87 over the 10 year average was 194 or 11.5% in percentage terms.

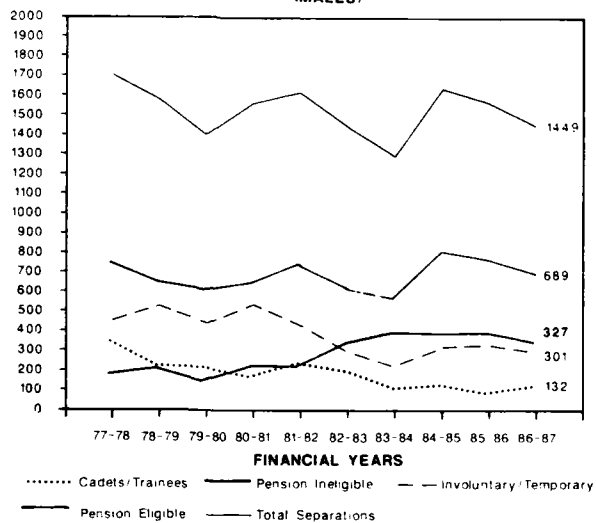
**ADF GRAPH 8 - OTHER RANK SEPARATIONS
(MALES)**



ADF GRAPH 8

COMMENTARY: Male OR separations in 1986-87 increased by 8% on the 10 year average. Involuntary/Temporary separations were down (-221) but offset by increases in the other categories.

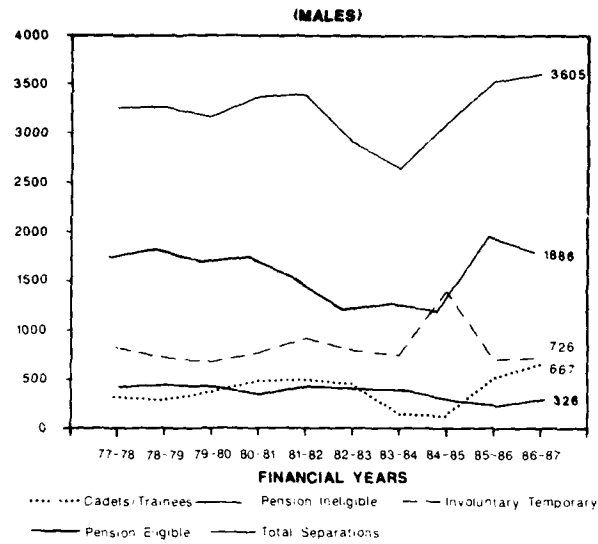
**NAVY GRAPH 8 - OTHER RANK SEPARATIONS
(MALES)**



NAVY GRAPH 8

COMMENTARY: Navy Male OR separations fell in 1986-87 by 77 compared to the 10 year average. Not surprising given strength reduction of 12%. A rise in Pension Eligible was more than offset by falls in Trainee and Involuntary/Temporary category falls.

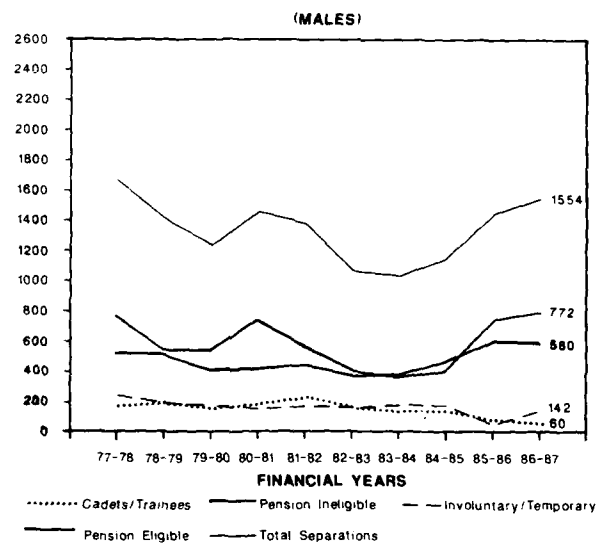
ARMY GRAPH 8 - OTHER RANK SEPARATIONS



ARMY GRAPH 8

COMMENTARY: A 12% increase in 1986-87 separations over the 10 year average. The contributions to the increase were Trainees (72%) and Pension Ineligible (72%) offset by reduction in other categories.

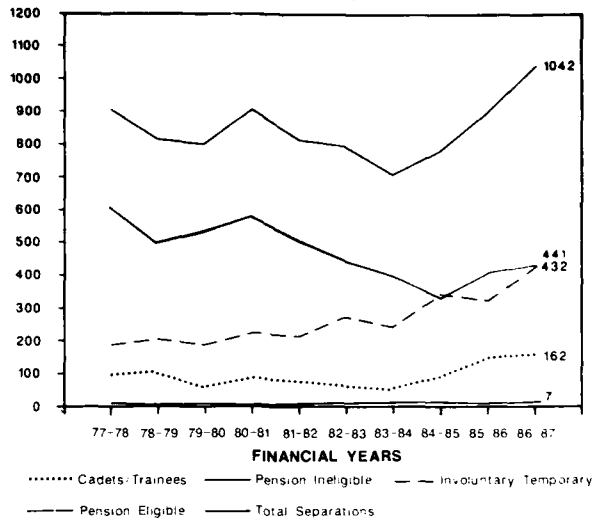
RAAF GRAPH 8 - OTHER RANK SEPARATIONS



RAAF GRAPH 8

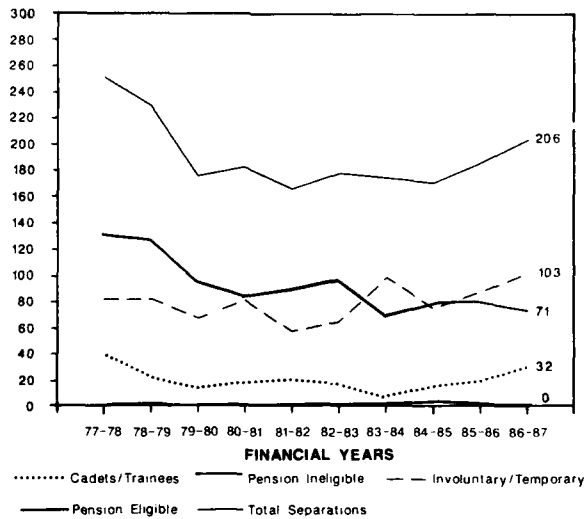
COMMENTARY: A 16% increase in 1986-87 separations over the 10 year average.

**ADF GRAPH 9 - OTHER RANK SEPARATIONS
(FEMALES)**



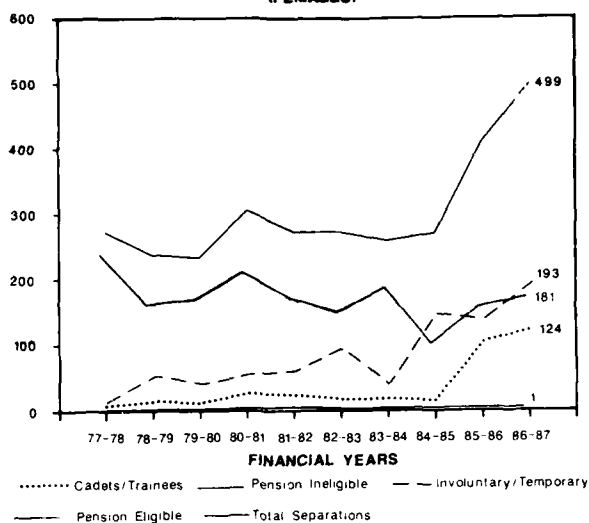
ADF GRAPH 9
COMMENTARY: A proportionately large increase in 1986-87 separations over the 10 year average +194 or 23%. Trainee and Involuntary/Temporary separations accounted for more than this increase and were partially offset by reduced Pension Ineligible separations.

**NAVY GRAPH 9 - OTHER RANK SEPARATIONS
(FEMALES)**



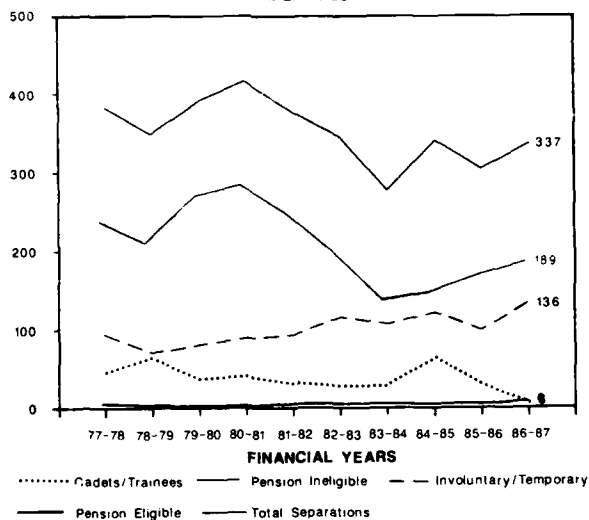
NAVY GRAPH 9
COMMENTARY: Navy OR female separations increased by 7% over the 10 year average. Increases in Trainees Involuntary/Temporary separations were partially offset by reductions in Pension Eligible/Ineligible separations.

**ARMY GRAPH 9 - OTHER RANK SEPARATIONS
(FEMALES)**



ARMY GRAPH 9
COMMENTARY: Army OR female separations increased by 195 over the 10 year average. All of the increases were in Trainee and Involuntary/Temporary categories.

**RAAF GRAPH 9 - OTHER RANK SEPARATIONS
(FEMALES)**



RAAF GRAPH 9
COMMENTARY: RAAF separations fell in 1986-87 compared to the 10 year average. Involuntary/Temporary separations increased by 34 but were offset by Trainee and Pension Ineligible reductions.

SUMMARY

FIG 9

TOTAL ADF SEPARATIONS : VARIATION IN SEPARATIONS BETWEEN 1986-87 AND THE TEN YEAR AVERAGE

Category	Numerical Variation	% Variation	As a % of the Overall 1986-87 Separation Increase
Total ADF Separations	+964.9	+12.1	+100.0
Female Separations	+231.1	+24.2	+24.0
Male Separations	+733.8	+10.5	+76.0
Cadets/Trainees	+122.5	+13.0	+12.7
Involuntary/Temporary (Includes ORs Reservists)	-229.6	-16.2	-23.8
Reservists FTD	+81.3	+195.0	+8.4
Pension Eligible	+235.5	+15.8	+24.4
Pension Ineligible	+524.1	+16.9	+54.3

53. Fig 9 shows that the ADF experienced 965 more separations in 1986-87 than the average for the last 10 years. A large part of this increase (231 or 24%) was the result of the increase in the number of women employed in the ADF and their higher propensity to separate. Most of the increase in female separations was in the Involuntary/Temporary (specifically Maternity Leave) and Cadet/Trainee categories. It is expected that the number of women in the ADF will continue to increase bringing, in the absence of any offsetting reduction in their propensity to separate, further increases in overall ADF separations.

54. Of the 734 increase in male separations experienced in 1986-87, 122 were from our newly recruited personnel undertaking training to fit them for their employment in the ADF. This was 13% of the increase in 1986-87. It was a near record year for trainee recruiting and the greater number of trainees in the training system accounted for the greater number leaving it. These separations can in no way be equated with departures of experienced and fully trained personnel. Career decisions by young people are not irreversible and the ADF reflects society's attitude to allow young people to change their minds if the military life does not suit them. In summary, separations from this category were expected due to conscious policy decisions, will continue, and are not a cause for concern.

55. Male separations from the Involuntary/Temporary category in 1986-87 fell significantly (-230) from the 10 year average.

56. Separations of Male Reservists Leaving Full-time Duty were up considerably in 1986-87 from the 10 year average, but from a very small base. Such movements cannot be really counted as true separations but are a double counting. The increase (81) resulted from the increasing use of Reserves on full-time duty due to the Regular Force/Reserve Force integration program taking place in the ADF. This increase is to be expected and mirrors the success of the program.

57. A considerable number of the increased separations in 1986-87 (236) were pension eligible male Service personnel with 20 years or more of service. They elected to leave the ADF and receive these entitlements after a full career. The increase in 1986-87 over the 10 year average can be explained in part by the greater size of pension eligible pools.

58. The largest component of the male increase in 1986-87 (524) was in the category of Service personnel separating without pension entitlements. The majority of this category (476) were Other Ranks members with less than 20 years service who completed their engagements and did not sign on again. The backlog of resignations from the 1982-85 period explains much of this increase. The remainder of the increase in 1986-87 were resignations of male officers with less than 20 years service (48). This officer increase is explained by an increase in RAAF pilot separations and an increase in Army junior male officer separations (mainly by resignation deferrals from the 1982-85 period); both from a small base. The comparison of five year blocks of separations for both Officers and Other Ranks reduced for the 1982-83 to 1986-87 period. Such a comparison provides an interesting perspective against which to measure the significance of the 1986-87 increases.

59. The above discussion has shown that diverse changes resulted in the increase in separations in 1986-87 over the 10 year average. It is impossible to be precise on why almost 9000 individuals separated in 1986-87 and whether or not their reasons were different to those who had left in earlier years. It does seem clear that many factors are involved and any list of such factors should include the following:

- (1) Creating more career opportunities for women in the ADF (more servicewomen in the ADF with a higher propensity than men to separate thereby increasing overall separations).
- (2) Development of an indigenous Defence industry resulting in more opportunities being created for the private employment of skilled Defence personnel.
- (3) The Defence Force reacting as an integral component of the wider community workforce with respect to general economic conditions.
- (4) General societal factors such as greater job mobility, greater concern by Service parents for educational stability for their children, and more two income families (causing members to be more likely to separate if a geographic change in military job location is detrimental to the perceived best interest of the member's family).
- (5) Historical reasons such as a general build-up in the size of the ADF in the 1960s which is reflected in increased separations of pension eligible personnel in the 1980s.
- (6) The incentive provided by pension entitlements designed to produce a young, fit ADF, and to permit members to pursue a further career.
- (7) Higher recruiting targets and failure to meet required standards while taking initial training as a trainee or officer cadet.

CONCLUSION

60. This paper has presented an analysis of the last 10 years of separations from the ADF and compared the separations in 1986-87 to the 10 year average.

61. The special focus of the existing Defence Service manpower statistics on effective strength rather than separations has been described. The significant role of womens' separations has been featured and despite a possible drop in the womens' separation rate the growth in their participation in the ADF will result in increasing separations. The main categories of male separations have been discussed. The relative influence of each has been presented in some detail and areas which are cause for concern have been noted as have specific job categories in the ADF that are experiencing shortages eg, RAAF pilots and junior Army officers.

