



2001 AUSTRALIAN DEFENCE FORCE RESERVES SURVEY REPORT

Directorate of Strategic Personnel Planning and Research
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2001 Australian Defence Force Reserves Survey Report

Directorate of Strategic Personnel Planning and Research

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Requests and inquiries should be addressed to the Director Strategic Personnel Planning and Research, Defence Personnel Executive Program, Department of Defence, Canberra ACT 2600.

FOREWORD

As part of the Reserves enhancement initiatives announced by the Government in August 2000 an Attitudinal Survey of the ADF Reserves was commissioned. The survey was sponsored by the Office of the Head Reserve Policy and was conducted in the first quarter of 2001.

The purpose of the survey was to establish a set of baseline data for the ADF Reserves that would guide policy changes and, when combined with data from future surveys, will be used to inform conditions of service development, strategies for retention measures and other policies.



The results contained in this report and the subsequent analysis are based on the survey forms that were returned and the resultant data. In some areas the demographics of the survey respondents have produced a bias in the data returned and whilst every effort has been made to standardise the data there may still be some results that are marginally under or over stated.

Additionally, as this survey was administered prior to the implementation of the bulk of the Reserve enhancements announced in August 2000, the survey data and analysis provides a starting point from which to build. To that end, a programme of further Surveys and focus groups is planned to continue to inform the chain of command of issues of particular significance to members of the ADF Reserves. The ongoing program of surveys will also assist in the evaluation of enhancement initiatives implemented post administration of this survey.

I commend this Survey report to all those members of the Defence Force and the public who have an interest in matters concerning the ADF Reserves and encourage the utilisation of the broad findings to guide decisions affecting the ADF Reserves.

A handwritten signature in black ink, which appears to read 'Gregory W. Garde'.

G.H. GARDE, AM, RFD, QC
Major General
Head Reserves Policy

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EXECUTIVE SUMMARY

Background

The 2001 Australian Defence Force (ADF) Reserves Survey was undertaken by the Directorate of Strategic Personnel Planning and Research on behalf of Head, Reserve Policy (HRP) as part of recent Government initiatives to enhance the contribution of the Reserves to total ADF capability.

The purpose of the survey was to provide baseline data on the demographics, attitudes and opinions of Defence Reserve Personnel. It is anticipated that the information contained in this report will contribute to the development of strategies and initiatives to improve the recruitment and retention of Reserve personnel.

Survey Design

Administration of the survey to Reserve members took place from February to April 2001. The survey attempted to survey 100 percent (or as close as possible) of active Reservists from the three Services. Surveys were posted to the home address of Australian Naval Reserve (ANR) and Air Force (AF) Reserve members and they were distributed via Reserve units to Army Reserve (ARes) members. Valid responses were received from 58% of ANR members, 42% of ARes members and 47% of RAAF Reserve members. All data reported here are based on the information provided by these respondents.

Demographic Profile

The demographic profiles of the ANR and RAAF Reserves are remarkably similar, however, the demographic profile of the ARes was considerably different to that of the other two Services. ARes members are typically younger, less likely to be an Officer, have not had any previous military experience, are less likely to be married and have dependent children, and earn less than their Navy and Air Force Reserve counterparts.

Key Results

Civilian Employment

The majority of Reservists (80%) have a civilian job. Of those Reservists who have a civilian job, 84% work full time and 16% work part time or on a casual basis. 87% of Reservists have a civilian employer who is aware of their involvement with the Reserves and approximately 50% of Reservists reported that their civilian employer has a formal policy on leave for Reserve activities.

Across the three broad employment categories approximately one third of Reservists from each of the Services (ANR 30.5%, ARes 30.4% and RAAF Reserve 31.4%) are employed by the Government or Public Service. RAAF

Reserve members (17.7%) and ANR members (15.1%) were more likely than their ARes (10.1%) counterparts to be self-employed. ARes members (40.5%) were more likely to be employed by a non-Government employer than their ANR (31.7%) and RAAF Reserve (28.4%) counterparts. The remaining Reserve members were not employed.

The largest proportion of each Service listed 'Government Administration and Defence' as the industry they were employed in. The industry which the least number of Reservists listed as their industry of employment was 'Cultural and Recreational Services'.

There were some differences between the Services with regard to the industry they were employed in. More ANR (26.7%) and RAAF Reserve (26.8%) members than ARes members (15.1%) listed 'Government Administration and Defence' as the industry they were employed in. There were more RAAF Reserve members (20.8%) in the 'Health and Community Services' industry than ANR (13.4%) and ARes (11.2%) members. There were more ARes members (7.4%) in the 'Retail Trade' industry than there were ANR (3.5%) and RAAF Reserve (3.8%) members.

Willingness to Undertake Voluntary Full Time Service

The majority of Reservists are willing to undertake voluntary deployments or full time service. ARes members were slightly more willing than their ANR and RAAF Reserve counterparts to be available to undertake voluntary deployments or full time service with only 14% of ARes members reporting that they were not willing or able to undertake any voluntary full time service, compared with 22% of ANR members and 19% of RAAF Reserve members.

When asked about the types of voluntary full time service they would be willing to undertake 71% of ARes members, 59% of RAAF Reserve members and 58% of ANR members indicated that they would be willing to undertake combat duties in Australia. 69% of ARes members, 55% of RAAF Reserve members and 54% of ANR members indicated that they would be willing to undertake combat duties overseas. 65% of both ARes and RAAF Reserve members, and 68% of ANR members indicated that they would be willing to undertake non-combat duties in Australia. 64% of ARes members and 58% of both ANR and RAAF Reserve members indicated that they would be willing to undertake non-combat duties overseas.

Motivations for Joining the Reserves

Reserve members reported that they were influenced to join the Reserves by the following factors or sources of information: the opportunity to do something different; joining the Reserves was a natural extension of permanent service; doing something for my country; to gain extra spending or savings money; the challenge of military training; the opportunity for self development; and, to develop new interests.

Career Intentions

The majority of Reserve members intend to remain in the Reserves with (see Figure 41) 92.8% of ANR members, 84.9% of ARes members and 84.3% of RAAF Reserve members intending to remain in the Reserves for at least 12 months. Of those, 78.9% of ANR members, 60.9% of ARes and 61.4% of RAAF Reserve members intend to remain for at least three years.

Factors Influencing Decision to Leave the Reserves

Those 517 Reserve members who indicated that they were intending to leave the Reserves were asked to rate the influence of a list of 47 factors on their decision to leave. 47% of ANR members, 33% of ARes members and 31% of RAAF Reserve members indicated that “*limited opportunities overall*” had a considerable or very considerable influence on their decision to leave the Reserves.

44% of RAAF Reserve members, 42% of ARes members and 36% of ANR members indicated that “*time conflict with civilian job*” had a considerable or very considerable influence on their decision to leave the Reserves.

45% of RAAF Reserve members, 39% of ARes members and 28% of ANR members indicated that “*time conflict with family/carer commitments*” had a considerable or very considerable influence on their decision to leave the Reserves.

Factors Influencing Retention

All Reserve members surveyed were asked to rate a list of 19 factors on how much influence they thought each factor would have on Reserve retention. 80% of both ARes and RAAF Reserve members and 79% of ANR members indicated that “*access to full medical and dental services*” would have a considerable or very considerable influence on the retention of Reserve personnel.

76% of RAAF Reserve members and 74% of both ARes and ANR members indicated that “*increasing Reserve pay*” would have a considerable or very considerable influence on the retention of Reserve personnel.

71% of ANR members and 70% of both ARes and RAAF Reserve members indicated that “*providing a retention bonus/financial reward*” would have a considerable or very considerable influence on the retention of Reserve personnel.

Attitudes Towards Reserve Service

Reserve members were asked a series of questions about their attitudes and perceptions towards Reserve service. In general, ARes and RAAF Reserve members were more positive in their attitudes towards their Reserve career and training than their ANR counterparts. For example, 45% of ARes members and 44% of RAAF Reserve members believe that their career has been managed satisfactorily to date, in comparison to 29% of ANR members.

ARes and RAAF Reserve members were also more positive in their attitudes towards the management and leadership shown by their immediate military supervisor in the Reserve than ANR members. For example, 67% of ARes members and 63% of RAAF Reserve members believe that their immediate military supervisor always shows good leadership, compared to 49% of ANR members.

With regard to Reserve members' attitudes towards their current appointment/position, the majority of Reserve members from all Services are satisfied with their current appointment. There were differences between the Services in attitudes towards the handling of administration and how their time is spent when on Reserve duty. 59% of RAAF Reserve members believe that administration is handled efficiently in their unit, however, only 43% of ANR members and 40% of ARes members reported this. The majority of ANR (66%) and RAAF Reserve (69%) members believe that their time is well spent when on Reserve duty, compared with only 44% of ARes members.