62. The situation is that significant societal changes affecting people's attitudes to their work and careers are being felt in Australian society and in the Defence Force that serves it. Market forces are very much at play. These changes are producing a slightly higher total separation rate in the ADF which is being mirrored in other employment sectors in the economy. There are also shortages being experienced in specific job categories in the ADF.

TABLES OF SEPARATION STATISTICS

OFFICER, OFFICER CADET AND O/R SEPARATIONS – MALES AND FEMALES

ADF	TABLE 1	A-1
NAVY	"	A-2
ARMY	"	A-3
AIR FORCE	"	A-4

OFFICER, OFFICER CADET AND O/R SEPARATIONS – MALES

ADF	TABLE 2	A-5
NAVY	"	A-6
ARMY	"	A-7
AIR FORCE	"	A-8

OFFICER, OFFICER CADET AND O/R SEPARATIONS – FEMALES

ADF	TABLE 3	A-9
NAVY	"	A-10
ARMY	"	A-11
AIR FORCE	"	A-12

OFFICER AND OFFICER CADET SEPARATIONS – MALES AND FEMALES

ADF	TABLE 4	A-13
NAVY	"	A-14
ARMY	"	A-15
AIR FORCE	"	A-16

OFFICER, OFFICER CADET SEPARATIONS – MALES

ADF	TABLE 5	A-17
NAVY	"	A-18
ARMY	"	A-19
AIR FORCE	"	A-20

ADF MALE OFFICER AND OFFICER CADET SEPARATIONS – EXCLUDING PILOTS

ADF	TABLE 5A	A-21
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**RAAF MALE OFFICER AND OFFICER CADET SEPARATIONS -
EXCLUDING PILOTS**

RAAF	TABLE 5A	A-22
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RAAF MALE OFFICER AND OFFICER CADET SEPARATIONS - PILOTS

RAAF	TABLE 5B	A-23
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OFFICER AND OFFICER CADET SEPARATIONS - FEMALES

ADF	TABLE 6	A-24
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NAVY	"	A-25
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ARMY	"	A-26
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AIR FORCE	"	A-27
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OTHER RANK SEPARATIONS - MALES AND FEMALES

ADF	TABLE 7	A-28
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NAVY	"	A-29
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ARMY	"	A-30
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AIR FORCE	"	A-31
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OTHER RANK SEPARATIONS - MALES

ADF	TABLE 8	A-32
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NAVY	"	A-33
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ARMY	"	A-34
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AIR FORCE	"	A-35
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OTHER RANK SEPARATIONS - FEMALES

ADF	TABLE 9	A-36
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NAVY	"	A-37
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ARMY	"	A-38
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AIR FORCE	"	A-39
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ADP TABLE 1 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (MALES & FEMALES)

	FISCAL YEAR												1984-87 RIGUS THE 10YR AVG	1984-87 RIGUS THE 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	70345	69972	70488	72770	72851	73023	71632	70931	70397	69772	71147	71147	71147	71147	-1.4
Separation Category															
1 Cadets/Trainees (2)	1176	1076	1030	1201	1277	1101	719	703	6016	1256			1055.7	280.3	19.0
% of Average Strength (1)	1.66	1.54	1.46	1.66	1.75	1.51	1.00	0.99	1.45	1.80			1.48		
2 Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
AWOL															
Other															
Sub-Total	1727	1706	1546	1734	1787	1594	1458	2315	1400	1647			1701.8	-50.8	-3.2
% of Average Strength (1)	2.50	2.44	2.19	2.40	2.45	2.18	2.03	3.26	2.11	2.36			2.39		
3 Reservists Leaving Full Time Duty (3)	12	17	14	36	39	38	74	91	48	146			55.5	90.5	163.1
% of Average Strength (1)	0.02	0.02	0.02	0.05	0.05	0.05	0.10	0.13	0.10	0.21			0.08		
4 Pension Eligible	1401	1408	1282	1303	1474	1402	1582	1346	1756	1720			1500.2	227.8	15.0
% of Average Strength (1)	2.00	2.14	1.83	1.81	2.02	1.92	2.22	2.18	2.50	2.49			2.11		
5 Pension Ineligible	4076	3763	3653	4037	3603	2911	2886	3632	4284	4132			3646.9	491.1	12.5
% of Average Strength (1)	5.81	5.38	5.18	5.56	4.95	3.99	4.02	5.13	6.11	5.92			5.12		
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	8416	8060	7535	8311	8180	7066	6731	7709	8614	8919			7956.1	964.9	12.1
% of Average Strength (1)	12.01	11.52	10.69	11.22	11.23	9.99	9.37	10.87	12.25	12.78			11.10		

Note: (1) Average Strength of all SPS Males and Female Officers, Officer Cadets and Other Ranks
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Officers only. Other rank reservists full time duty separations included in Category 2
 (4) Figures are based on OES data reported by the Services

MS BLANCH 06 May 88

NAVY TABLE 1 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (MALES & FEMALES)

	FISCAL YEAR												1998-99 TO 1999-00	1998-99 TO 1999-00	1998-99 TO 1999-00
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	16455	16409	16736	17136	17427	17274	16848	16149	15582	15373	16549	16549	16549	16549	16549
Separation Category															
1. Cadets/Trainees (2)	445	325	311	281	344	270	175	197	147	211	271	271	271	271	271
% of Average Strength (1)	2.76	2.04	1.86	1.64	1.97	1.55	1.04	1.22	0.94	1.37	1.64	1.64	1.64	1.64	1.64
2. Involuntary/Temporary															
Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MIL															
LUMP															
OTHER															
Sub-Total	551	413	327	432	444	392	323	420	445	426	486	486	486	486	486
% of Average Strength (1)	3.35	2.51	1.95	2.51	2.54	2.26	1.91	2.59	2.85	2.73	2.94	2.94	2.94	2.94	2.94
3. Reservists Leaving Full Time Duty (3)	5	6	9	14	20	30	27	30	23	71	24	24	24	24	24
% of Average Strength (1)	0.03	0.05	0.05	0.08	0.11	0.17	0.16	0.19	0.16	0.46	0.15	0.15	0.15	0.15	0.15
4. Pension Eligible	225	249	175	273	278	379	420	482	421	411	325	325	325	325	325
% of Average Strength (1)	1.37	1.52	1.05	1.59	1.60	2.18	2.47	2.96	2.69	2.67	1.96	1.96	1.96	1.96	1.96
5. Pension Ineligible	941	833	723	801	849	737	697	946	981	818	822	822	822	822	822
% of Average Strength (1)	5.72	5.08	4.38	4.67	4.87	4.26	4.14	5.86	6.38	5.32	4.94	4.94	4.94	4.94	4.94
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	2164	2040	1773	2003	2025	1828	1762	2465	1949	1927	1958	1958	1958	1958	1958
% of Average Strength (1)	13.15	12.43	10.61	11.64	11.62	10.52	10.10	12.79	12.82	12.60	11.79	11.79	11.79	11.79	11.79

NOTE: (1) Average Strength of all Navy Male and Female Officers, Officer Cadets and Other Ranks
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Officers only. Other rank deserters full time duty separations included in category 2
 (4) Figures are based on OES data as reported by Navy

NPS WASHDC 94-041-78

ARMY TABLE 1 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (MALES & FEMALES)

Separation Category	Fiscal Year												10YR AVG 1986-87 TO 1986-87 10YR AVG	1984-87 RINDS TIME 10YR AVG	% VAR FROM 1978-79 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	31051	31657	31810	32494	32882	32953	32515	32126	31970	31874			32265.0	-381.6	-1.2
1. Cadets/Trainees (2)															
% of Average Strength (1)	1.38	1.33	1.50	1.93	1.89	1.68	0.91	0.75	2.26	2.84			1.84		
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MMTL															
LEOP															
Other															
Sub-Total	847	794	741	846	1008	945	801	1561	877	934			931.6	2.4	0.3
% of Average Strength (1)	2.65	2.50	2.33	2.59	3.07	2.75	2.46	4.86	2.74	2.93			2.89		
3. Reservists Leaving Full Time Duty (3)	4	5	4	4	6	7	10	10	31	54			13.5	40.5	300.0
% of Average Strength (1)	0.01	0.02	0.01	0.01	0.02	0.02	0.03	0.03	0.10	0.17			0.04		
4. Pension Eligible	552	601	591	502	645	558	615	513	516	553			544.6	-11.6	-2.1
% of Average Strength (1)	1.73	1.89	1.86	1.54	1.96	1.69	1.89	1.60	1.61	1.73			1.75		
5. Pension Ineligible	2818	2842	1883	2051	1804	1479	1612	1644	2346	2214			1905.7	306.3	16.2
% of Average Strength (1)	8.32	8.47	6.23	6.10	5.49	4.49	4.96	4.49	7.34	6.95			5.91		
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	3943	3889	3794	4075	4885	3593	3335	3770	4474	4659			3844.9	714.1	18.1
% of Average Strength (1)	12.69	12.21	11.93	12.46	12.42	10.93	10.26	11.74	13.99	14.62			12.23		

NOTE: (1) Average Strength of all Army Male and Female Officers, Officer Cadets and Other Ranks
 (2) Separations for all reasons by personnel undergoing Initial Training
 (3) Officers only. Other Rank Reservists Full Time Duty Separations included in Category 2
 (4) Figures are based on DRES data reported by Army

DPS BRANCH 05-MAY-88

NAVF TABLE 1 - OFFICER, OFFICER CANDIDATE AND OTHER RANK SEPARATIONS (MALES & FEMALES)

	FISCAL YEAR												1984-87 MINUS TIME 10YR AVG 10YR AVG	1984-87 MINUS TIME 10YR AVG 10YR AVG	1984-87 MINUS TIME 10YR AVG 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	21489	21707	21936	22337	22544	22706	22487	22437	22736	22528	22332	7	195	3	0
Separation Category															
1. CODES/TRAINEES (2)															
% of Average Strength (1)	1.32	1.46	1.10	1.29	1.39	1.22	1.10	1.17	6.73	0.63	1.14				
2. INSOLVENCY/TEMPORARY															
Death/Medical Discharge															
Discharge/NAVY Discharge															
Administrative Discharge															
UNCL															
Other															
Sub-Total	353	295	278	256	265	297	304	324	158	287	283	7	3	3	1
% of Average Strength (1)	1.63	1.36	1.27	1.15	1.26	1.31	1.35	1.43	0.69	1.27	1.27				
3. RESERVISTS LEAVING FULL TIME DUTY (3)	3	6	1	16	13	21	37	51	12	21	17	9	3	1	17
% of Average Strength (1)	0.01	0.02	0.00	0.07	0.06	0.09	0.16	0.23	0.05	0.09	0.08				
4. PENSION ELIGIBLE	427	448	528	528	551	465	527	571	789	774	405	6	173	4	28
% of Average Strength (1)	2.00	2.09	2.40	2.36	2.44	2.05	2.34	2.52	3.47	3.44	2.89				
5. PENSION INELIGIBLE	1117	868	917	1145	906	675	579	642	1045	1100	901	6	198	4	22
% of Average Strength (1)	5.15	4.00	4.18	5.13	4.03	2.97	2.57	2.82	4.60	4.88	4.04				
TOTAL OFFICERS, OFFICER CANDIDATES AND OTHER RANKS (4)	2384	2135	1964	2233	2079	1735	1694	1874	2171	2323	2038	4	244	6	12
% of Average Strength (1)	11.01	9.82	8.95	10.00	9.19	7.84	7.53	8.27	9.55	10.31	9.22				

Note (1) Average Strength of all NAFF Male and Female Officers, Officer Candidates and Other Ranks
 (2) Separations for all reasons by personnel undergoing Initial Training
 (3) Officers only Other Rank Reservist Full Time Duty Separations included in category 2
 (4) Figures are based on DRE's data as reported by NAFF

MOS MARCH 05-MAR-89

ADP TABLE 2 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (MALES)

	FISCAL YEARS												1984-87 MINUS THE 1978 AVG TO 1984-87 10YR AVG	1984-87 % VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89		
Average Strength (1)	64240	64000	64341	67798	68318	68437	67317	68719	63287	63886			64240	-4.0
Separation Category														
1 Cadets/Trainees (2)	1064	943	955	1088	1190	1023	653	404	836	1047			944.5	13.6
% of Average Strength (1)	1.64	1.46	1.48	1.60	1.74	1.49	0.97	0.59	1.28	1.64			1.47	
2 Involuntary/Temporary														
Discharge														
Administrative Discharge														
Medical Discharge														
Other														
Sub-Total	1548	1482	1327	1497	1535	1290	1200	1949	1127	1188			1417.4	-16.2
% of Average Strength (1)	2.34	2.24	2.00	2.21	2.24	1.89	1.76	2.83	1.75	1.86			2.13	
3 Reservists (Leaving Full Time Duty) (3)	12	17	14	23	31	42	41	57	55	123			41.7	103.0
% of Average Strength (1)	0.02	0.03	0.02	0.04	0.05	0.06	0.06	0.09	0.08	0.19			0.06	
4 Pension Eligible	1380	1488	1283	1295	1465	1384	1582	1535	1147	1716			1490.5	13.8
% of Average Strength (1)	2.10	2.25	1.97	1.91	2.14	2.04	2.25	2.22	1.80	2.70			2.24	
5 Pension Ineligible	3413	3225	3070	3386	3032	2415	2417	2443	3810	3610			3195.9	16.9
% of Average Strength (1)	5.15	4.99	4.63	4.99	4.42	3.53	3.58	4.63	5.86	5.48			4.87	
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	7427	7175	6849	7291	7273	6167	5893	6812	7361	7734			7009.2	10.5
% of Average Strength (1)	11.21	10.96	10.62	10.75	10.65	9.01	8.75	10.20	11.65	12.10			10.32	

Note (1) Average Strength of all ADP Male Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only Other Rank Reservists Full Time Duty separations included in Category 2

(4) Figures are based on OFES data reported by the Services

MPS BRANCH 04-MAR-88

Financial Years

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(2) Separations for all reasons by personnel undergoing initial training

(2) Separations for all reasons by personnel undergoing initial training

(2) separations for all reasons of performance
(3) Officers only Other Rank Reservist Full Time Duty