Across all Services, Reserve members believe that their Reserve work makes an important contribution to the defence of Australia. A majority of members from all Services also reported that they were proud to tell others that they are a member of the Reserves. Furthermore, a majority of members from each of the Services reported that they felt a strong sense of commitment to the Reserves.

With regard to their civilian employers attitude towards the Reserves, 49% of RAAF Reserve members, 48% of ARes members and 44% of ANR members believe that their civilian employer has a positive attitude towards the Reserves.

Conclusions

Generally, respondents were satisfied with their life in the Reserves and members from all Services agree on the main factors they believe would positively influence the retention of Reserve personnel. The majority of members from each of the Services intend to remain in the Reserves at this stage and are willing to undertake voluntary deployments or full time service.

However, it is important to remember that the ADF Reserves is made up of three individual Services who differ in their demographic profiles, and their motivators and attitudes towards Reserve Service. Members of the ANR and RAAF Reserve are generally older than their ARes counterparts and have had some form of military experience prior to joining the Reserves. These factors, in conjunction with the different nature of work and organisational cultures in each of the Services, suggest that Service specific strategies may be needed to address recruitment and retention issues in the ADF Reserves rather than a 'one size fits all' approach.

GLOSSARY

AB	Able Seaman
AC/ACW	Aircraftman/Aircraftwoman
ADF	Australian Defence Force
AF	Air Force
ANAO	Australian National Audit Office
ANR	Australian Naval Reserve
ARA	Australian Regular Army
ARes	Army Reserve
ARTC	Army Recruit Training Centre
CAPT	Captain
CENRESPAY 2	Central Reserve Pay (Database)
CHAP	Chaplain
CMDR	Commander
COL	Colonel
CPL	Corporal
CPO	Chief Petty Officer
DRSC	Defence Reserves Support Council
DSPPR	Directorate of Strategic Personnel Planning and Research
GPCAPT	Group Captain
FLGOFF	Flying Officer
FLTLT	Flight Lieutenant
FSGT	Flight Sergeant
FTS	Full Time Service
GRes	General Reserve
HDPE	Head, Defence Personnel Executive
HRP	Head, Reserve Policy
LAC/LACW	Leading Aircraftman/Aircraftwoman
LCDR	Lieutenant Commander
LCPL	Lance Corporal
LEUT	Lieutenant (Navy)
LS	Leading Seaman
LT	Lieutenant (Army)
LTCOL	Lieutenant Colonel
MAJ	Major
MIDN	Midshipman
NATSEM	National Centre for Social and Economic Modelling
NEOC	New Entry Officer Course
OFFICER CDT	Officer Cadet
OP GOLD	Operation Gold
ORs	Other Ranks (LS/CPL and below)
OSB	Operational Support Battalion
PAF	Permanent Air Force
PLTOFF	Pilot Officer
POWA	Prince of Wales Award

PNF	Permanent Naval Force
PO	Petty Officer
PTE	Private
RAAF	Royal Australian Air Force
REOC	Reserve Entry Officer Course
RMC	Royal Military College
SBLT	Sub Lieutenant
SGT	Sergeant
SMN	Seaman
SNCO	Senior Non-Commissioned Officer (PO/SGT to CPO/SSGT/FSGT)
SQNLDR	Squadron Leader
SSGT	Staff Sergeant
WGCDR	Wing Commander
WO ¹	Warrant Officer (Navy)
WOFF	Warrant Officer (Air Force)
WO1	Warrant Officer Class 1 (Army)
WO2	Warrant Officer Class 2 (Army)
2LT	2nd Lieutenant

1. The abbreviation WO is also used in this report to refer to Warrant Officers collectively from all services, i.e., WO (Navy); WO1 and WO2 (Army); and WOFF (Air Force).

INTRODUCTION

Background

In early 1999, the Government directed that options be explored to enhance the contribution of the Reserve Forces to total Australian Defence Force (ADF) capability. It noted that the existing legislation limited the availability of the Reserves and restricted the degree to which they could be accessed to support military operations.

Cabinet subsequently directed that Defence legislation be amended to extend the options available to the Government for the use of the Reserves, and that other legislative measures be put into place to provide appropriate employment protection for Reservists and their employers¹. As a result, a number of amendments were made to Defence legislation² and a series of Reserves enhancement initiatives proposed³.

One of these initiatives was the conduct of a study in relation to Reserve training and service to enable the informed development of conditions of service and other policy underpinning Reserve service. The purpose of the study was to determine the extent to which improved training and other measures could, in conjunction with sound management practices and appropriately designated Reserve roles and tasks, maximise the effectiveness and periods of service provided by individual Reservists.

The 2001 Australian Defence Force Reserves Survey was undertaken by the Directorate of Strategic Personnel Planning and Research (DSPPR) at the request of Head, Reserve Policy (HRP).

Related Research

A survey of this nature is unprecedented in the ADF Reserves. Although other studies have gathered information on the Reserves they have tended to be of a single service nature or relied on responses from only a small sample of the Reserve population. Some of the previous research which is relevant to this survey is briefly outlined below.

General Reserve (GRes) Attitude and Opinion Survey 1995⁴

The Army conducted a GRes Attitude and Opinion Survey in 1995, which sampled approximately 35% of the posted strength of the GRes. This survey covered the following topic areas: Reserve service and training; civilian

1. Defgram No 253/2000 Australian Defence Force Reserves Enhancement Initiatives

2. Copies of the amended Defence Act 1903 and the Defence Reserve Service (Protection) Act 2001 can be downloaded from <http://scaleplus.law.gov.au>

3. Such initiatives include the ADF Reserves Employer Support Payment Scheme. More information on these initiatives can be found at <http://www.defence.gov.au/reserves>

4. Copies of this report can be requested from the DSPPR Information Officer (02) 6266 3435

circumstances; motivation for joining; career intentions; and, attitudes towards the GRes and military life.

The Operational Search Battalion (OSB) of the Sydney 2000 Olympic Games

The assembly of a large number of Reserve members deployed on Operation Gold (OP GOLD) for the Sydney 2000 Olympic Games represented a unique opportunity to develop and trial likely items for the 2001 ADF Reserves Survey. With the assistance of Commander OSB, DSPPR was able to conduct a series of focus groups and to pilot test items for inclusion in the 2001 ADF Reserves Survey. As such the research conducted with the OSB was an important precursor to the development of the 2001 ADF Reserves Survey⁵.

Royal Military College (RMC) Study of Reserve Officer Retention

The RMC Study of Reserve Officer Retention is a five year longitudinal study which tracks the College's Reserve Officer graduates to determine when and why Reserve Officers discharge or join the Inactive Reserve. Graduates are mailed a survey each year for five years after graduating from the RMC. This study is currently in its third year⁶ and is being conducted by DSPPR.

General Reserve Soldier Retention Study

A longitudinal study of GRes Soldier Retention was initiated in 2001. The purpose of the GRes Soldier Retention Study is to track individual Reserve soldiers from their recruit training at the Army Recruit Training Centre (ARTC) to their Reserve unit over a five year period to determine when and why Reserve Soldiers discharge or choose to render inactive service. This study is currently in its first year⁷ and is being conducted by DSPPR.

Australian National Audit Office (ANAO) Report No. 33 2000-2001 - ADF Reserves

The ANAO conducted an independent audit of the ADF Reserves which is detailed in a report released in May 2001⁸. The objective of the ANAO audit was to identify possible areas for improvement in the ADF's management of the Reserve forces. The audit focused on the following areas of the Reserves: roles and tasks; force structure; capability; training; individual readiness; equipment; facilities; recruitment; retention; conditions of service; and administration.

5. The background, methodology and results of the OSB research are reported in DSPPR Technical Notes 7/2000 *Attitudes of the Army Reserve: a Report on the Operational Search Battalion Focus Groups and Survey Instrument Trial* and 2/2001 *The Operational Search Battalion of the Sydney 2000 Olympic Games: Selected Personnel Characteristics, Attitudes and Motivations* which can be downloaded from <http://defweb.cbr.defence.gov.au/dsppr>

6. Copies of the 1999 report on the RMC Study of Reserve Officer Retention can be downloaded from <http://defweb.cbr.defence.gov.au/dsppr>

7. Copies of the first report from the GRes Soldier Study can be downloaded from <http://defweb.cbr.defence.gov.au/dsppr>

8. Copies of the ANAO Report No 33, 2000-2001 - ADF Reserves can be downloaded from <http://www.anao.gov.au/>

Survey Purpose

The aim of the 2001 ADF Reserves Survey was to provide baseline data on the demographics, attitudes and opinions of Defence Reserve personnel. It is anticipated that the information gained from the Survey will contribute to the development of initiatives to improve the recruitment and retention of Reservists. This study attempted to survey 100% (or as close as possible) of active Reservists from the Australian Navy, Army and Air Force Reserves.