FIGURES ARE BASED ON DFEES DATA AS REPORTED BY NAVY OFFICERS ONLY. OTHER NAVAL RESERVIST DATA FROM 1962-1964

ARMY TABLE 2 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (MALES)

	FINANCIAL YEARS											1964-67 MINUS THE 1968 AVG TO 1964-67 1968 AVG	1964-67 MINUS THE 1968 AVG TO 1964-67 1968 AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88		
Average Strength (1)	38413	39202	39229	39951	31073	31684	30591	30119	29921	29822	30423	5	-2.7
Separation Category													
1 Cadets/Trainees (2)	417	405	456	589	588	529	274	226	584	767	483	5	58.6
% of Average Strength (1)	1.37	1.34	1.51	1.90	1.89	1.70	0.90	0.75	1.95	2.59	1.50		
2 Involuntary/Temporary													
Death/Medical Discharge													
Disciplinary Discharge													
Administrative Discharge													
MMT													
SWOP													
Other	828	740	644	789	644	808	760	1410	726	729	842	8	-13.5
Sub-Total	2.72	2.44	2.20	2.55	3.04	2.60	2.48	4.68	2.43	2.46	2.61		
% of Average Strength (1)													
3 Reservists Leaving Full Time Duty (3)	4	5	4	3	5	7	6	9	28	46	11.7	34.3	282.2
% of Average Strength (1)	0.01	0.02	0.01	0.01	0.02	0.02	0.02	0.03	0.09	0.16	0.04		
4 Pension Eligible	548	597	508	499	639	554	610	515	512	550	549	5	-1.9
% of Average Strength (1)	1.82	1.97	1.95	1.81	2.06	1.78	1.99	1.70	1.71	1.86	1.74		
5 Pension Ineligible	1755	1883	1790	1844	1606	1304	1286	1311	2147	2010	1702	8	297.2
% of Average Strength (1)	5.77	6.21	5.92	5.96	5.17	4.20	4.53	4.35	7.18	6.75	5.28		
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	3532	3630	3532	3724	3782	3292	3036	3467	3997	4892	3461	6	498.4
% of Average Strength (1)	11.68	11.98	11.68	12.04	12.17	10.31	9.92	11.51	13.36	13.81	11.16		

NOTE: (1) Average Strength of all Army Male Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only. Other rank members of Full Time Duty separations included in Category 2

(4) Figures are based on DES data reported by Army

MPS BRANCH 06 MAR 88

NAF TABLE 2 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (MALES)

	Financial Years												10YR AVG TO 1986-87	10YR AVG 1986-87 10YR AVG FROM 1986-87	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	20211	20212	20213	20214	20215
Average Strength (1)	2071	20256	20310	20716	20711	21116	21203	20902	20704	20211	20211	20212	20213	20214	20215
Separation Category															
1 Cadets/Trainees (2)	242	240	245	244	281	247	216	200	129	128					
% of Average Strength (1)	1.19	1.22	1.01	1.18	1.34	1.17	1.03	0.96	0.62	0.63					
2 Involuntary/Temporary															
Deaths/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
WELL															
Other															
Sub-Total	253	239	171	161	185	169	190	189	57	147					
% of Average Strength (1)	1.23	1.03	0.87	0.78	0.88	0.80	0.91	0.90	0.28	0.73					
3 Reservists Leaving Full Time Duty (3)	3	4	1	6	8	6	9	19	2	13					
% of Average Strength (1)	0.01	0.02	0.00	0.03	0.04	0.03	0.04	0.09	0.01	0.07					
4 Pension Eligible	421	444	520	526	548	481	524	568	786	746					
% of Average Strength (1)	3.96	3.18	2.56	2.54	2.62	2.18	2.51	2.71	3.80	3.76					
5 Pension Ineligible	454	443	426	443	431	457	411	478	454	492					
% of Average Strength (1)	4.22	3.17	3.08	4.07	3.02	2.16	1.97	2.30	4.12	4.41					
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	1975	1748	1529	1633	1340	1340	1350	1472	1828	1918					
% of Average Strength (1)	9.74	8.63	7.52	8.39	7.90	6.35	6.16	7.64	8.83	9.44					

Note (1) Average Strength of all RAF male Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only Other Rank Reservist Full Time Duty separations included in Category 2

(4) Figures are based on DFES data as reported by RAF

JMS BRANCH 05-MAR-98

AOC TABLE 3 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (FEMALES)

	FINANCIAL YEARS												1984-87 MINUS THE 1978-87 TOYR AVG	1984-87 MINUS THE 1978-87 TOYR AVG	% VAR FROM 1978-87 TOYR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	3835	3882	4148	4372	4533	4594	4535	4612	5220	5878			4581.1	1296.9	28.3
Separation Category															
1. CADETS/OTHERS (2)	112	113	75	113	87	78	66	99	160	189			111.2	77.8	70.0
% of Average Strength (1)	2.92	2.91	1.81	2.58	1.92	1.70	1.46	2.06	3.45	3.22			2.43		
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MAIL															
LEOP															
Other															
Sub-Total	203	224	219	371	322	381	358	386	353	439			284.2	174.8	61.5
% of Average Strength (1)	5.28	5.77	5.28	8.62	6.90	8.55	7.89	8.31	6.76	7.81			6.20		
3. Reservists Leaving Full Time Duty (3)	0	0	0	11	8	16	32	34	13	27			13.8	9.2	66.7
% of Average Strength (1)	0.00	0.00	0.00	0.25	0.18	0.35	0.73	0.71	0.25	0.39			0.30		
4. Pension Eligible	11	10	9	8	9	8	10	11	9	12			9.7	2.3	23.7
% of Average Strength (1)	0.29	0.26	0.22	0.18	0.20	0.17	0.22	0.23	0.17	0.20			0.21		
5. Pension Ineligible	663	538	583	631	581	486	471	387	478	502			535.7	-33.0	-6.2
% of Average Strength (1)	17.29	13.86	14.05	14.89	12.82	10.79	10.39	8.04	9.16	8.54			11.68		
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	689	885	886	1020	997	899	838	897	1033	1185			955.9	231.1	24.2
% of Average Strength (1)	25.79	22.80	21.36	23.33	22.01	19.56	16.46	16.64	19.79	20.16			20.82		

Note: (1) Average Strength of all AOC Female Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only Other Rank Reservist Full Time Duty Separations included in Category 2

(4) Figures are based on DRES data reported by the Services

MPS SPACCH 06 MAR-88

NAVY TABLE 3 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (FEMALES)

NAVY TABLE 3 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (FAMILIES)																
Financial Years																
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	10YR AVG TO 1981-87	1978-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG			
Average Strength (1)	879	877	954	1007	1092	1117	1025	1051	1131	1211	1044.4	266.6	25.5			
Separation Category																
1. Cadets/Trainees (2)	40	25	17	26	23	23	12	17	24	39	24.6	14.4	58.5			
% of Average Strength (1)	4.55	2.85	1.78	2.58	2.11	2.06	1.17	1.62	2.12	2.87	0.15					
2. Involuntary/Temporary																
Death/Medical Discharge																
Disciplinary Discharge																
Administrative Discharge																
MMFL																
LRDP																
Other	84	82	71	85	58	76	103	80	101	114	85.4	28.6	33.5			
Sub-Total	9.56	9.35	7.44	8.44	5.31	6.80	10.05	7.61	8.93	9.70	0.52					
% of Average Strength (1)																
3. Reservists Leaving Full Time Duty (3)																
	0	0	0	0	2	1	1	1	0	9	1.4	7.6	542.9			
% of Average Strength (1)	0.00	0.00	0.00	0.00	0.18	0.09	0.10	0.10	0.00	0.69	0.01					
4. Pension Eligible																
	1	2	0	3	0	0	2	4	2	1	1.5	-0.5	-33.3			
% of Average Strength (1)	0.11	0.23	0.00	0.30	0.00	0.00	0.20	0.38	0.18	0.08	0.01					
5. Pension Ineligible																
	139	134	99	104	104	102	77	90	86	80	101.6	-21.6	-21.3			
% of Average Strength (1)	15.81	15.28	10.38	10.33	9.52	9.22	7.51	8.56	7.60	6.60	0.61					
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)																
	244	243	187	218	187	203	195	192	212	243	214.5	28.5	13.3			
% of Average Strength (1)	27.93	27.71	19.60	21.65	17.12	18.17	19.02	18.27	18.83	18.54	1.30					

Note: (1) Average Strength of all Navy Female Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only. Other Rank Reservist Full Time Duty separations included in Category 2

(4) Figures are based on OES data as reported by Navy

NPS BRANCH 44-MR-88

ARMY TABLE 3 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (FEMALES)

Separation Category	FISCAL YEAR														1984-87 MIDNIGHT TO 1984-87 10YR AVG	1984-87 MIDNIGHT FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91		
Average Strength (1)	1538	1535	1589	1745	1809	1889	1924	2007	2057	2132					1834.5	415.5
1 Career/Transfers (2)	25	20	21	43	32	25	23	16	118	137					44.9	91.0
% of Average Strength (1)	1.63	1.29	1.32	2.46	1.77	1.32	1.20	0.80	5.74	6.08					0.14	0.14
2 Involuntary/Temporary																
Death/Medical Discharge																
Disciplinary Discharge																
Administrative Discharge																
MUTL																
LTOP																
Other																
Sub-Total	19	54	47	57	64	97	41	151	151	205					88.8	116.2
% of Average Strength (1)	1.24	3.60	2.96	3.27	3.54	5.13	2.13	7.52	7.34	9.10					0.28	0.28
3 Reserve/Not Leaving Full Time Duty (3)	0	0	0	1	1	0	4	1	3	0					1.8	344.4
% of Average Strength (1)	0.00	0.00	0.00	0.06	0.06	0.00	0.21	0.05	0.15	0.36					0.01	0.01
4 Pension Eligible	4	4	3	3	6	4	5	2	4	2					2.8	-21.1
% of Average Strength (1)	0.26	0.26	0.19	0.17	0.33	0.21	0.26	0.10	0.19	0.13					0.01	0.01
5 Pension Ineligible	263	179	193	245	200	175	226	133	201	214					202.9	11.1
% of Average Strength (1)	17.10	11.51	12.15	14.04	11.06	9.26	11.75	6.63	9.73	9.50					0.82	0.82
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	311	259	264	349	303	301	289	303	477	567					343.3	223.7
% of Average Strength (1)	20.27	16.86	16.61	20.00	16.75	15.93	15.34	15.10	23.10	25.18					1.08	1.08

Note: (1) Average Strength of all Army Female Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only. Other Rank Members' Full Time Duty Separations included in Category 2

(4) Figures are based on DRS data reported by Army

MOS BRANCH 00 MAR 89

RAAF TABLE 3 - OFFICER, OFFICER CADET AND OTHER RANK SEPARATIONS (FEMALES)

Separation Category	F. FIGURE - 1971/72										100% AVG TO 1986-87	1986-87 MINUS THE 100% AVG	% VAR FROM 100% AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87			
Average Strength (1)	1418	1451	1606	1619	1533	1560	1584	1755	2032	2312	1700	5	36.3
Separation Category													
1. Cadets/Trainees (2)	47	68	37	44	32	30	31	66	38	13	40.6	-27.6	-68.0
% of Average Strength (1)	3.3%	4.6%	2.3%	2.7%	2.1%	1.9%	1.9%	3.7%	1.8%	0.5%			
2. Involuntary/Temporary													
Death/Medical Discharge													
Disciplinary Discharge													
Administrative Discharge													
RAAF													
LEOP													
Other													
Sub-Total	100	86	101	95	100	128	114	135	101	140	110.0	30.0	27.3
% of Average Strength (1)	7.0%	5.9%	6.2%	5.8%	6.4%	8.0%	7.2%	7.6%	4.3%	6.0%	0.4%		
3. Reservists Leaving Full Time Duty (3)	0	0	0	10	5	15	28	32	10	6	10.6	-4.6	-43.4
% of Average Strength (1)	0.0%	0.0%	0.0%	0.6%	0.3%	0.9%	1.7%	1.8%	0.4%	0.2%	0.0%		
4. Pension Eligible	6	4	6	2	3	4	3	5	3	8	4.4	3.6	81.8
% of Average Strength (1)	0.4%	0.2%	0.3%	0.1%	0.1%	0.2%	0.1%	0.2%	0.1%	0.3%	0.0%		
5. Pension Ineligible	261	225	291	302	277	218	168	164	191	208	230.5	-22.5	9.8
% of Average Strength (1)	18.4%	15.5%	18.1%	18.6%	18.0%	13.9%	10.6%	9.3%	9.4%	9.0%	1.0%		
TOTAL OFFICERS, OFFICER CADETS AND OTHER RANKS (4)	414	383	435	453	417	385	344	407	343	375	396.1	-21.1	-5.3
% of Average Strength (1)	29.2%	26.4%	27.0%	27.9%	25.5%	24.8%	21.7%	22.9%	16.8%	16.1%	1.7%		

Note (1) Average Strength of all RAAF Female Officers, Officer Cadets and Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Officers only Other Rank Reservists Full Time Duty separations included in Category 2

(4) Figures are based on OES data as reported by RAAF

WPS BRANCH 06 May 88

ADP TABLE 4 - OFFICER AND OFFICER CADET SEPARATIONS (MALES & FEMALES)

Separation Category	FISCAL YEAR											1984-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88		
Average Strength (1)	11030	11175	11194	11393	11591	11718	11758	11747	11728	11739	11589	229.7	2.0
1 Cadets/Trainees (2)													
Officer Cadets	225	261	214	251	221	228	249	206	168	235	225.8	9.2	4.1
% of Average Strength (1)	2.04	2.34	1.91	2.20	1.91	1.95	2.12	1.75	1.43	2.00	1.96		
2 Involuntary/Temporary													
Death/Medical Discharge													
Disciplinary Discharge													
Administrative Discharge													
MITL													
LOOP													
Other													
Sub-Total	38	47	65	38	37	42	40	56	41	46	45.2	0.8	1.8
% of Average Strength (1)	0.34	0.42	0.58	0.33	0.32	0.36	0.34	0.49	0.35	0.39	0.39		
3 Reservists Leaving Full Time Duty	12	17	14	36	39	58	74	91	68	146	55.5	90.5	143.1
% of Average Strength (1)	0.11	0.15	0.13	0.32	0.34	0.49	0.63	0.77	0.58	1.24	0.48		
4 Pension Eligible													
Retirement (Age for Rank)	51	56	48	44	40	33	58	53	47	42	46.8	-4.8	-10.3
Resignation (in Pension)	276	314	294	297	356	265	376	345	473	456	345.0	111.0	32.2
Sub-Total	327	370	342	341	396	298	428	398	520	498	391.8	106.2	27.1
% of Average Strength (1)	2.96	3.31	3.06	2.95	3.42	2.54	3.64	3.39	4.43	4.24	3.40		
5 Pension Ineligible													
Resignations (20Yrs)	150	153	172	184	144	102	136	138	198	222	140.1	41.8	38.7
Short Service Completion	34	37	35	29	20	21	28	17	37	13	26.7	-13.7	-51.3
Short Service Resignations	86	93	93	118	107	88	88	110	123	169	102.3	6.7	6.5
Sub-Total	270	283	300	331	271	211	254	273	354	344	269.1	54.9	10.6
% of Average Strength (1)	2.44	2.53	2.68	2.91	2.34	1.80	2.16	2.32	3.02	2.93	2.31		
TOTAL OFFICERS AND OFFICER CADETS (3)	872	978	935	997	964	837	1045	1026	1151	1259	1087.4	261.6	26.0
% of Average Strength (1)	7.89	8.75	8.35	8.75	8.32	7.14	8.89	8.73	9.81	10.81	8.75		

NOTE (1) Average Strength of all NOR Male and Female Officers and Officer Cadets
 (2) Separations for All Reasons by Personnel Undergoing Initial Training
 (3) Figures are based on ODES data reported by the Services

MMS BRANCH 06 MAY 88

NAVY TABLE 4 - OFFICER AND OFFICER CADET SEPARATIONS (MALES & FEMALES)

Separation Category	F INANCIAL YEARS												1984-87 MINUS THE 10YR AVG TO 1984-87	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89		
Average Strength (1)	2344	2425	2488	2546	2618	2614	2621	2569	2583	2603	2551	7	141.3	5.5
1 Cadets/Trainees (2)														
Officer Cadets	58	94	73	90	76	54	49	46	36	47	62	7	-15.7	-25.0
% of Average Strength (1)	2.47	3.88	2.94	3.51	2.98	2.07	1.87	1.87	1.39	1.75	2.46			
2 Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
MITL														
WOP														
Other														
Sub-Total	16	7	18	10	3	19	24	28	21	22	16	8	3.2	31.0
% of Average Strength (1)	0.69	0.29	0.72	0.39	0.11	0.73	0.92	1.09	0.81	0.82	0.66			
3 Reservists Leaving Full Time Duty	5	8	9	16	20	30	27	30	25	71	24	1	48.9	194.6
% of Average Strength (1)	0.21	0.33	0.36	0.62	0.76	1.15	1.03	1.17	0.97	2.64	0.94			
4 Pension Eligible														
Retirement Image for Rank	14	7	10	7	6	3	9	12	7	2	7	7	-5.7	-74.0
Resignation with Pension	49	32	38	59	69	52	60	74	64	82	59	9	22.1	26.9
Sub-Total	63	39	48	66	75	55	69	86	71	84	67	6	16.4	24.3
% of Average Strength (1)	2.69	1.63	1.93	2.57	2.86	2.10	2.63	3.35	2.75	3.12	2.65			
5 Pension Ineligible														
Resignations (29yrs)	32	25	24	31	31	15	29	24	37	32	28	9	4.0	14.9
Short Service Completion	11	15	11	10	9	3	7	8	4	4	8	2	-4.2	-51.2
Short Service Resignations	22	21	17	33	24	28	31	35	29	22	25	3	-3.3	-13.0
Sub-Total	65	61	52	74	64	46	67	67	61	58	61	5	-3.5	-5.7
% of Average Strength (1)	2.77	2.52	2.09	2.88	2.44	1.76	2.56	2.61	2.38	2.15	2.41			
TOTAL OFFICERS AND OFFICER CADETS (3)	287	278	266	256	240	284	236	259	214	282	232	7	49.3	21.2
% of Average Strength (1)	0.83	0.44	0.05	0.98	0.17	7.88	0.00	10.08	8.28	10.47	9.12			

Note (1) Average Strength of all Navy Male and Female Officers and Officer Cadets
 (2) Separations for all reasons of personnel undergoing Initial Training
 (3) Figures are based on DTS data as reported by Navy

NPS BRANCH 04-MR-88

ARMY TABLE 4 - OFFICER AND OFFICER CADET SEPARATIONS (MALES & FEMALES)

	Fiscal Year												1984-87 MIDUS THE 10YR AVG	1984-87 MIDUS THE 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	4822	4875	4889	4915	4945	4999	5058	5048	5014	4974			4953.9	20.1	0.4
Separation Category															
1. Cadets/Trainees (2)															
Officer Cadets	182	188	91	107	93	86	120	94	72	113			96.3	14.7	15.6
% of Average Strength (1)	2.12	2.22	1.87	2.08	1.87	1.72	2.37	1.90	1.44	2.27			1.90		
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MMFL															
LWD															
Other															
Sub-Total	9	13	17	14	18	7	4	4	18	15			12.0	3.0	25.0
% of Average Strength (1)	0.19	0.27	0.35	0.28	0.36	0.14	0.08	0.08	0.36	0.30			0.24		
3. Reservists (Leaving Full Time Duty)	4	5	4	4	6	7	10	10	31	54			13.5	40.5	300.6
% of Average Strength (1)	0.08	0.10	0.08	0.08	0.12	0.14	0.20	0.20	0.62	1.09			0.27		
4. Pension Eligible															
Retirement (max age for rank)	15	19	22	19	20	13	28	24	22	25			20.7	4.3	20.8
Resignation With Pension	116	138	137	121	180	124	173	175	236	281			160.5	40.5	25.2
Sub-Total	131	157	159	140	200	137	201	199	258	306			181.2	44.8	24.7
% of Average Strength (1)	2.72	3.22	3.27	2.83	4.07	2.74	3.97	3.94	5.15	6.14			3.66		
5. Pension Ineligible															
Resignations (Chrs)	48	44	76	89	65	65	54	54	83	102			69.3	34.7	47.2
Short Service Completion	17	15	21	9	5	13	16	1	18	7			12.2	-3.2	-42.1
Short Service Resignations	21	14	24	26	26	21	23	25	33	38			24.3	11.7	44.3
Sub-Total	87	100	128	126	96	79	93	80	115	147			107.9	39.1	38.2
% of Average Strength (1)	1.80	2.05	2.59	2.56	1.93	1.58	1.84	1.58	2.88	2.96			2.18		
TOTAL OFFICERS AND OFFICER CADETS (3)	333	383	397	390	414	316	428	399	324	555			412.9	112.1	34.4
% of Average Strength (1)	6.91	7.86	8.15	7.93	8.34	6.32	8.46	7.71	10.45	11.16			8.33		

Note: (1) Average Strength of all Army Male and Female Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing initial training

(3) Figures are based on DUES data reported by Army

MPS BRANCH OR MAY 88

NAAF TABLE 4 - OFFICER AND OFFICER CADET SEPARATIONS (MALES & FEMALES)

Separation Category	Financial Years												10YR AVG TO 1986-87	1986-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	3084	3875	3845	3912	4009	4103	4078	4130	4130	4073			4003.7	68.3	1.7
Separation Category															
1. Cadets/Trainees (2)															
Officer Cadets	85	54	70	58	50	88	60	42	40	75			64.8	10.2	13.7
% of Average Strength (1)	1.87	1.22	1.30	1.51	1.25	2.14	1.96	1.50	1.45	1.84			1.62		
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
Mail															
Leave															
Other															
Sub-Total	13	27	30	14	15	16	12	26	2	9			16.4	-7.4	-45.1
% of Average Strength (1)	0.33	0.70	0.78	0.36	0.37	0.39	0.29	0.63	0.05	0.22			0.41		
3. Reserves/Learning Full Time Duty	3	4	1	16	13	21	37	51	12	21			17.9	3.1	17.3
% of Average Strength (1)	0.08	0.10	0.03	0.41	0.32	0.51	0.91	1.23	0.29	0.52			0.45		
4. Pension Eligible															
Retirement (max age for rank)	22	30	16	18	14	17	17	17	18	15			18.4	-3.4	-18.3
Resignation With Pension	111	124	119	113	107	89	141	96	173	173			126.6	48.4	28.8
Sub-Total	133	154	135	131	121	106	158	113	191	188			145.0	65.0	31.5
% of Average Strength (1)	3.42	3.97	3.51	3.35	3.02	2.58	3.87	2.74	4.62	4.62			3.57		
5. Pension Ineligible															
Resignation (20Yrs)	69	62	72	64	68	62	55	60	68	66			62.8	25.2	40.1
Completion of Short Service	4	7	3	10	6	5	5	8	10	2			6.2	-4.2	-6.7
Short Service Resignations	43	53	47	57	57	39	38	38	76	49			50.7	-1.7	-3.4
Sub-Total	116	122	122	131	131	106	94	106	154	117			119.7	19.3	16.1
% of Average Strength (1)	3.04	3.15	3.19	3.35	3.27	2.10	2.31	3.85	3.56	3.41			2.99		
TOTAL OFFICERS AND OFFICER CADETS (1)	312	386	338	351	310	317	381	378	413	432			387.8	79.2	19.4
% of Average Strength (1)	8.35	9.45	8.80	8.97	7.73	7.72	9.34	9.15	10.00	10.61			9.64		

NOTE (1) Average Strength of all NAAF Male and Female Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing Initial Training

(3) Figures are based on OFES data as reported by NAAF

MWS BRANCH 86-MJ-88

AOF TABLE 5 - OFFICER AND OFFICER CADET SEPARATIONS (MALES)

Separation Category	Fiscal Year												1986-87 MINUS THE 1978 AVG	1986-87 MINUS THE 1978 AVG	1986-87 MINUS THE 1978 AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92
Average Strength (1)	10438	10723	10697	10766	10800	11007	11010	10940	10889	10803	10835	10835	10835	10835	10835
1. Cadets/Trainees (2)															
Officer Cadets	210	252	203	226	211	215	238	203	173	208	210	210	210	210	210
% of Average Strength (1)	1.97	2.35	1.90	2.10	1.94	1.95	2.16	1.86	1.32	1.93	1.93	1.93	1.93	1.93	1.93
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MITL															
LWP															
Other	24	29	37	29	37	27	32	38	16	19	27	27	27	27	27
Sub-Total	24	29	37	29	37	27	32	38	16	19	27	27	27	27	27
% of Average Strength (1)	0.23	0.27	0.35	0.27	0.34	0.25	0.29	0.35	0.15	0.18	0.25	0.25	0.25	0.25	0.25
3. Reservists Leaving Full Time Duty															
	17	17	14	25	31	42	41	57	55	123	41	41	41	41	41
% of Average Strength (1)	0.16	0.16	0.13	0.23	0.28	0.38	0.37	0.52	0.51	1.14	0.38	0.38	0.38	0.38	0.38
4. Pension Eligible															
Retirement (age for rank)	30	32	46	42	59	39	52	49	45	42	44	44	44	44	44
Resignation With Pension	273	311	292	295	355	262	372	344	469	451	342	342	342	342	342
Sub-Total	303	343	338	337	394	299	424	393	514	493	386	386	386	386	386
% of Average Strength (1)	0.29	0.32	0.31	0.31	0.36	0.27	0.38	0.36	0.47	0.45	0.35	0.35	0.35	0.35	0.35
5. Pension Ineligible															
Resignations (2yrs)	128	142	162	169	125	85	105	112	175	195	139	139	139	139	139
Short Service Completion	28	29	29	18	15	15	22	15	25	11	20	20	20	20	20
Short Service Resignations	65	78	67	60	40	44	37	44	42	27	74	74	74	74	74
Sub-Total	221	249	258	247	180	144	164	171	242	233	214	214	214	214	214
% of Average Strength (1)	2.12	2.32	2.41	2.29	1.67	1.31	1.49	1.56	2.23	2.16	1.97	1.97	1.97	1.97	1.97
TOTAL OFFICERS AND OFFICER CADETS (3)	790	910	850	884	872	735	917	913	1021	1116	991	991	991	991	991
% of Average Strength (1)	7.43	8.49	7.95	8.21	8.00	6.86	8.33	8.35	9.39	10.42	9.32	9.32	9.32	9.32	9.32

Note (1) Average Strength of all AOF Male Officers and Officer Cadets
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Figures are based on DSES data reported by the Services

MPS BRANCH 06-Mar-88

NAVY TABLE 5 - OFFICER AND OFFICER CADET SEPARATIONS (MALES)

NAVY TABLE 3 - OFFICER AND OFFICER CADET SEPARATIONS ANALYSIS																
Separation Category	FINANCIAL YEARS												10YR AVG TO 1986-87	1986-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG	
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89				
Average Strength (1)	2274	2350	2408	2454	2484	2469	2412	2419	2425	2488	2425	2408	2425	3	72.7	3.0
1. Cadets/Trainees (2)																
Officer Cadets	56	91	71	83	76	49	44	47	32	40	59	1	59	1	-10.1	-32.3
% of Average Strength (1)	2.55	3.87	2.95	3.38	3.06	1.98	1.78	1.94	1.32	1.60	2.44		2.44			
2. Involuntary/Temporary																
Death/Medical Discharge																
Disciplinary Discharge																
Administrative Discharge																
WATL																
WOP																
Other	14	7	15	7	3	9	21	24	9	11	12	0	12	0	-1.0	-8.3
Sub-Total	6.42	0.30	0.62	0.28	0.12	0.26	0.85	0.89	0.37	0.44	0.49		0.49			
% of Average Strength (1)																
3. Reservists Leaving Full Time Duty																
% of Average Strength (1)	0.22	0.34	0.37	0.65	0.72	1.17	1.05	1.20	1.03	2.48	0.94		0.94			
4. Pension Eligible																
Retirement (max age for rank)	14	6	10	5	6	3	6	10	6	2	7	0	7	0	-5.0	-71.4
Resignation with Pension	49	52	38	58	69	52	60	74	63	81	59	6	59	6	21.4	27.9
Sub-Total	63	58	48	63	75	55	66	84	69	83	66	6	66	6	16.4	24.4
% of Average Strength (1)	2.77	2.47	1.99	2.57	3.02	2.23	2.75	3.47	2.85	3.32	2.75		2.75			
5. Pension Ineligible																
Resignations (days)	26	23	24	29	27	12	27	19	35	28	25	0	25	0	3.0	12.0
Short Service Completion	10	10	10	4	5	1	7	7	3	4	5	2	5	2	-2.2	-20.5
Short Service Resignations	19	19	12	19	14	23	23	26	15	17	19	1	19	1	-2.1	-11.0
Sub-Total	55	52	46	52	47	36	57	54	53	49	50	3	50	3	-1.3	-12.6
% of Average Strength (1)	2.42	2.21	1.91	2.12	1.89	1.54	2.31	2.23	2.19	1.94	2.07		2.07			
TOTAL OFFICERS AND OFFICER CADETS (3)																
% of Average Strength (1)	8.36	9.19	7.85	9.01	8.82	7.29	8.74	9.84	7.75	9.81	8.49		8.49			