SURVEY DESIGN

Population

The criteria for inclusion in the survey population varied slightly across the Services due to individual Service requirements. The general aim was to include members who had recently participated in Reserve service. The survey population for the Australian Naval Reserve (ANR) and Air Force (AF) Reserve included all members listed on the current pay database (CENRESPAY 2). This included any member who had been paid (that is, served) between 1996-2000, provided they had not been officially discharged (from the Reserves) by their respective Service. Army Reserve (ARes) members surveyed were those who had paraded at their unit since 1 July 2000, again selected off the CENRESPAY 2 database.

The final survey population consisted of 2,935 Navy; 13,232 Army; and 1,680 RAAF Reserve members.

Survey Development

The survey questionnaires were developed by a project working group consisting of HRP staff, the three single Service Reserve policy agencies and Defence Personnel Executive (HDPE) staff.

The initial draft item list was developed primarily through consultation with Army Reserve policy staff with input from Navy and RAAF Reserve staff. Previous Reserves and Defence surveys were also referred to for item content and format; including the ADF Census, ADF Attitude Survey, GRes Attitude and Opinion Survey (1995), Soldier Attitude and Opinion Survey, ADF Exit Survey and the Army GRes Officer Retention Survey⁹.

In order to ensure comparability across the Service data, item content was kept the same across the questionnaires where possible, though Service specific language and response categories were utilised when necessary. A limited number of individual Service specific items were included where required by the individual Services.¹⁰

Following the development of the initial draft questionnaire items, a series of single Service focus groups and testing sessions were conducted at various interstate Defence establishments by DSPPR project officers to refine the questionnaires. Focus group participants were Reserve Officers and Other Ranks personnel who were representative of the single Service Reserve populations. Topics such as general item coverage of relevant issues, terminology and completeness of response categories were covered in the focus groups.

9. Copies of the research reports from each of these surveys can be found or requested from <http://defweb.defence.gov.au/dsppr/>.

10. A copy of the ANR questionnaire is at Appendix A. The ANR questionnaire has all the parallel questions for both ARes and RAAF Reserve plus Navy specific questions.

Distribution and Return

The distribution, receipt and data capture (scanning) for the survey was tendered to a commercial contractor.

The Navy and RAAF Reserve surveys were collated by the contractor and sent to members' home addresses. Individually addressed Army surveys were sent to unit locations for completion by members during parade nights. Administration of the survey to Reserve members took place from February to April 2001. Initially the survey cut-off date was 9 March 2001 however, due to a low response rate from the ARes the survey period was extended until 27 April 2001.

Completed questionnaires were returned to the contractor where returns were monitored, checked for completeness and batched by Service.

The contractor was responsible for monitoring questionnaire returns and providing daily feedback to DSPPR on return rates by Service toward the end of the administration period. All scanned paper questionnaires were returned to DSPPR subsequent to scanning.

Response Rates

Table 1 shows the response rates for each of the Reserve Services. 58% (1688 of ANR members, 42% (5575) of ARes members and 47% (792) of RAAF Reserve members responded to the 2001 ADF Reserves survey.

Table 1 Response Rates By Service

	Surveys Sent	Number completed	% Response
ANR	2,935	1,688	58%
ARes	13,232	5,575	42%
RAAF Reserve	1,680	792	47%
Total	17,847	8,055	45%

RESULTS

All data reported in this section relates to the data gathered from the 8,055 respondents to the 2001 ADF Reserves Survey. There were 1,688 valid responses from ANR members; 5,575 valid responses received from ARes members; and, 792 valid responses from RAAF Reserve members. An evaluation of the data was undertaken by the National Centre of Social and Economic Modelling (NATSEM) to establish the representativeness¹¹ of the sample to the three Reserve Components. To determine the extent of any sample bias, the rank, age, gender and unit location of the survey respondents was compared with the demographic profile of the three Reserve Components as contained in the CENRESPAY 2 database. The sample was found to be generally representative except in the following categories:

- For the ANR; Recruits, Seamen, Able Seamen and Sub-Lieutenants were under-represented and Lieutenant Commanders and Commanders were over-represented. Further, younger ANR members (i.e., those under 40 years) and those aged over 55 years were under represented, while those aged 40-54 years were over-represented.
- For the ARes, the ranks of Recruit, Private and Officer Cadet were under-represented, while the ranks of Lieutenant Colonel and Colonel and above were over-represented. ARes members between the ages of 20-39 years were under-represented, while those aged over 40 years were over-represented in the survey sample. Further, ARes members belonging to units in the Northern Territory, New South Wales, Victoria and Queensland were under-represented.
- For the RAAF Reserve, the ranks of Recruit, Officer Cadet, Aircraftman/Aircraftwoman and Leading Aircraftman/Aircraftwoman were under-represented, while the ranks Pilot Officer and Group Captain and above were over-represented. RAAF Reserve members aged less than 40 years or over 55 years were under-represented, while those aged between 40-54 years were over-represented. Further, RAAF Reserve members belonging to units in Queensland were over-represented while those belonging to units in the Northern Territory and Australian Capital Territory were under-represented.

It is therefore possible that those who responded to the survey differ in some ways from those who did not respond to the survey and the results should be interpreted with this in mind.

Furthermore, each service has a specific term used to describe Reservists who do not have a training obligation. Army uses the term 'Inactive List', Navy uses the term 'Standby Reserve' and the RAAF Reserve uses the term 'General Reserve'¹². 3.6% of ARes respondents were currently on the Inactive List, compared to 37.3% of ANR respondents who were in the Standby Reserve and 14% of RAAF Reserve respondents who were in the General Reserve. 85% of

11. More information regarding the representativeness of the sample upon which this report is based can be found in the 2001 ADF Reserves Survey Modelling Report prepared by NATSEM. Copies of this report can be requested from the DSPPR Information Officer on (02) 6266 3435.

12. It should be noted that the scope population for the 2001 ADF Reserves Survey was 'active' Reservists. The differences between the Services in the number of members without a training obligation may influence the results of the survey.

ARes respondents had never transferred to the Inactive List, whereas 48.6% of ANR respondents had never transferred to the Standby Reserve and 57.9% of RAAF Reserve respondents had never transferred to the General Reserve.

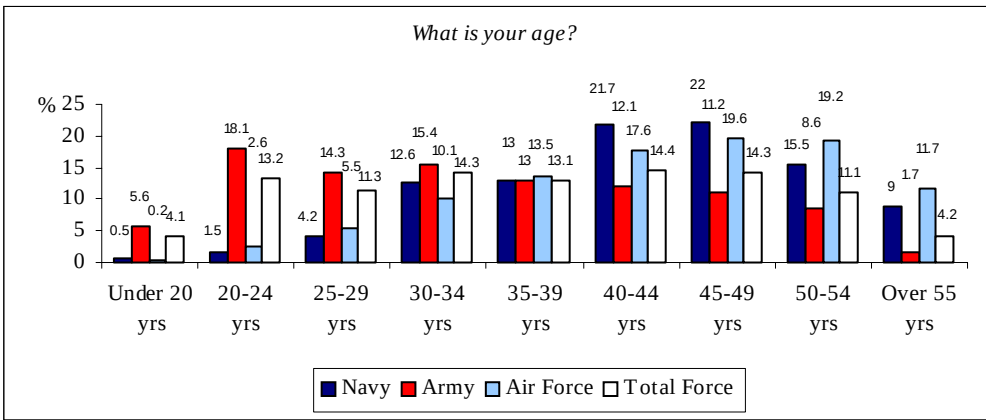
Personal Details

Age

The mean age of the total Reserve Forces¹³ was 37.1 years. ARes members were younger than their ANR and RAAF Reserve counterparts. The mean age of ARes members was 34.3 years, compared to 43.2 years for ANR members and 43.7 for RAAF Reserve members.

Figure 1 shows the age distributions for the individual Services and the Reserve Forces as a whole. From this Figure it is evident that ARes members are much younger than their ANR and RAAF Reserve counterparts. More than 50% of ARes members are under the age of 35 years, compared with only 19% of both the ANR and RAAF Reserve. By contrast, 68% of both the ANR and the RAAF Reserve are over 40 years of age, compared with 34% of the ARes.

Figure 1 Age Profile of the 2001 ADF Reserves Survey Respondents



Gender

The majority (81%) of ADF Reserves members were male (see Figure 2). There were no differences between the gender profiles of the three services with the proportion of males ranging between 79.6% (ANR) and 81.9% (RAAF Reserve).

¹³For ease of understanding, the terms Reserve Forces, Reserves members and Reservists are used in this report to refer to survey respondents.