Note: (1) Average Strength of all Navy Male Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing initial training

(3) Figures are based on DFES data as reported by Navy

NPS BRANCH 04-MAR-88

ARMY TABLE 5 - OFFICER AND OFFICER CADET SEPARATIONS (MALES)

Separation Category	Financial Years												1984-87 MIDUS THE FROM	1984-87 10YR AVG	1984-87 10YR AVG	1984-87 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89				
Average Strength (1)	4628	4649	4622	4620	4653	4657	4700	4674	4627	4576	4641	4576	4641	4576	455	455
1 Cadets/Trainees (2)																
Officer Cadets	83	104	83	87	86	80	117	94	59	100	89	7	103	113		
% of Average Strength (1)	1.80	2.24	1.80	1.88	1.85	1.71	2.49	2.01	1.28	2.19	1.93					
2 Involuntary/Temporary																
Medical Discharge																
Disciplinary Discharge																
Semivoluntary Discharge																
WTL																
Other																
Sub-Total	3	10	11	13	18	6	3	1	6	3	7	4	4	4		
% of Average Strength (1)	0.06	0.22	0.24	0.28	0.39	0.13	0.06	0.02	0.13	0.07	0.16					
3 Reservists Leaving Full Time Duty																
Reservists Leaving Full Time Duty	4	5	6	3	5	7	6	9	28	46	11	7	34	293		
% of Average Strength (1)	0.09	0.11	0.09	0.06	0.11	0.15	0.13	0.19	0.61	1.01	0.25					
4 Pension Eligible																
Retirement (max age for rank)	14	18	21	19	19	12	27	24	22	25	20	1	4	9		
Resignation with Pension	115	135	137	125	180	122	171	174	233	199	159	1	38	23		
Sub-Total	129	153	158	144	199	134	198	198	255	224	179	2	42	25		
% of Average Strength (1)	2.79	3.29	3.42	3.12	4.28	2.87	4.21	4.24	5.51	4.90	3.86					
5 Pension Ineligible																
Resignations (20Yr)	43	62	70	78	54	38	38	37	77	65	58	2	28	8		
Short Service Completion	12	12	16	4	4	9	10	6	13	6	8	6	2	2		
Short Service Resignations	16	16	23	19	16	14	15	19	21	23	18	6	4	4		
Sub-Total	71	90	113	101	76	61	63	56	111	114	85	4	28	6		
% of Average Strength (1)	1.53	1.94	2.40	2.19	1.63	1.31	1.34	1.20	2.40	2.49	1.84					
TOTAL OFFICERS AND OFFICER CADETS (3)	294	362	387	348	384	288	387	358	459	487	373	4	113	6		
% of Average Strength (1)	6.35	7.79	7.94	7.53	8.25	6.17	8.23	7.66	9.92	10.64	8.04					

Note: (1) Average Strength of all Army Male Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing initial training

(3) Figures are based on OFFS data reported by Army

MPS BRANCH 04-MAR-88

RAAF TABLE 5 - OFFICER AND OFFICER CADET SEPARATIONS (VALUES)

Separation Category	Financial Years												1986-87 MINUS THE 1978-79	1978-79 10YR AVG TO 1986-87	1986-87 10YR AVG FROM 1978-79
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	3736	3724	3667	3691	3744	3871	3838	3867	3814	3729			3748.4	-34.4	-7.6
Separation Category															
1. Cadets/Trainees (2)															
Office Cadets	65	57	49	56	49	86	77	62	52	60			62.1	5.9	9.3
% of Average Strength (1)	1.74	1.53	1.34	1.52	1.30	2.22	2.01	1.61	1.36	1.62			1.65		
2. Involuntary/Temporary															
Overmedical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MILITARY															
UNEMPLOYED															
Other															
Sub-Total	7	12	11	9	10	3	6	14	1	5			8.6	-3.0	-27.5
% of Average Strength (1)	0.19	0.32	0.30	0.24	0.27	0.13	0.16	0.36	0.03	0.13			0.21		
3. Resignations Leaving Full Time Duty	3	4	1	6	8	6	9	19	2	15			7.3	7.7	185.5
% of Average Strength (1)	0.08	0.11	0.03	0.16	0.21	0.15	0.23	0.49	0.05	0.40			0.19		
4. Pension Eligible															
Retirement (Age for Rank)	22	28	15	18	14	17	17	15	17	15			17.8	-2.8	-15.7
Resignation With Pension	109	124	117	112	106	88	141	96	173	171			123.7	47.3	38.2
Sub-Total	131	152	132	130	120	105	158	111	190	186			141.5	44.5	31.4
% of Average Strength (1)	3.51	4.08	3.60	3.52	3.19	2.71	4.12	2.89	4.98	4.99			3.75		
5. Pension Ineligible															
Resignations (20Yrs)	59	57	48	62	44	35	40	56	63	82			56.6	25.4	44.9
Completion of Short Service	6	7	3	10	5	3	5	8	9	1			5.9	-4.6	-83.1
Short Service Resignations	30	43	30	42	23	25	19	47	57	37			34.3	0.7	1.9
Sub-Total	95	107	101	114	82	65	64	111	129	120			98.8	21.2	21.5
% of Average Strength (1)	2.54	2.87	2.75	3.09	2.18	1.68	1.67	2.88	3.38	3.22			2.62		
TOTAL OFFICERS AND OFFICER CADETS (3)	381	332	294	315	269	287	314	317	374	394			317.7	76.3	24.0
% of Average Strength (1)	8.06	8.92	8.02	8.53	7.15	6.96	6.18	6.24	9.80	10.57			8.43		

Note (1) Average Strength of all RAAF Male Officers and Officer Cadets
 (2) Separations for all reasons by personnel undergoing Initial Training
 (3) Figures are based on DFES data as reported by RAAF

MPS BRANCH 04-MAR-88

ADF TABLE 3A - MALE OFFICER AND OFFICER CADET SEPARATIONS (EXCLUDING MAIF PILOTS)

Separation Category	F INANCIAL YEARS												1984-87 MINUS THE 1978-87 10YR AVG	1984-87 MINUS THE 1978-87 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91
Average Strength (1)	10438	10723	10887	10764	10900	11007	11010	10940	10868	10803			10823	10823
1 Cadets/Trainees (2)														
Officer Cadets	210	252	203	224	211	215	238	203	143	208			210	210
% of Average Strength (1)	1.97	2.35	1.90	2.10	1.94	1.95	2.16	1.86	1.32	1.93			1.95	1.95
2 Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
MIT														
LNOP														
Other														
Sub-Total	21	24	33	25	26	19	26	38	16	17			24	24
% of Average Strength (1)	0.20	0.24	0.31	0.23	0.24	0.17	0.24	0.35	0.15	0.16			0.23	0.23
3 Reservists Leaving Full Time Duty	12	17	14	25	30	42	40	37	55	119			41	41
% of Average Strength (1)	0.11	0.16	0.13	0.23	0.28	0.38	0.36	0.32	0.51	1.10			0.38	0.38
4 Pension Eligible														
Retirement (max age for rank)	47	49	46	40	39	32	50	48	45	41			43	43
Resignation With Pension	266	280	274	275	332	247	349	328	443	411			321	321
Sub-Total	313	329	320	315	371	279	399	376	488	452			364	364
% of Average Strength (1)	2.94	3.16	2.99	2.93	3.40	2.53	3.62	3.44	4.49	4.18			3.37	3.37
5 Pension Ineligible														
Resignations (20yrs)	110	117	131	145	113	75	94	88	160	148			118	118
Short Service Completion	25	29	28	18	15	15	22	15	24	11			20	20
Short Service Resignations	40	75	63	78	59	40	55	71	45	41			44	44
Sub-Total	195	221	223	241	187	130	171	174	249	220			202	202
% of Average Strength (1)	1.83	2.06	2.08	2.24	1.72	1.36	1.55	1.59	2.29	2.04			1.87	1.87
TOTAL OFFICERS AND OFFICER CADETS (3) (4)	751	855	793	832	825	705	874	848	851	1016			845	845
% of Average Strength (1)	7.06	7.97	7.41	7.73	7.57	6.41	7.94	7.75	8.75	9.40			7.80	7.80

Note (1) Average Strength of All ADF Maj: Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing initial training

(3) Figures are based on DES data reported by the Services

(4) Excludes MAIF pilot separations as shown in MAIF Table 3B

MPS BRANCH ON MAY 88

NAF TABLE 5A - MALE OFFICER AND OFFICER CADET SEPARATIONS (EXCLUDING PILOTS)

Separation Category	Financial Year												10YR AVG TO 1984-87	1984-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	3736	3724	3687	3692	3764	3871	3832	3847	3816	3729			3768.4	-39.4	-1.0
1 Cadets/Trainees (2)															
Officer Cadets	65	57	49	56	49	84	77	62	52	68			62.1	5.9	9.5
% of Average Strength (1)	1.74	1.53	1.34	1.52	1.30	2.22	2.01	1.61	1.36	1.82			1.65		
2 Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MAIL															
LEOP															
OTHER															
Sub-Total	4	9	7	5	5	4	2	13	1	3			5.3	-2.3	-43.4
% of Average Strength (1)	0.11	0.24	0.19	0.14	0.13	0.10	0.05	0.34	0.03	0.08			0.14		
3 Reservists leaving Full Time Duty															
	3	4	1	6	7	6	8	19	2	11			6.7	4.3	64.2
% of Average Strength (1)	0.08	0.11	0.03	0.16	0.19	0.15	0.21	0.49	0.05	0.29			0.18		
4 Pension Eligible															
Retirement (max age for rank)	19	25	15	16	14	17	15	14	17	14			16.6	-2.6	-15.7
Resignation with Pension	102	103	99	92	83	73	118	80	147	131			102.9	28.2	27.4
Sub-Total	121	128	114	108	97	90	133	94	164	145			119.4	25.6	21.4
% of Average Strength (1)	3.24	3.44	3.11	2.93	2.58	2.32	3.47	2.44	4.30	3.89			3.17		
5 Pension Ineligible															
Resignations (20yrs)	41	32	37	38	32	25	29	32	48	35			34.9	0.1	0.3
Completion of Short Service	3	7	3	10	5	5	5	6	8	1			5.5	-4.5	-81.8
Short Service Resignations	25	16	24	40	27	21	17	24	29	21			27.0	-6.0	-22.2
Sub-Total	69	55	64	88	64	51	51	64	85	57			67.4	-10.4	-15.4
% of Average Strength (1)	1.85	1.48	1.73	2.38	1.70	1.32	1.33	1.66	2.23	1.53			1.79		
TOTAL OFFICERS AND OFFICER CADETS (3) (4)															
	242	277	237	263	222	237	271	252	304	284			260.9	22.1	8.9
% of Average Strength (1)	6.48	7.44	6.46	7.12	5.90	6.42	7.06	6.55	7.97	7.62			6.92		

Note (1) Average Strength of all NAF Male Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing Initial Training

(3) Figures are based on DFES data as reported by NAF

(4) Excludes pilot separations as shown in NAF Table 5B

MPS BRANCH 66-Mat-88

NAAF TABLE 5B - MALE OFFICER AND OFFICER CADET SEPARATIONS (PILOTS)

Separation Category	FISCAL YEAR												1986-87 MINUS 1WS TO 1986-87	1986-87 MINUS 1WS FROM 1986-87	% VAR FROM 1986-87
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	3,136	3,724	3,667	3,682	3,744	3,871	3,936	3,847	3,816	3,729			3,764.4	-39.4	-1.0
1. Cadets/Trainees (2)															
Officer Cadets (3)															
% of Average Strength (1)															
2. Involuntary/Temporary															
Resignations	3	3	3	4	3	1	4	1	0	2			2.6	-0.6	-23.1
Administrative Discharge	6	6	6	6	6	6	6	6	6	6			6.6	6.6	6.6
Administrative Discharge	0	0	0	0	0	0	0	0	0	0			0.0	-0.1	-100.0
Medical	0	0	0	0	0	0	0	0	0	0			0.0	0.0	0.0
Legal	0	0	0	0	0	0	0	0	0	0			0.0	0.0	0.0
Other	0	0	0	0	0	0	0	0	0	0			0.0	0.0	0.0
Sub-Total	3	3	3	4	3	1	4	1	0	2			2.7	-0.7	-23.9
% of Average Strength (1)	0.09	0.08	0.11	0.11	0.13	0.03	0.10	0.03	0.00	0.05			0.07		
3. Reservists Leaving Full Time Duty															
% of Average Strength (1)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.02	3.4	586.7
4. Pension Eligible															
Retirement (Max Age for Com)	3	3	0	2	0	0	2	1	0	1			1.2	-0.2	-16.7
Resignations With Pension	7	21	18	20	23	15	23	16	26	40			20.9	19.1	91.4
Sub-Total	10	24	18	22	23	15	25	17	26	41			22.1	18.9	85.3
% of Average Strength (1)	0.27	0.64	0.49	0.61	0.61	0.39	0.63	0.44	0.68	1.10			0.59		
5. Pension Ineligible															
Resignations (20Yrs)	18	25	31	34	12	10	11	24	15	47			21.7	25.3	116.6
Completion of Short Service	3	0	0	0	0	0	0	0	0	0			0.4	-0.4	-100.0
Short Service Resignations	5	3	4	2	6	4	2	23	28	16			9.3	6.7	72.0
Sub-Total	26	28	35	36	18	14	13	47	44	63			31.4	31.6	100.0
% of Average Strength (1)	0.70	0.75	0.95	0.70	0.48	0.36	0.34	1.22	1.15	1.69			0.83		
TOTAL OFFICERS AND OFFICER CADETS (4)	39	55	57	72	47	30	43	65	70	110			56.8	53.2	93.7
% of Average Strength (1)	1.04	1.48	1.55	1.41	1.25	0.77	1.12	1.69	1.83	2.95			1.51		