Figure 2 Gender Profile of the ADF Reserves

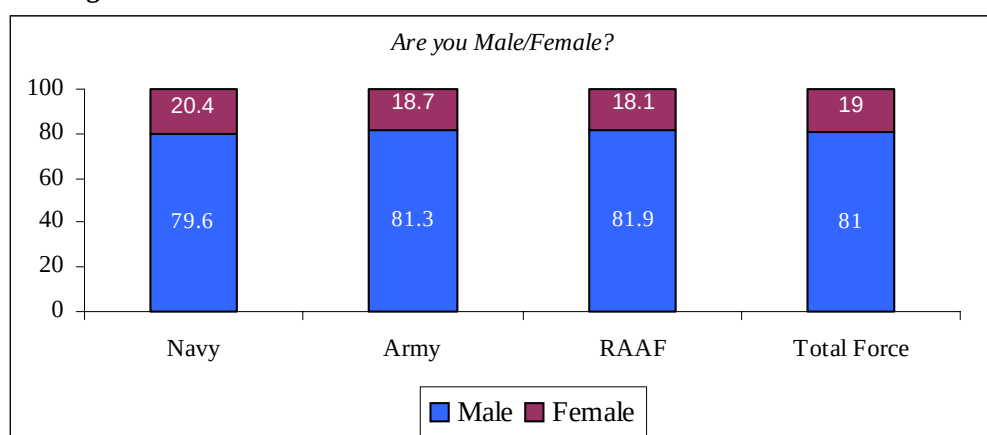
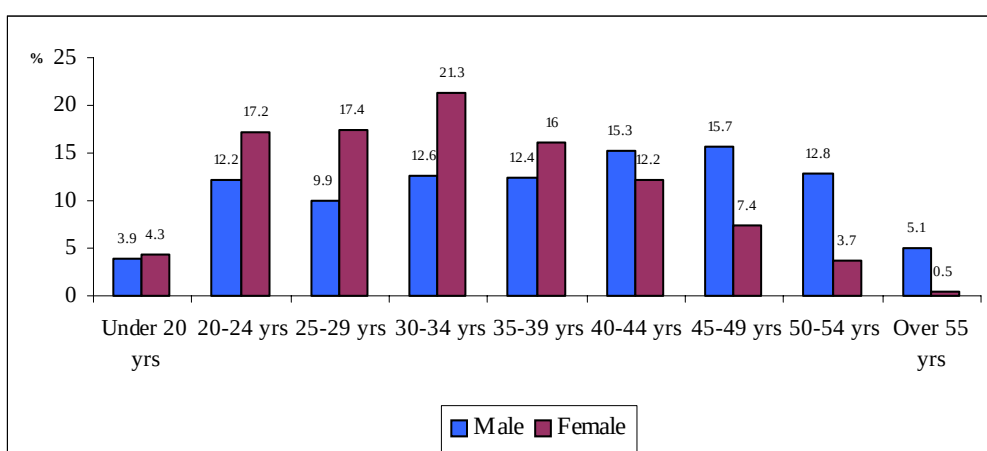


Figure 3 shows the age distributions of male and female Reservists. Female Reserve members are typically younger than their male Reserve counterparts. 60% of female Reserve members compared with 39% of male Reserve members are under 35 years of age. 18% of male Reservists are over 55 years of age compared to only 5% of female Reservists.

Figure 3 Age of Reserve Force Members Categorised by Gender



Military Service

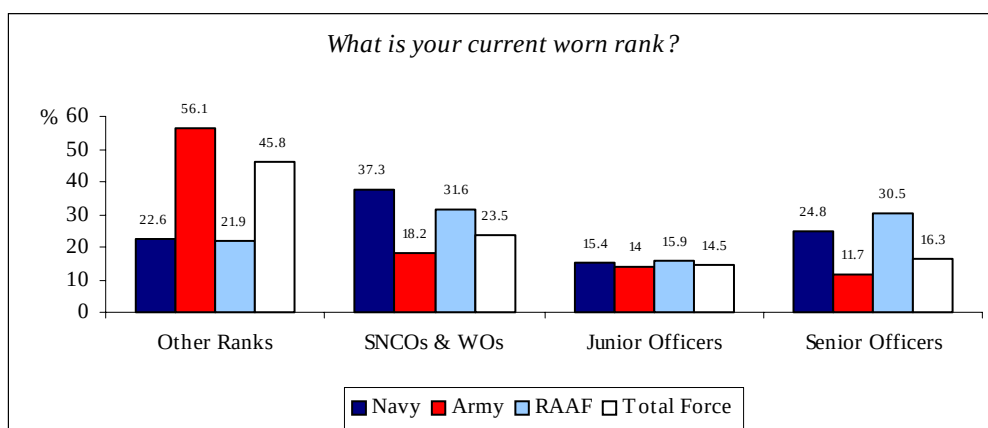
Rank

Table 2 and Figure 4 show a breakdown of Reserve members by rank. The Services differed in the distribution of personnel across rank levels. The most notable difference was at the rank of Private (E). 35% of ARes members were of this rank compared to only 0.4% of ANR members and 1.8% of RAAF Reserve members. There were also differences between the proportion of Officers in each Service, with only 25.6% of the ARes consisting of Officers compared to 40.1% of the ANR and 46.4% of the RAAF Reserve. These differences were most noticeable at the Senior Officer ranks.

Table 2 Rank (worn) of Reserve Members.

	Navy %	Army %	RAAF %	Total Force %
Recruit	5	22	3	30
	0.3	0.4	0.4	0.4
SMN/PTE/AC/ACW	7	1938	14	1959
	0.4	35.0	1.8	24.6
AB/LCPL/LAC/LACW	141	340	52	533
	8.4	6.2	6.6	6.6
LS/CPL	226	805	103	1134
	13.5	14.5	13.1	14.2
PO/SGT	199	473	98	770
	11.8	8.5	12.5	9.6
SSGT	-	91	-	91
	-	1.6	-	1.2
CPO/WO2/FSGT	314	320	69	703
	18.7	5.8	8.8	8.8
WO/WO1/WOFF	113	121	81	315
	6.8	2.3	10.3	3.9
MIDN/OFFICER CDT	-	106	-	106
	-	1.9	-	1.3
2LT/PLTOFF	-	52	7	59
	-	0.9	0.9	0.7
SBLT/LT/FLGOFF	10	224	25	259
	0.6	4.0	3.2	3.2
LEUT/CAPT/FLTTLT	249	395	93	737
	14.8	7.1	11.9	9.2
LCDR/MAJ/SQNLDR	251	445	123	819
	14.9	8.0	15.7	10.2
CMDR/LTCOL/WGCDR	114	164	74	352
	6.8	3.0	9.4	4.4
CAPT/COL/GPCAPT and above	29	40	42	111
	1.7	0.7	5.4	1.4
CHAP	22	-	-	22
	1.3	-	-	0.3
Total	100	100	100	100
	1680	5536	784	8000

Figure 4 Rank (worn) of Reserve Members.



Avenue of Entry into Reserves

The most common avenue of entry into the ANR and RAAF Reserve was via transfer from the Permanent Force (Table 3). 52.5% of ANR members had transferred from the Permanent Naval Force (PNF) and 49% of the RAAF Reserve had transferred from the Permanent Air Force (PAF). In contrast, 16.5% of the ARes had transferred from the Australian Regular Army (ARA). The most common avenue of entry for ARes Officers was via the First Appointment Course (36.4%), followed by Direct Entry (22.7%) and Promotion from Soldier ranks (20.7%). 39.2% of RAAF Reserve Officers entered via Direct Entry, with only 5.2% gaining entry via promotion from Airman/Airwoman. The avenue of entry for 29.5% of ANR Officers was via the New Entry Officer Course (NEOC)/ Reserve Entry Officer Course (REOC), with 10.4% entering via promotion from the Sailor ranks.

Table 3 Avenue of Entry for Officers into the Reserves.

Avenue of Entry	Navy %	Army %	RAAF %	Total Force %
Direct Entry		22.7	39.2	19.0
NEOC/REOC	29.5			8.1
First Appointment Course		36.4		20.9
Transfer from permanent force within service	52.5	16.5	49.0	31.3
Transfer from another Australian Service	1.9	0.8	3.0	1.4
Promotion from junior ranks	10.4	20.7	5.2	15.5
From Foreign Armed Service	1.8	0.6	0.3	0.9
Other (please specify clearly below)	3.9	2.3	3.3	2.9
Total	100	100	100	100

The most common avenue of entry for Sailors (71.4%) and Airmen/Airwomen (62.4%) is via transfer from the PNF and PAF respectively (Table 4). Only 11.4% of Soldiers entered the Reserve via transfer from the ARA. For ARes Soldiers, the most common avenue of entry was via General Entry (85.4%). In contrast,

24.2% of Sailors and 30.1% of Airmen/Airwomen gained entry to the Reserves via General Entry.

Table 4 Avenue of Entry for Other Ranks into the Reserves.

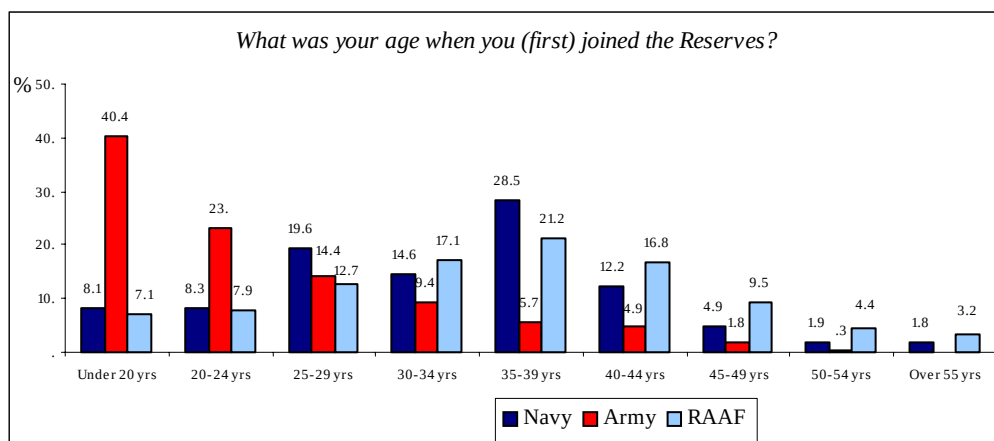
	Navy %	Army %	RAAF %	Total Force %
General Entry	24.2	85.4	30.1	70.8
Transfer from Permanent Force	71.4	11.4	62.4	25.5
Transfer from Ready Reserve		1.7		1.3
Apprentice	1.7			0.3
Transfer from another Australian Service	1.0	0.4	4.5	0.8
From Foreign Armed Service		0.2	0.6	0.2
Other	1.7	0.9	2.4	1.1
Total	100	100	100	100

Age Upon Joining Reserves

Figure 5 shows the age at which Reservists from each Service joined the Reserves. ARes members tend to join the Reserve at a younger age than their ANR and RAAF Reserve counterparts. 77.81% of ARes members joined the Reserve before they turned 30 years old. In contrast only 36% of ANR members and 27.79% of RAAF Reserve members joined before they turned 30 years old. The largest numbers of both ANR and RAAF Reserve members join between the ages of 35 and 39 years.

When considered in conjunction with the most common avenue of entry into each of the Services, this finding is not unexpected given that ANR and RAAF Reserve members are older when they join the Reserves. ANR and RAAF Reserve members generally enter the Reserves via transfer from the Permanent Forces and thus are expected to be older than those who enter via general entry (for OR's), direct entry or first appointment course (for Officers) as is the case for ARes members.

Figure 5 Age Upon Joining the Reserves Categorised by Service



Prior Cadet Service

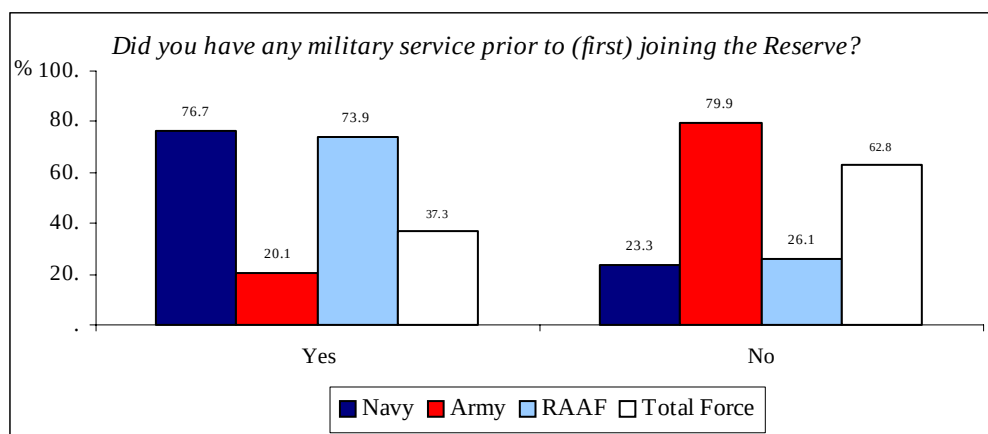
One fifth of the total Reserve Forces served with the Australian Cadet Service prior to joining the Reserves. ARes had the largest percentage (22.7%) of members who had served with the Cadets prior to joining the Reserves. In comparison, 19.3% of RAAF Reserve members and 14% of the ANR members had served with the Cadets prior to joining the Reserves.

Prior Military Service

Over one third (37.3%) of the total Reserve Forces had some other form of military service before (first) joining the Reserves. Figure 6 indicates that ANR and RAAF Reserve members were much more likely to have had previous military service than their ARes counterparts. For those ANR members with previous military service, 90.8% had served in the PNF prior to joining the ANR. For those RAAF Reserve members with previous military service, 87.8% had served in the PAF prior to joining the Reserve. Of those ARes members with previous military service, 74.9% had served with the ARA prior to joining the General Reserve (GRes) and 5.5% with the Ready Reserve (Army) component of the ARes.

55.6% of the ANR members with previous military service had served for more than 15 years prior to joining the Reserve. For ARes members with previous military service, 42.8% had served for more than 15 years prior to joining the Reserve. Additionally 55.1% of RAAF Reserve members with previous military service has served for more than 15 years prior to joining the Reserve.

Figure 6 Military Service Prior to (first) Joining the Reserves.



Approximately 25% of both ANR and RAAF Reserve members had applied to join the PNF or PAF respectively prior to joining the Reserves. Only 15% of ARes members had applied to join the ARA prior to joining the Reserves.

11.8% of ARes members have applied to join their respective permanent force since joining the Reserve, compared with 6.9% of ANR members and 8.2% of RAAF Reserve members.

Reserve Involvement

Figure 7 shows the number of years of completed Reserve service categorised by Service. The mean number of years of completed Reserve service for each of the Services is as follows: ANR – 7.88 years; ARes – 8.74 years; and RAAF Reserve – 8.45 years. One third of RAAF Reserve members have served for 2 years or less compared with less than one quarter of ARes members and just over one fifth of ANR members.

Figure 7 Years of Completed Reserve Service Categorised by Service.

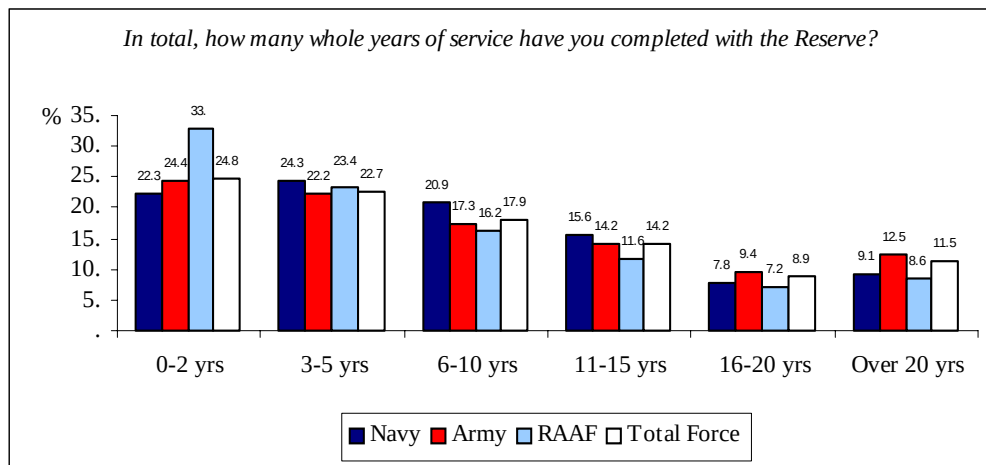
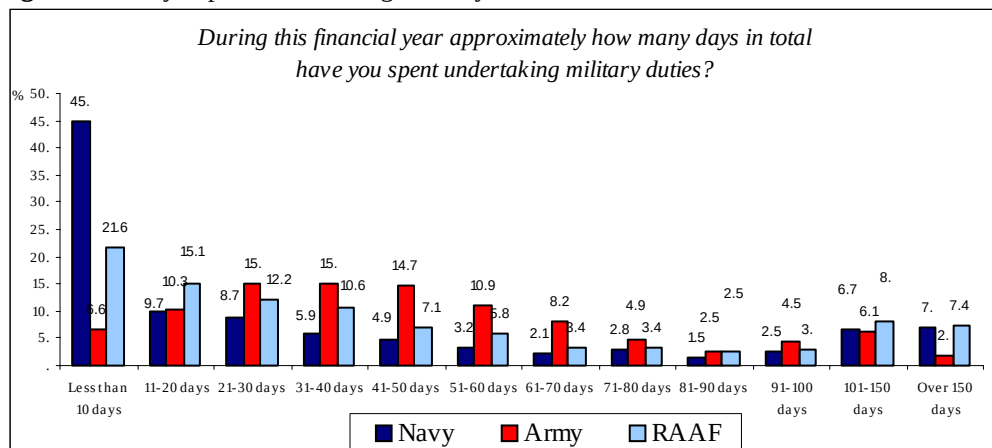


Figure 8 shows the distribution of days spent undertaking military duties during the financial year 00/01 by members of each Reserve Service. 45% of ANR members had spent less than 10 days undertaking military duties this financial year compared with 21.6% of RAAF Reserve members and only 6.6% of ARes members. The ANR had the most members who had spent 50 days or less undertaking military duties with 74.2%. Two thirds (66.6%) of RAAF Reservists and 61.1% of ARes members had spent 50 days or less undertaking military duties so far this financial year.