Note (1) Average Strength of all NAAF Male Officers and Officer Cadets
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Breakdown not available
 (4) Figures are based on OFS data as reported by NAAF

MPS BRANCH 04 MAR 86

ADP TABLE 6 - OFFICER AND OFFICER CADET SEPARATIONS (FEMALES)

Separation Category	Fiscal Years												10YR AVG TO 1986-87	10YR AVG MINUS THE 10YR AVG 1986-87	3 YR FROM 1986-87
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strength (1)	412	432	493	627	691	711	740	807	859	936			674.0	262.0	36.9
1 Cadets/Trainees (2)															
Officer Cadets	15	9	11	25	10	12	11	3	25	27			14.9	12.1	81.2
% of Average Strength (1)	3.64	1.98	2.21	3.98	1.45	1.63	1.47	0.37	2.91	2.88			2.21		
2 Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MITL															
EWOP															
Other															
Sub-Total	14	16	28	9	6	22	10	19	25	27			17.6	9.2	51.7
% of Average Strength (1)	3.40	3.68	5.62	1.44	0.87	3.09	1.34	2.35	2.91	2.88			2.64		
3 Reservists Leaving Full Time Duty	0	0	0	11	8	16	37	34	12	23			13.8	9.2	44.7
% of Average Strength (1)	0.00	0.00	0.00	1.75	1.16	2.25	4.41	4.21	1.51	2.46			2.05		
4 Pension Eligible															
Retirement (max age for rank)	1	4	2	2	1	1	2	4	2	0			1.9	-1.9	-180.0
Resignation With Pension	3	3	2	2	1	3	2	1	4	5			2.6	2.4	92.2
Sub-Total	4	7	4	4	2	4	4	5	6	5			4.5	0.5	11.1
% of Average Strength (1)	0.97	1.55	0.80	0.64	0.29	0.56	0.53	0.62	0.70	0.53			1.11		
5 Pension Ineligible															
Resignations (20Yrs)	22	11	10	15	19	17	33	26	23	27			20.3	6.7	23.0
Short Service Completion	6	8	6	11	5	6	8	2	8	2			6.0	-4.6	-46.3
Short Service Resignations	21	15	26	38	42	24	31	24	70	32			28.3	2.7	13.1
Sub-Total	49	34	42	64	66	47	70	52	61	61			54.6	6.4	11.7
% of Average Strength (1)	11.89	7.82	8.45	10.21	9.55	6.61	9.36	6.44	7.10	6.52			8.10		
TOTAL OFFICERS AND OFFICER CADETS (3)	82	68	85	113	92	102	128	113	130	143			105.6	37.4	35.4
% of Average Strength (1)	19.90	15.94	17.10	18.02	13.31	14.35	17.11	14.00	15.13	15.28			15.47		

Note: (1) Average Strength of all AGF Female Officers and Officer Cadets
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Figures are based on DES data reported by the Services

MPS REPORT 04-MAR-88

NAVY TABLE 6 - OFFICER AND OFFICER CADET SEPARATIONS (FEMALES)

Separation Category	Financial Years														10YR AVG TO 1984-87 10YR AVG	1984-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91			
Average Strength (1)	70	75	76	112	134	143	149	150	158	195					124.4	66.4	54.3
1. Cadets/Trainees (2)																	
Officer Cadets	0	3	2	7	2	5	5	1	4	7					3.4	3.4	94.4
% of Average Strength (1)	0.00	4.00	2.63	6.25	1.49	3.45	3.36	0.67	2.53	3.59					2.83		
2. Involuntary/Temporary																	
Death/Medical Discharge																	
Disciplinary Discharge																	
Administrative Discharge																	
WTL																	
LTOP																	
Other																	
Sub-Total	2	0	3	3	0	10	3	4	12	11					4.0	6.2	129.2
% of Average Strength (1)	2.86	0.00	3.95	2.68	0.00	6.90	2.01	2.67	7.59	5.64					3.80		
3. Reservists Leaving Full Time Duty																	
	0	0	0	0	2	1	1	1	0	9					1.4	7.6	542.9
% of Average Strength (1)	0.00	0.00	0.00	0.00	1.49	0.69	0.67	0.67	0.00	4.62					1.11		
4. Pension Eligible																	
Retirement (max age for rank)	0	1	0	2	0	0	1	2	1	0					0.7	-0.7	-100.0
Resignation With Pension	0	0	0	1	0	0	0	0	0	1					0.3	0.7	233.3
Sub-Total	0	1	0	3	0	0	1	2	2	1					1.0	0.0	0.0
% of Average Strength (1)	0.00	1.33	0.00	2.68	0.00	0.00	0.67	1.33	1.27	0.51					0.79		
5. Pension Ineligible																	
Resignations (20yrs)	6	2	0	2	4	3	2	5	2	4					3.0	1.0	33.3
Short Service Completion	1	5	1	6	3	2	0	1	1	0					2.0	-2.0	-100.0
Short Service Resignations	3	2	5	14	10	3	6	7	5	5					6.2	-1.2	-19.4
Sub-Total	10	9	6	22	17	8	10	13	8	9					11.2	-2.2	-19.6
% of Average Strength (1)	14.29	12.00	7.89	19.64	12.69	5.52	6.71	8.67	5.66	4.62					8.94		
TOTAL OFFICERS AND OFFICER CADETS (3)	12	13	11	35	24	24	27	24	26	37					22.6	13.0	68.2
% of Average Strength (1)	17.14	17.33	14.47	31.25	15.67	16.55	13.42	14.00	16.46	18.97					17.41		

NOTE: (1) Average Strength of all Navy Female Officers and Officer Cadets

(2) Separations for all reasons by personnel undergoing initial training

(3) Figures are based on OFES data as reported by Navy

NPS BRANCH 04-May-88

ARMY TABLE 6 - OFFICER AND OFFICER CADET SEPARATIONS (FEMALES)

FISCAL YEAR																
1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94
164	226	247	295	317	332	358	374	387	398	312	3	85	7	27	4	10
1. Cadets/Trainees (2)																
Officer Cadets																
15	4	8	15	7	6	3	2	13	13	8	6	4	4	5	1	2
7.32	1.77	3.24	5.08	2.24	1.81	0.84	0.53	3.36	3.27	2.75						
2. Involuntary/Temporary																
Death/Medical Discharge																
Disciplinary Discharge																
Administrative Discharge																
MAIL																
LWOP																
Other																
6	3	6	1	1	1	1	3	12	12	4	6	7	4	16	9	
3.09	1.33	2.43	0.34	0.32	0.30	0.28	0.80	3.10	3.02	1.47						
3. Reservists Leaving Full Time Duty																
0	0	0	1	1	0	4	1	3	8	1	8	6	2	34	4	
0.00	0.00	0.00	0.34	0.32	0.00	1.12	0.27	0.78	2.01	0.38						
4. Pension Eligible																
1	1	1	0	1	1	1	0	0	0	0						
1	3	0	0	0	2	2	1	3	2	1						
2	4	1	0	1	3	3	1	3	2	2						
1.03	1.77	0.40	0.00	0.32	0.90	0.84	0.27	0.78	0.50	0.64						
5. Pension Ineligible																
6	4	6	11	11	7	14	17	16	17	11						
5	3	5	5	1	4	6	1	6	1	5						
5	3	4	9	8	7	8	6	12	15	3						
16	10	15	25	26	18	30	24	34	33	22						
8.25	4.42	6.07	8.47	8.41	5.42	8.38	6.42	8.79	8.29	7.20						
TOTAL OFFICERS AND OFFICER CADETS (3)																
39	21	30	42	30	28	41	31	55	68	39						
20.10	9.29	12.15	14.24	9.62	8.43	11.45	8.29	16.00	17.09	12.45						

Note (1) Average Strength of all Army Female Officers and Officer Cadets
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Figures are based on OFS data reported by Army

MPS, BRANCH 06, MAY-88

NAAF TABLE 6 - OFFICER AND OFFICER CADET SEPARATIONS (FEMALES)

Separation Category	Fiscal Year														1988-87 MINUS THE 10YR AVG TO 1988-87	1988-87 MINUS THE 10YR AVG FROM 1978-79
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91		
Average Strength (1)	148	151	174	220	245	234	240	283	314	344					235.3	108.7
1. Cadets/Traintees (2)																
Officer Cadets	0	2	1	3	1	2	3	0	8	7					2.7	4.3
% of Average Strength (1)	0.00	1.32	0.57	1.36	0.41	0.85	1.25	0.00	2.55	2.03					1.15	
2. Involuntary/Temporary																
Death/Medical Discharge																
Disciplinary Discharge																
Administrative Discharge																
MWT																
LWD																
Other	4	15	14	5	5	11	6	12	1	4					8.4	-52.4
Sub-Total	4.05	9.93	10.92	7.27	2.04	4.70	2.50	4.24	0.32	1.16					3.57	
% of Average Strength (1)																
3. Reservists Leaving Full Time Duty	0	0	0	10	5	15	28	32	10	6					10.6	-43.4
% of Average Strength (1)	0.00	0.00	0.00	4.55	2.04	6.41	11.67	11.31	3.18	1.74					4.50	
4. Pension Eligible																
Retirement (max age for rank)	0	2	1	0	0	0	0	2	1	0					0.6	-100.0
Resignation with Pension	2	0	2	1	1	1	0	0	0	2					0.9	122.2
Sub-Total	2	2	3	1	1	1	0	2	1	2					1.5	33.3
% of Average Strength (1)	1.35	1.32	1.72	0.45	0.41	0.43	0.00	0.71	0.32	0.58					0.64	
5. Pension Ineligible																
Resignations (20Yrs)	10	5	4	2	4	7	15	4	5	6					6.2	-3.2
Completion of Short Service	0	0	0	0	1	0	0	0	1	1					0.3	233.3
Short Service Resignations	13	10	17	13	24	14	15	11	13	12					14.4	-16.7
Sub-Total	23	15	21	12	29	21	30	15	19	19					20.9	-19.1
% of Average Strength (1)	15.54	9.93	12.07	7.73	11.84	8.97	12.50	5.30	6.05	5.52					8.88	
TOTAL OFFICERS AND OFFICER CADETS (3)	31	34	44	24	41	50	67	61	39	38					44.1	-13.8
% of Average Strength (1)	20.95	22.52	25.29	10.94	14.73	21.37	27.92	21.55	12.42	11.05					18.74	

Note: (1) Average Strength of all NAAF Female Officers and Officer Cadets
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Figures are based on OFS data as reported by NAAF

MPS BRANCH 06 MAY 88

ADP TABLE 7 - OTHER RANK SEPARATIONS (MALES & FEMALES)

Separation Category	Financial Years												1986-87 MINUS THE 1986-87 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89		
Average Strengths (1)	59045	58797	59295	60777	61240	61315	60594	59184	58579	58033	59637	5	-2.7	
1. Cadets/Trainees (2)														
Trainees	951	815	816	950	1056	873	470	499	848	1021	839	181	1	23.0
% of Average Strength (1)	1.61	1.39	1.38	1.56	1.72	1.42	0.78	0.84	1.45	1.76	1.39			
2. Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
MATC														
LNOP														
Other														
Sub-Total	1713	1459	1481	1696	1750	1552	1418	2257	1439	1881	1656	-55	4	-3.4
% of Average Strength (1)	2.90	2.82	2.50	2.79	2.86	2.53	2.36	3.81	2.46	3.26	2.78			
3. Reserves Leaving Full Time Duty (3)														
A. Pension Eligible														
a. 120Yrs Service														
Age Retirement	40	24	22	20	14	18	7	15	19	19	19	-8	-4.0	
Completion of Engagement/Own Request	1010	1086	912	929	1050	1071	1140	1120	1199	1212	1072	139	13.0	
Sub-Total	1050	1110	934	949	1064	1089	1147	1135	1218	1231	1092	138	12.7	
b. 220Yrs Service														
Age Retirement	24	18	16	13	14	15	17	13	18	9	15	-7	-42.7	
Sub-Total (a + b)	1074	1128	950	962	1078	1104	1164	1148	1236	1240	1108	146	11.9	
% of Average Strength (1)	1.82	1.92	1.80	1.58	1.76	1.80	1.94	1.94	2.11	2.14	1.86			
5. Pension Ineligible														
(20Yrs Service)														
Completion of Engagement	2410	2277	2172	2329	2229	1781	1371	1477	2470	2542	2128	432	20.3	
Own Request	1196	1203	1181	1377	1103	969	1243	1302	1470	1226	1223	3	0.2	
Sub-Total	3606	3480	3353	3706	3332	2750	2614	2779	3940	3768	3351	498	13.0	
% of Average Strength (1)	6.45	5.92	5.65	6.10	5.44	4.40	4.38	4.70	6.73	6.53	5.62			
TOTAL OTHER RANKS (4)	7244	7082	6800	7314	7216	6229	5686	6687	7463	7650	6946	7	10.1	
% of Average Strength (1)	12.28	12.04	11.13	12.03	11.78	10.16	9.46	11.29	12.74	13.18	11.65			

NOTE (1) Average Strength of All ADP Male and Female Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Reserves on Full Time Duty included in Category 2

(4) Figures are based on DRES data reported by the Services

RMS BRANCH 06-MAY-88

NAVY TABLE 7 - OTHER NAME SEPARATIONS (MALES & FEMALES)

FINANCIAL YEARS														
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	10YR AVG TO 1986-87	1988-87 MINUS THE 10YR AVG	% VAR FROM 10YR AVG	
Average Strengths (1)	14111	13864	14252	14570	14809	14760	14227	13580	13009	12680		13888 2	-1318 2	-9 4
Separation Category														
1. Cadets/Trainees (1)														
Trainees	387	241	238	191	244	216	126	149	111	144		208 9	-44 9	-21 5
% of Average Strength (1)	2.74	1.72	1.67	1.31	1.60	1.46	0.89	1.10	0.85	1.29		1.49		
2. Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
MATL														
LEOP														
Other														
Sub-Total	535	608	598	432	491	373	329	402	428	404		469 7	-45 7	-14 0
% of Average Strength (1)	3.79	4.35	4.27	2.97	3.32	2.53	2.31	2.96	3.26	3.19		3.36		
3. Reservists Leaving Full Time Duty (2)														
4. Pension Eligible														
a. >20Yrs Service														
Age Retirement	2	0	0	0	0	1	0	1	0	2		0 6	1 4	233 3
Completion/Request	158	190	127	207	201	321	381	375	380	375		266 3	58 7	22 0
Sub-Total	160	190	127	207	201	322	381	376	380	327		266 9	60 1	22 5
b. <20Yrs Service														
Age Retirement	1	0	0	0	2	2	0	0	0	0		0 3	-0 3	-100 0
Sub-Total (a + b)	159	190	127	207	203	324	381	376	380	327		267 4	59 8	22 3
% of Average Strength (1)	1.13	1.36	0.89	1.42	1.37	2.20	2.68	2.77	2.82	2.58		1.91		
5. Pension Ineligible														
<20Yrs Service														
Completion or Engagement	422	342	258	283	394	291	202	227	453	472		324 4	137 4	41 1
Own Request	454	430	443	544	431	420	428	452	387	288		437 7	-149 7	-31 2
Sub-Total	876	772	701	727	825	711	630	679	840	760		772 1	-12 1	-11 6
% of Average Strength (1)	6.21	5.52	4.92	4.99	5.57	4.82	4.43	4.47	6.46	5.99		5.52		
TOTAL OTHER NAMES (4)	1857	1811	1575	1747	1785	1624	1446	1606	1755	1655		1718 1	-43 1	-3 7
% of Average Strength (1)	13.07	12.95	11.05	11.99	12.05	11.00	10.30	13.30	13.48	13.05		12.27		

Note: (1) Average Strength of all Navy Male and Female Other Names

(2) Separations for all reasons by personnel undergoing initial training

(3) Reserves on Full Time Duty included in Category 2

(4) Figures are based on OES data as reported by Navy

NCS BRANCH ON MAR 88

ARMY TABLE 7. OTHER RANK SEPARATIONS (MALES & FEMALES)

Separation Category	Financial Years												1986-87 MINUS THE 10YR AVG TO 1986-87	1986-87 MINUS THE 10YR AVG TO 1986-87	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strengths (1)	27128	26982	26940	27781	27917	27914	27457	27078	26944	26900			27311	-411	-1.5
1. Cadets/Trainees (2)															
Trainees	340	317	386	530	527	488	177	146	630	781			431	2	83.4
% of Average Strength (1)	1.25	1.17	1.43	1.91	1.89	1.57	0.64	0.54	2.34	2.94			1.58		
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MIL															
WOP															
Other															
Sub-Total	838	783	724	832	806	808	797	1517	859	919			919	6	-0.1
% of Average Strength (1)	3.09	2.90	2.69	2.99	2.94	2.91	2.90	5.75	3.16	3.42			3.37		
3. Reservists Leaving Full Time Duty (3)															
4. Pension Eligible															
A. 20Yrs Service															
Age Retirement	12	11	12	9	9	7	3	0	7	3			7	3	-4.3
Completion/Request	394	423	415	317	432	410	404	314	146	318			370	6	-14.2
Sub-Total	406	434	427	326	442	417	407	314	253	321			377	9	-13.1
B. 20Yrs Service															
Age Retirement	13	8	5	2	3	4	-	0	5	6			5	5	0.1
Sub-Total A + B	421	444	432	338	445	421	411	314	258	327			383	4	-14.7
% of Average Strength (1)	1.55	1.65	1.60	1.29	1.59	1.51	1.2	1.16	0.96	1.22			1.40		
5. Pension Ineligible															
(20Yrs Service)															
Completion of Engagement	1409	1411	1357	1243	1235	1050	814	858	1432	1371			1218	0	12.6
Own Request	527	551	500	722	435	330	705	506	771	696			579	8	29.0
Sub-Total	1937	1962	1857	1965	1710	1400	1519	1364	2203	2067			1797	8	269.2
% of Average Strength (1)	7.12	7.27	6.89	7.07	6.13	5.01	5.53	5.04	8.17	7.68			6.58		
TOTAL OTHER RANKS (4)	3530	3506	3389	3685	3671	3187	2907	3381	3810	4104			3532	0	16.2
% of Average Strength (1)	13.01	12.99	12.61	13.26	13.15	11.40	10.59	12.48	14.65	15.26			12.93		

Note: (1) Average Strength of all Army Male and Female Other Ranks.

(2) Separations for all reasons by personnel undergoing initial training.

(3) Reservists on Full Time Duty included in Category 2.

(4) Figures are based on ORES data reported by Army.

MPS BRANCH 05 MAY 88

RAAF TABLE 7 OTHER RANK SEPARATIONS (MALES & FEMALES)

Separation Category	Financial Years												1986-87 MINUS THE 1976-87 10YR AVG	1986-87 % VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89		
Average Strengths (1)	17805	17032	15093	18425	18335	18801	18409	18327	18806	18455			13229.0	0.7
1 Cadets/Trainees (2)														
Trainees	224	257	182	229	263	189	167	204	107	66			189.8	-123.6
% of Average Strength (1)	1.26	1.44	1.06	1.24	1.42	1.02	0.91	1.10	0.58	0.36			1.04	
2 Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
Went AWOL														
LEOP														
Other														
Sub-Total	340	248	248	242	270	281	292	246	156	276			247.3	10.7
% of Average Strength (1)	1.91	1.50	1.37	1.31	1.46	1.51	1.59	1.31	0.84	1.51			1.46	
3 Reservists Leaving Full Time Duty (3)														
4 Pension Eligible														
a 1-20Yrs Service														
Age Retirement	24	13	10	11	5	10	4	14	12	14			11.9	2.1
Completion/Request	460	471	370	375	416	340	355	431	573	519			436.0	133.0
Sub-Total	484	484	380	386	421	350	359	445	585	533			447.9	135.1
b 20Yrs Service														
Age Retirement	6	10	11	11	9	9	10	13	13	3			9.7	-4.7
Sub-Total (a + b)	490	494	391	397	430	359	369	458	598	536			457.6	128.4
% of Average Strength (1)	2.77	2.77	2.16	2.15	2.32	1.93	2.00	2.47	3.21	3.16			2.50	
5 Pension Ineligible														
c 20Yrs Service														
Completion of Engagement	779	524	537	803	600	450	355	392	585	779			576.4	142.4
Own Request	220	222	238	211	197	119	130	144	312	242			205.5	17.8
Sub-Total	999	746	775	1014	797	569	485	536	897	961			781.9	179.1
% of Average Strength (1)	5.61	4.18	4.39	5.50	4.30	3.17	2.63	2.89	4.82	5.21			4.27	
TOTAL OTHER RANKS (4)	2057	1785	1628	1882	1760	1418	1313	1406	1758	1891			1698.6	11.5
% of Average Strength (1)	11.55	9.40	8.49	10.21	9.50	7.42	7.13	8.07	9.45	10.25			9.26	

Note: (1) Average Strength of all RAAF Male and Female Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Reservists on full time duty included in Category 2

(4) Figures are based on ORES data as reported by RAAF

RMS BRANCH 06 Mar 89

AOP TABLE 8 - OTHER NAME SEPARATIONS (MALES)

FISCAL YEAR 1986-87													
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	10YR AVG. TO 1986-87	1986-87 MINUS THE 10YR AVG.	% VAR FROM 10YR AVG.
Average Strengths (1)	55422	55387	55644	57031	57418	57430	56307	55179	54218	53081	55130	-2439	-4.7
Separation Category													
1 Cadets/Trainees (2)													
Trainees	854	711	752	862	979	808	415	403	693	859	733	125	17.1
% of Average Strength (1)	1.54	1.28	1.35	1.51	1.71	1.41	0.74	0.73	1.28	1.62	1.32		
2 Involuntary/Temporary													
Death/Medical Discharge													
Disciplinary Discharge													
Administrative Discharge													
MITL													
LEOP													
Other													
Sub-Total	1524	1453	1290	1468	1534	1273	1170	1910	1111	1169	1390	-221	-15.9
% of Average Strength (1)	2.74	2.62	2.32	2.57	2.67	2.22	2.08	3.46	2.05	2.20	2.49		
3 Reservists Leaving Full Time Duty (3)													
4 Pension Eligible													
a >20Yrs Service													
Age Retirement	40	24	22	25	14	17	7	15	17	19	19	-5	-2.6
Completion of Engagement	1003	1095	907	925	1043	1068	1135	1114	1198	1205	1048	156	12.8
Sub-Total	1043	1119	929	941	1057	1085	1142	1129	1215	1224	1087	128	12.5
b <20Yrs Service													
Age Retirement	24	16	16	15	14	15	16	13	18	9	15	-4	-41.6
Sub-Total (a + b)	1067	1125	945	956	1071	1100	1158	1142	1233	1233	1102	131	11.8
% of Average Strength (1)	1.92	2.03	1.70	1.61	1.87	1.92	2.06	2.07	2.27	2.32	1.98		
5 Pension Ineligible													
c 20Yrs Service													
Completion of Engagement	2330	2105	1973	2134	2040	1598	1256	1350	2274	2322	1940	381	19.7
Own Request	812	871	819	985	777	653	977	1084	1249	1025	921	97	10.1
Sub-Total	3142	2976	2812	3115	2817	2251	2233	2434	3523	3347	2871	475	16.6
% of Average Strength (1)	5.74	5.38	5.05	5.47	4.91	3.92	3.97	4.43	6.50	6.30	5.15		
TOTAL OTHER NAMES (4)													
% of Average Strength (1)	11.93	11.32	10.42	11.23	11.15	9.46	8.84	10.69	12.10	12.45	10.94		

Note (1) Average Strength of all AOP Male Other Names.

(2) Separations for all reasons by personnel undergoing Initial Training.

(3) Reserves on Full Time Duty included in Category 2.

(4) Figures are based on DRES data reported by the Services.

MPS 89MCH 06-MAR-88

NAVY TABLE 8 - OTHER RANK SEPARATIONS (MALES)

Separation Category	Fiscal Year												1986-87 MINUS THE 10YR AVG FROM 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89		
Average Strengths (1)	13002	13182	13274	13675	13851	13768	13351	12879	12836	11564			13080.2	-11.6
1. Cadets/Trainees (2)														
Trainees	347	219	223	172	245	198	118	133	91	132			187.9	-55.9
% of Average Strength (1)	2.61	1.66	1.67	1.26	1.77	1.44	0.89	1.05	0.76	1.14			1.44	
2. Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
MITL														
LEOP														
Other														
Sub-Total	453	526	441	540	433	307	279	326	335	301			389.1	-68.1
% of Average Strength (1)	3.41	3.99	3.30	3.95	3.13	2.23	1.72	2.57	2.78	2.65			2.97	-22.4
3. Reservists Leaving Full Time Duty (3)														
4. Pension Eligible														
a. >20Yrs Service														
Age Retirement	2	0	0	0	0	0	0	0	0	0			0.6	1.4
Completion/Request	155	189	127	207	201	321	380	373	380	325			245.8	58.2
Sub-Total	157	189	127	207	201	322	380	374	380	327			246.4	60.6
b. <20Yrs Service														
Age Retirement	1	0	0	0	0	0	0	0	0	0			0.5	-0.5
Sub-Total	158	189	127	207	203	324	380	374	380	327			246.9	60.1
% of Average Strength (1)	1.19	1.43	0.95	1.51	1.47	2.35	2.85	2.85	3.16	2.83			2.94	22.5
5. Pension Ineligible														
c. 20Yrs Service														
Completion of Employment	387	382	211	284	337	244	173	199	400	425			290.9	134.1
Own Request	380	355	392	604	381	372	390	603	362	264			390.8	-32.4
Sub-Total	767	737	603	888	718	616	563	802	762	689			681.7	7.3
% of Average Strength (1)	5.82	4.91	4.55	6.47	5.13	4.47	4.22	6.33	6.33	5.96			5.21	1.1
TOTAL OTHER RANKS (4)														
1715	1715	1551	1399	1584	1619	1445	1291	1635	1588	1449			1525.6	-16.6
% of Average Strength (1)	12.87	11.99	10.46	11.44	11.65	10.48	9.67	12.60	12.03	12.53			11.66	-5.0

Note: (1) Average Strength of all Navy Male Other Ranks
 (2) Separations for all reasons by personnel undergoing initial training
 (3) Reservists on full time duty include in Category 2
 (4) Figures are based on OFES data as reported by Navy

MOS BRANCH 14 MAY 88

ARMY TABLE 8 - OTHER RANK SEPARATIONS (MALES)

Separation Category	FISCAL YEAR												1986-87 WARDS THE 1978 AVG	1986-87 WARDS THE 1978 AVG	% VAR FROM 1978 AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strengths (1)	25785	25653	25607	26321	26410	26397	25891	25445	25394	25046	25766	25766	-740	9	-2.9
1. Cadets/Trainees (2)															
Trainees	339	301	373	562	502	449	157	132	525	667	392	8	273	2	69.4
% of Average Strength (1)	1.28	1.17	1.46	1.91	1.90	1.70	0.61	0.52	2.08	2.66	1.53				
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MAIL															
EMOP															
Other															
Sub-Total	825	730	683	776	926	882	757	1009	720	726	825	4	-109	4	-13.1
% of Average Strength (1)	3.20	2.85	2.67	2.95	3.50	3.34	2.92	3.94	2.85	2.90	3.24				
3. Reservists Leaving Full Time Duty (3)															
4. Pension Eligible															
1-20 Yrs Service	12	11	12	9	9	7	3	0	7	3	7	3	-4	3	-38.9
Age Retirement	392	423	413	344	428	473	403	313	245	317	368	9	-51	9	-14.1
Completion/Request	404	436	425	353	437	470	406	313	252	320	376	2	-56	2	-14.9
Sub-Total															
6-20 Yrs Service	15	8	5	2	3	4	6	0	5	6	5	4	0	4	11.1
Age Retirement															
Sub-Total 4a + 4b	419	444	430	255	440	420	412	313	257	326	381	6	-55	6	-14.6
% of Average Strength (1)	1.62	1.73	1.68	1.35	1.67	1.59	1.59	1.23	1.02	1.30	1.48				
5. Pension Ineligible															
20 Yrs Service	1282	1333	1303	1191	1167	989	757	796	1142	1255	1141	5	113	5	9.9
Completion of Engagement	402	460	376	554	263	234	566	459	594	631	475	9	155	1	32.6
Own Request	1084	1793	1879	1785	1530	1243	1323	1255	2036	1896	1617	4	288	6	16.6
Sub-Total															
% of Average Strength (1)	6.53	6.99	6.56	6.63	5.79	4.71	5.11	4.93	8.05	7.53	6.27				
TOTAL OTHER RANKS (4)	3258	3268	3145	3379	3398	2914	2649	3109	3538	3805	3228	2	376	8	11.7
% of Average Strength (1)	12.64	12.74	12.36	12.83	12.86	11.04	10.23	12.22	13.99	14.39	12.52				