Figure 8 Days Spent Undertaking Military Duties This Financial Year.



Unit Location

Figures 9, 10 and 11 show the distribution of members belonging to Reserve units from each state, categorised by Service. 32.9% of ANR members work at units/ships based in NSW. The next highest concentration of ANR members is in WA with 13.9% of ANR members followed by the ACT with 11.5% of ANR members working at units located in this territory. The lowest concentration of ANR members was at units/ships located in the NT (3.3%).

The highest concentration of ARes members work at units located in NSW with 21.3% of members, closely followed by QLD with 20% of members working there. The lowest concentrations of ARes members worked at units in the NT (1.9%) and the ACT (3.3%).

The highest concentration of RAAF Reserve members worked at units located in QLD with 29% followed by NSW with 18.4% of members. The lowest concentration of RAAF Reserve members worked at units located in TAS 1%.

Figure 9 Distribution of ANR Members Belonging to Reserve Units in each State.

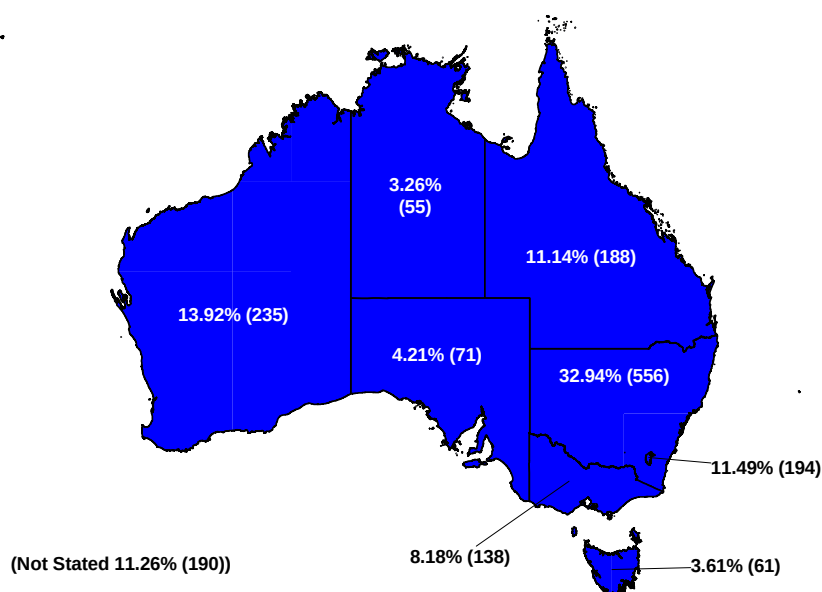


Figure 10 Distribution of ARes Members Belonging to Reserve Units in each State.

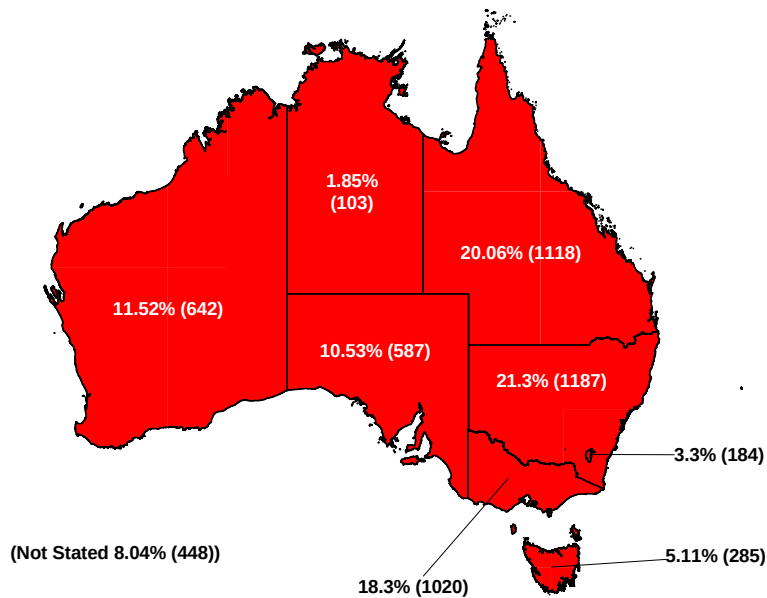


Figure 11 Distribution of RAAF Reserve Members Belonging to Reserve Units in each State.

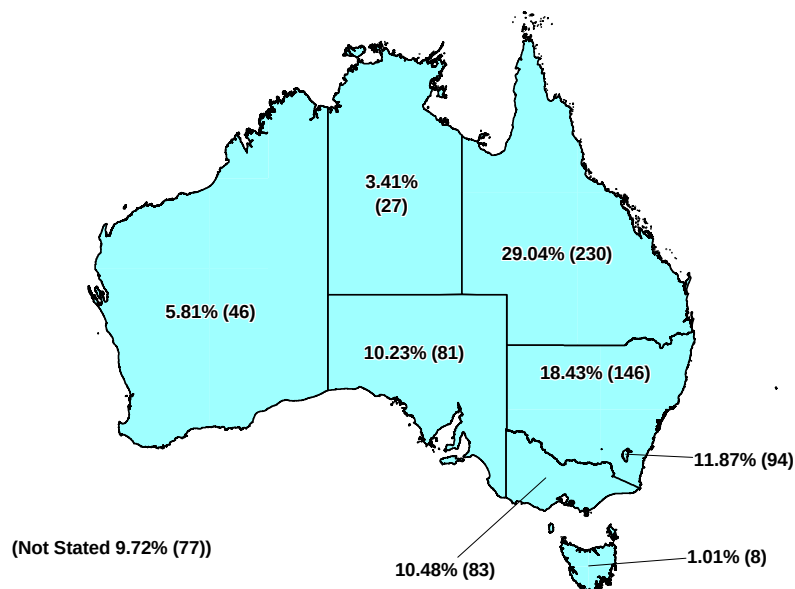
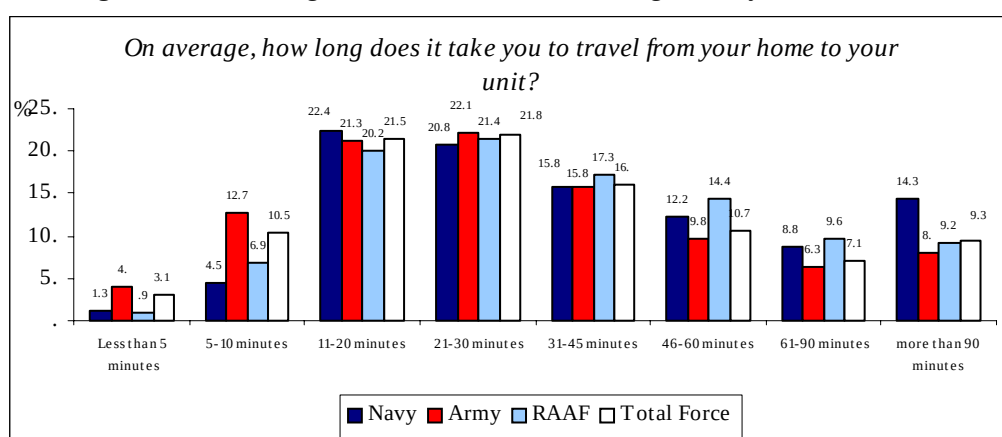


Figure 12 shows that most Reservists travel between 11 and 30 minutes from their home to their unit. ARes members are more likely to live closer to their unit with 16.7% taking 10 minutes or less to travel between their home and Reserve unit. ANR members are more likely to live further from their unit/ship with 14.3% travelling more than 90 minutes from their home to their Reserve workplace. This is likely to be due to the nature of the ANR where members can undertake short periods of continuous service in locations other than their home State.