NOTE (1) Average Strength of all Army Male Other Ranks
 (2) Separations for all reasons by personnel undergoing Initial Training
 (3) Reservists on Full Time Duty included in Category 2
 (4) Figures are based on ORES data reported by Army

ARMY BRANCH 06 MAY 88

NAVF TABLE 8 - OTHER NAME SEPARATIONS (MALES)

Separation Category	FISCAL YEARS												1984-87 MINUS THE 1978 AVG TO 1986-87 10YR AVG	1984-87 10YR AVG 1978 AVG	1986-87 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strengths (1)	16535	16532	16663	17026	17147	17245	17265	17055	16818	16482	16863	16863	-381.8	-2.3	
Separation Category															
1. Cadets/Trainees (2)															
Trainees	177	191	156	186	232	161	139	138	77	40	151.9	151.9	-91.9	-40.5	
% of Average Strength (1)	1.07	1.16	0.94	1.10	1.25	0.93	0.81	0.81	0.46	0.26	0.90	0.90			
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
WELL															
Other															
Sub-Total	246	197	166	152	175	164	184	175	56	142	165.7	165.7	-23.7	-14.3	
% of Average Strength (1)	1.49	1.19	1.00	0.89	1.02	0.95	1.09	1.03	0.33	0.86	0.98	0.98			
3. Reservists Leaving Full Time Duty (3)															
4. Pension Eligible															
a. 20Yrs Service															
Age Retirement	28	13	10	11	5	9	4	14	10	14	11.6	11.6	7.4	20.7	
Completion Request	456	471	387	374	414	338	352	428	573	563	433.6	433.6	129.4	29.8	
Sub-Total	482	484	397	385	419	347	356	442	583	577	445.2	445.2	131.8	29.6	
b. 20Yrs Service															
Age Retirement	8	8	11	11	9	9	10	14	13	5	9.5	9.5	-6.5	-8.4	
Sub-Total	490	492	388	396	428	356	366	455	596	580	454.7	454.7	125.3	27.6	
% of Average Strength (1)	2.96	2.98	2.33	2.33	2.50	2.06	2.14	2.67	3.53	3.52	2.70	2.70			
5. Pension Ineligible															
c. 20Yrs Service															
Completion of Engagement	701	480	459	702	516	385	326	355	522	642	507.8	507.8	134.2	26.4	
Own Request	60	56	66	27	33	27	21	32	193	130	64.5	64.5	65.5	101.6	
Sub-Total	761	536	525	729	549	392	347	387	725	772	572.3	572.3	199.7	34.9	
% of Average Strength (1)	4.60	3.24	3.15	4.28	3.20	2.27	2.03	2.27	4.29	4.69	3.39	3.39			
TOTAL OTHER NAMES (4)	1674	1476	1225	1465	1384	1073	1036	1125	1434	1534	1344.6	1344.6	209.4	15.4	
% of Average Strength (1)	10.12	8.97	7.41	8.62	8.07	6.22	6.07	6.57	8.51	9.33	7.97	7.97			

NOTE (1) Average Strength of all NAME MALE Other Names.
 (2) Separations for all reasons by personnel undergoing Initial Training.
 (3) Reservists on Full Time Duty included in Category 2.
 (4) Figures are based on DFT data as reported by NAME.

MPS BRANCH ON MAY 88

ADF TABLE 9 - OTHER RANK SEPARATIONS (FEMALES)

Separation Category	Fiscal Year												1986-87 MINUS THE 1978-87 TOTAL AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	
Average Strengths (1)	3453	3430	3651	3742	3842	3985	3787	4005	4361	4942	2807	1038	28.5
1. Cadets/Trainees (2)													
Trainees	97	104	44	88	77	65	55	99	155	142	96	3	88.2
% of Average Strength (1)	2.82	3.03	1.25	2.35	2.00	1.67	1.45	2.48	3.55	2.88	2.46		
2. Involuntary/Temporary													
Death/Medical Discharge													
Disciplinary Discharge													
Administrative Discharge													
AWOL													
LEAD													
Other	189	206	191	228	216	279	248	347	328	432	266	4	62.2
Sub-Total	552	401	523	608	532	718	633	864	732	874	602		
% of Average Strength (1)	15.9	11.7	14.6	16.2	13.8	18.2	16.7	21.5	16.5	17.7	16.8		
3. Reservists Leaving Full Time Duty (2)													
4. Pension Eligible													
a. 120yrs Service													
Age Retirement	0	0	0	0	0	1	0	0	2	0	0		
Completion of Engagement/Own Request	7	1	5	4	7	2	5	6	1	7	4		
Sub-Total	7	1	5	4	7	4	5	6	3	7	4		
b. 120yrs Service													
Age Retirement	0	2	0	0	0	0	1	0	0	0	0		
Completion of Engagement/Own Request	7	2	3	4	7	4	8	6	3	7	5		
Sub-Total (a + b)	7	4	3	4	7	4	9	6	3	7	5		
% of Average Strength (1)	0.20	0.09	0.14	0.11	0.18	0.10	0.16	0.15	0.07	0.14	0.13		
5. Pension Ineligible													
c. 120yrs Service													
Completion of Engagement	260	172	199	191	189	193	115	127	194	240	188		
Own Request	254	332	342	292	326	256	286	288	227	201	291		
Sub-Total	614	504	541	583	515	449	411	335	417	441	480		
% of Average Strength (1)	17.8	14.5	14.8	15.6	13.4	11.5	10.5	8.3	9.5	8.9	12.3		
TOTAL OTHER RANKS (4)	907	817	801	917	815	797	710	784	903	1042	644		
% of Average Strength (1)	26.3	23.8	22.2	24.5	21.2	20.5	18.7	19.5	20.7	21.0	21.7		

Note: (1) Average Strength of all ADF Female Other Ranks

(2) Separations for all reasons by personnel undergoing Initial Training

(3) Reservists on Full Time Duty included in Category 2

(4) Figures are based on DRES data reported by the Services

MOS BRANCH 00-000-00

NAVY TABLE 9 - OTHER NAME SEPARATIONS (FEMALES)

	FISCAL YEAR												1986-87 MINUS THE 1986-87 1986-87 1986-87
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	
Average Strengths (1)	809	882	878	845	958	972	876	901	973	1116	918	1000	21.6
Separation Category													
1. Cadets/Trainees (2)													
Trainees	40	22	15	16	21	18	7	16	20	32	27	11	52.4
% of Average Strength (1)	4.94	2.74	1.71	2.12	2.19	1.85	0.80	1.78	2.06	2.87	2.29	1.10	
2. Involuntary/Temporary													
Death/Medical Discharge													
Disability Discharge													
Administrative Discharge													
Other													
Sub-Total	82	82	68	82	58	66	100	76	89	103	80	22	27.8
% of Average Strength (1)	10.14	10.22	7.74	9.16	6.05	6.79	11.42	8.44	9.15	9.23	8.70		
3. Reservists Leaving Full Time Duty (3)													
4. Pension Eligible													
a. 20Yrs Service													
Age Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Completion/Request	1	1	0	0	0	0	1	2	0	0	0	0	-100.0
Sub-Total	1	1	0	0	0	0	1	2	0	0	0	0	-100.0
b. 20Yrs Service													
Age Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Sub-Total (a + b)	1	1	0	0	0	0	1	2	0	0	0	0	-100.0
% of Average Strength (1)	0.12	0.12	0.00	0.00	0.00	0.00	0.11	0.22	0.00	0.00	0.00		
5. Pension Ineligible													
20Yrs Service													
Completion of Engagement	33	50	47	41	37	47	19	28	53	67	43	3	8.0
Own Request	74	75	48	40	50	46	38	48	25	24	46	22	-48.8
Sub-Total	129	125	93	81	87	93	57	76	78	91	89	25	21.5
% of Average Strength (1)	15.95	15.59	10.59	9.16	9.08	9.77	7.65	8.55	8.02	8.36	9.85		
TOTAL OTHER NAMES (4)	232	250	176	183	166	179	175	171	187	206	182	13	7.9
% of Average Strength (1)	31.15	28.68	20.05	20.41	17.33	18.42	19.98	18.96	19.22	18.49	20.90		

NOTE: (1) Average Strength of all Navy Female Other Names.
 (2) Separations for all reasons by personnel undergoing initial training.
 (3) Reserves on full time duty included in Category 2.
 (4) Figures are based on DSES data as reported by Navy.

MPS: MAR 04 MAR 88

ARMY TABLE 9 - OTHER NAME SEPARATIONS (FEMILES)

	FISCAL YEARS												1984-87 MINUS THE 1978-87 10YR AVG	% VAR FROM 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89		
Average Strengths (1)	1344	1329	1342	1453	1497	1537	1566	1633	1670	1684	1670	1684	1524.2	21.6
Separation Category														
1. Cadets/Trainees (2)														
Trainees	10	16	13	26	25	19	20	14	103	124			37.4	86.6
% of Average Strength (1)	0.74	1.20	0.97	1.93	1.67	1.22	1.28	0.86	6.29	8.69			2.45	
2. Involuntary/Temporary														
Death/Medical Discharge														
Disciplinary Discharge														
Administrative Discharge														
WELL														
WLP														
Other														
Sub-Total	13	53	41	56	43	96	46	148	139	193			84.2	108.8
% of Average Strength (1)	0.97	3.99	3.06	3.86	2.91	6.17	2.95	9.06	8.32	10.41			5.52	
3. Reservists Leaving Full Time Duty (3)														
4. Pension Eligible														
4.1 >20Yrs Service														
Age Retirement	0	0	0	0	0	0	0	0	0	0			0.0	0.0
Completion/Request	2	0	2	3	5	1	1	1	1	1			1.7	0.7
Sub-Total	2	0	2	3	5	1	1	1	1	1			1.7	0.7
% of Average Strength (1)	0.15	0.00	0.15	0.21	0.33	0.06	0.13	0.06	0.06	0.05			0.12	
4.2 <20Yrs Service														
Age Retirement	0	0	0	0	0	0	1	0	0	0			0.1	-100.0
Completion/Request	2	0	2	3	5	1	2	1	1	1			1.8	-0.8
Sub-Total	2	0	2	3	5	1	2	1	1	1			1.8	-0.8
% of Average Strength (1)	0.15	0.00	0.15	0.21	0.33	0.06	0.13	0.06	0.06	0.05			0.12	
5. Pension Ineligible														
5.1 <20Yrs Service														
Completion of Engagement	127	78	54	32	68	61	57	62	90	116			75.5	39.5
Own Request	126	91	124	148	112	86	139	47	77	65			103.9	-37.4
Sub-Total	247	169	178	270	180	157	196	109	167	181			189.4	0.6
% of Average Strength (1)	18.38	12.72	13.26	15.17	12.02	10.08	12.52	6.67	10.00	9.76			11.84	
TOTAL OTHER NAME SEPARATIONS (4)	272	238	234	307	273	273	258	272	412	499			303.8	64.3
% of Average Strength (1)	20.24	17.91	17.44	21.17	18.24	17.53	16.48	16.66	24.67	26.91			19.93	

Note: (1) Average Strength of All Army Female Other Names

(2) Separations for all reasons by personnel undergoing Initial Training

(3) Reservists on Full Time Duty included in Category 2

(4) Figures are based on OPCS data reported by Army

MPS BRANCH 04 MAY 88

NAAF TABLE 9 - OTHER RANK SEPARATIONS (FEMALES)

	FISCAL YEAR												1988-87 MINUS THE 10YR AVG	1988-87 MINUS THE 10YR AVG	1988-87 MINUS THE 10YR AVG
	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89			
Average Strengths (1)	1270	1050	1413	1599	1388	1356	1344	1412	1718	1973	1465	2	507	8	34
Separation Category															
1. Cadets/Trainees (2)															
Trainees	47	66	16	41	31	28	28	66	30	6	37	9	31	9	84
% of Average Strength (1)	3.70	5.08	2.51	2.83	2.23	2.06	2.08	4.48	1.75	0.30	2.53				
2. Involuntary/Temporary															
Death/Medical Discharge															
Disciplinary Discharge															
Administrative Discharge															
MAIL															
LEOP															
Other	94	71	82	90	93	117	108	171	100	136	101	6	34	4	33
Sub-Total	740	546	573	643	684	863	804	836	582	689	693				
% of Average Strength (1)	58.27	51.52	40.54	43.33	49.92	63.63	60.64	59.12	33.24	34.91	47.12				
3. Reservists Leaving Full Time Duty (3)															
4. Pension Eligible															
a. >20Yrs Service	0	0	0	0	0	1	0	0	2	0	0				
Age Retirement	4	0	3	1	2	2	3	3	0	6	2	4	3	6	150
Completion/Request	4	0	3	1	2	3	3	3	2	6	2	7	3	3	122
Sub-Total	8	3	6	4	6	6	6	6	2	12	12	11	7	9	167
b. (20Yrs Service	0	2	0	0	0	0	0	0	0	0	0				
Age Retirement	4	2	3	1	2	3	3	3	2	6	2	9	3	1	106
Sub-Total (a + b)	4	2	3	1	2	3	3	3	2	6	2	11	4	2	113
% of Average Strength (1)	0.31	0.19	0.21	0.07	0.14	0.22	0.22	0.23	0.12	0.30	0.20				
5. Pension Ineligible															
(20Yrs Service	76	44	98	101	84	83	29	37	53	77	68	6	8	4	12
Completion of Engagement	160	166	172	184	164	112	109	112	119	112	141	0	29	0	20
Own Request	238	210	270	285	248	197	138	149	172	185	209	5	20	6	9
Sub-Total	474	420	480	470	406	392	276	298	344	374	418	11	57	10	39
% of Average Strength (1)	37.48	40.00	33.99	31.95	29.25	29.65	20.54	21.07	19.96	19.46	28.46				
TOTAL OTHER RANKS (4)	383	349	391	417	376	345	273	341	304	337	332	6	15	0	4
% of Average Strength (1)	30.16	28.85	27.30	29.81	27.09	25.44	20.61	23.17	17.69	17.08	24.02				

Note: (1) Average Strength of all NAAF female Other Ranks

(2) Separations for all reasons by personnel undergoing initial training

(3) Reservists of full time duty included in Category 2

(4) Figures are based on OIF data as reported by NAAF

NAAF BRANCH 08 MAR 88