Figure 12 Travelling Time from Home to Unit Categorised by Service.



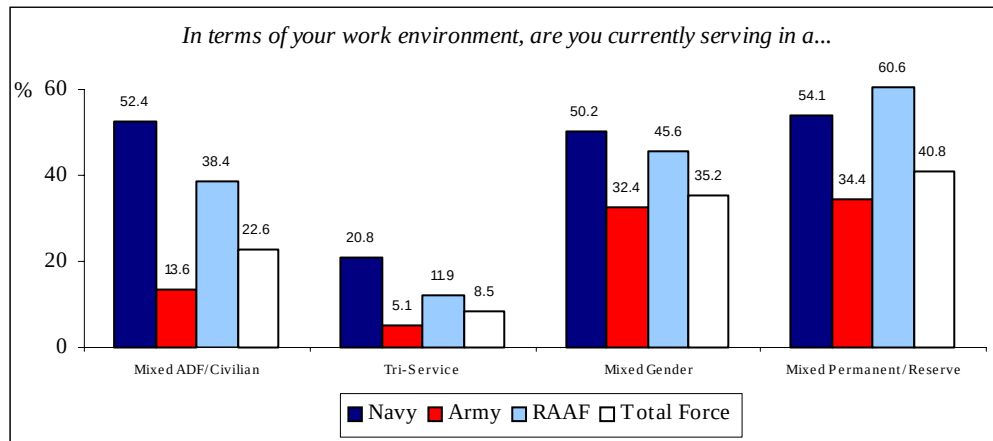
Reserve Work Environment

Figure 13 describes the Reserve work environment across four variables¹⁴. 52.4% of ANR members work in a mixed ADF/Civilian environment compared to 38.4% of RAAF Reserve members and 14% of ARes members. 20.8% of ANR members work in a tri-Service environment compared to 12.4% of RAAF Reserve members and 5.1% of ARes members. 50.2% of ANR members work in a mixed gender environment compared to 45.6% of RAAF Reserve members and 32.4% of ARes members. 54.1% of ANR members work in an environment containing both Permanent Force and Reserves members compared to 60.6% of RAAF Reserve members and 34.4% of ARes members.

ARes members had an extra option to describe their Reserve unit work environment, that is, GRes Unit with Cadre staff. 55.3% of ARes members reported working in a GRes unit with Cadre staff.

¹⁴ Respondents could choose all options that applied to them so percentages do not add to 100. Rather they reflect the proportion of respondents from each Service who work in each of the environments.

Figure 13 Characteristics of the Reserve Work Environment.

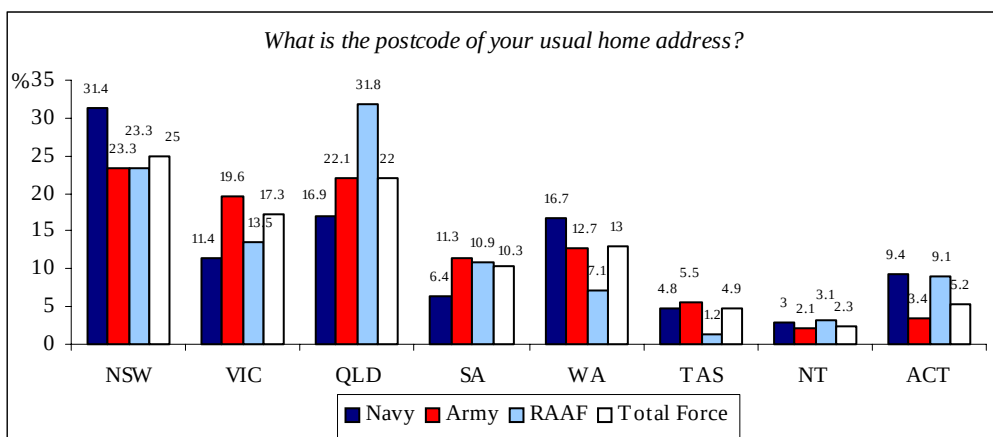


Civilian Circumstances

Home Location

As would be expected the largest numbers of Reservists live in the more densely populated Eastern States (see Figure 14). The largest concentration of Reservists reside in NSW (see Figure 14). The largest proportion of ANR members (31.4%) live in NSW, although there are relatively large concentrations of ANR members in WA (16.7%) and QLD (16.9%). The lowest concentrations of ANR members are in the NT (3%) and Tasmania (4.8%). The majority of ARes members reside in NSW (23.3%), QLD (22.1%) and VIC (19.6%). The NT (2.1%) and ACT (3.4%) have the smallest numbers of ARes members. The largest concentration of RAAF Reserve members reside in QLD (31.8%), followed by NSW (23.3%). The smallest numbers of RAAF Reservists live in Tasmania (1.2%) and the NT (3.1%).

Figure 14 Reservists Home State Categorised by Service

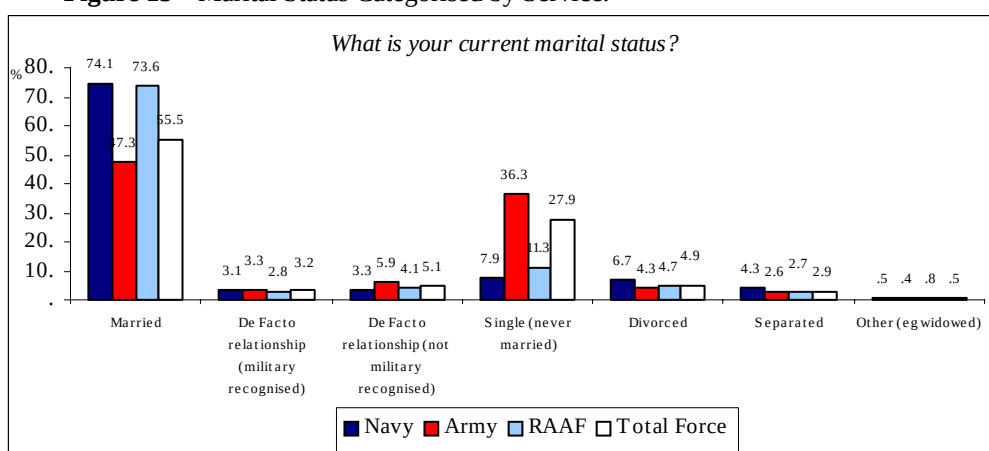


Family Circumstances

Figure 15 shows the current marital status of Reserves members. The only differences between the Services were in the married and single categories. The majority of ANR (74.1%) and RAAF Reserve members (73.6%) reported that they were married, compared with 47.3% of ARes members. ARes members (36.3%) were more likely to be single than their ANR (7.9%) and RAAF Reserve (11.3%) counterparts.

These differences in marital status can be explained by the differences in the age distributions between the Services (see Figure 1).

Figure 15 Marital Status Categorised by Service.



From a Total Force perspective, 84.9% of respondents with a spouse/partner reported that their spouse/partner did not work in any form of Defence employment. 12.4% had a spouse/partner who was also in the Reserves, 7.5% had a spouse/partner who was a member of the Permanent Force and 1.6% of members had a partner who was employed by the Department of Defence as a civilian¹⁵.

81.1% of ANR members with a spouse/partner reported that their spouse/partner was not currently in any form of Defence employment. 13.1% of ANR members had a spouse/partner that was also in the Reserves and 15.3% had a spouse/partner who was a member of the Permanent Force.

86.2% of ARes members with a spouse/partner reported that their spouse/partner was not currently in any form of Defence employment. 12.3% of ARes members had a spouse/partner in the Reserves and 6.2% had a spouse/partner who was a member of the Permanent Force.

85.9% of RAAF Reserve members with a spouse/partner reported that their spouse/partner was not currently in any form of Defence employment. 10.7% of RAAF Reserve members had a spouse/partner who was also in the Reserves and 11.1% had a spouse/partner who was a member of the Permanent Force.

Of those Reserves members with a spouse/partner in Defence employment, 42.2% reported that they were available for a voluntary full time service

¹⁵ Respondents could choose all response options that applied, so numbers do not add to 100%, e.g., Could be member of Reserve and Civilian. It is possible for someone to be a member of the Reserves and also a Department of Defence (Civilian).

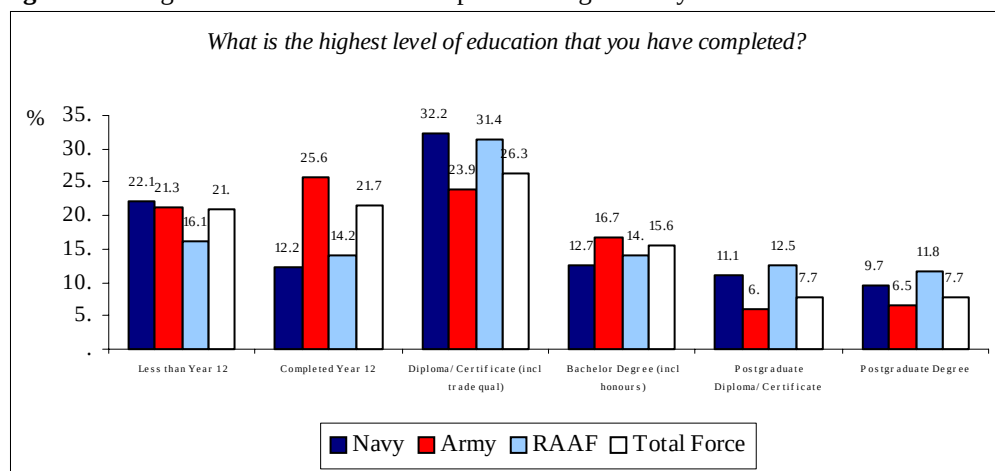
operational deployment at the same time as their spouse/partner. There were differences between the Services, with 51.9% of ARes members available for voluntary full time operational deployment at the same time as their spouse/partner compared with 35.5% of ANR members and 27.1% of RAAF Reserve members.

59.8% of ARes members reported having no dependent children under the age of 18 years compared to 44.3% of ANR members and 47.2% of RAAF Reserve members. 18.8% of ANR members, 13.4% of ARes members, and 17.5% of RAAF Reserve members have 1 dependent child. 25.3% of ANR members, 16.7% of ARes members, and 23.2% of RAAF Reserve members have 2 dependent children. 11.5% of ANR members, 10.1% of ARes members and 12.1% of RAAF Reserve members have 3 or more dependent children under the age of 18 years.

Education

ANR and RAAF Reserve members are more likely than their ARes counterparts to have completed a university degree. 38.3% of RAAF Reserve members and 33.5% of ANR members compared with 29.2% of ARes members have completed a Bachelor Degree or higher. For one quarter (25.6%) of ARes members their highest level of completed education was Year 12, compared with 12.2% of ANR members and 14.2% of RAAF Reserve members (see Figure 16).

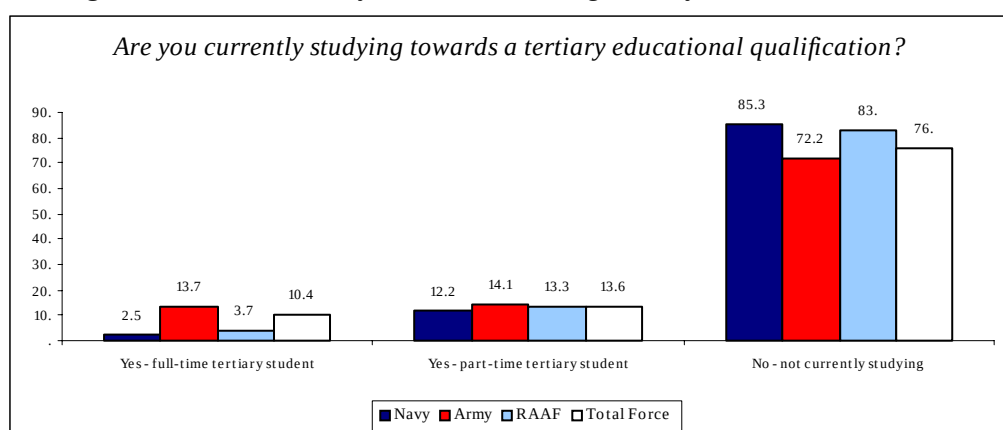
Figure 16 Highest Education Level Completed Categorised by Service.



When the age (see Figure 1) and rank (see Figure 4) distributions of the three Services are taken into consideration the above results are not unexpected. Given that ARes members are typically younger and more likely to be soldiers then it is hardly surprising that they have a lower educational level than their older and higher ranked ANR and RAAF Reserve counterparts.

ARes members (27.8%) are more likely to be currently studying towards a tertiary qualification than their ANR (14.7%) and RAAF Reserve (17%) counterparts (see Figure 17).

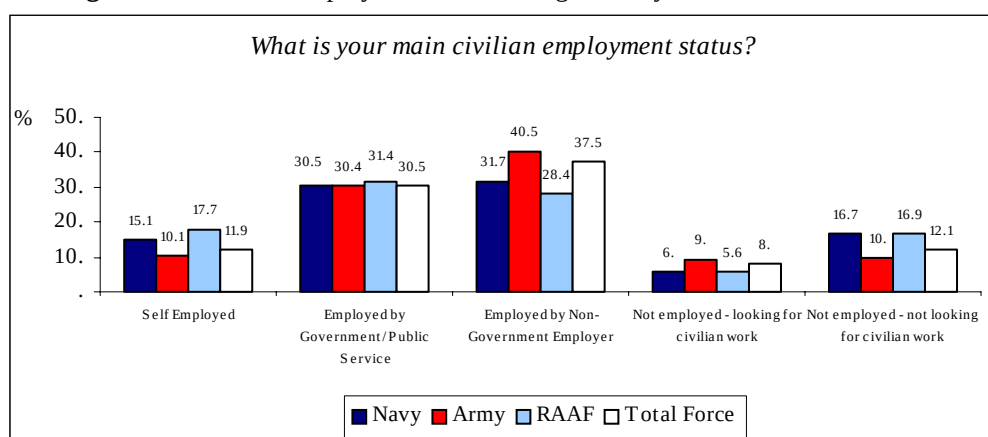
Figure 17 Current Tertiary Student Status Categorised by Service.



Civilian Employment

Approximately 80% of Reservists have a civilian job (ANR 77.3%, ARes 81% and RAAF Reserve 77.5%). Just under one third (30.5%) of Reservists are employed by the Government or Public Service (see Figure 18). RAAF Reserve members (17.7%) and ANR members (15.1%) were more likely than their ARes (10.1%) counterparts to be self-employed. ARes members (40.5%) were more likely to be employed by a non-Government employer than their ANR (31.7%) and RAAF Reserve (28.4%) counterparts. ARes members (9%) were slightly more likely than their ANR (6%) and RAAF Reserve (5.6%) counterparts to be not currently employed but looking for civilian work. ARes members (10%) were also less likely than their ANR (16.7%) and RAAF Reserve (16.9%) counterparts to be not currently employed and not looking for civilian work.

Figure 18 Civilian Employment Status Categorised by Service.



There were no differences between the Services in relation to the proportions of Reservists from each Service who were in full time or part time/casual employment¹⁶ (see Figure 19). The majority of Reservists (84.4%) with a civilian job are employed on a full time basis.

¹⁶ Part time/casual employment is defined as working 35 hours or less in a typical week.

Figure 19 Civilian Work Hours Categorised by Service¹⁷.

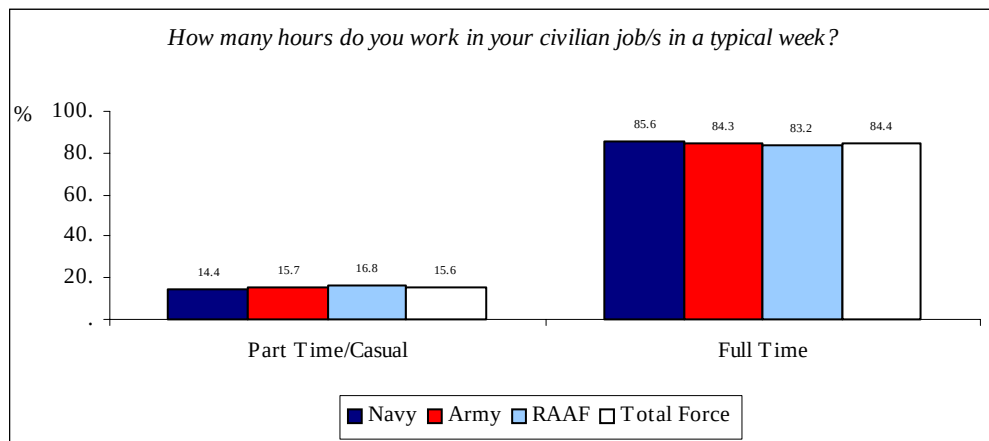


Table 5 shows the industry in which Reserves members are employed. The largest proportion of each Service listed 'Government Administration and Defence' as the industry they were employed in. The industry in which the least number of Reservists listed as their industry of employment was 'Cultural and Recreational Services'.

There were some differences between the Services, the more notable of which are discussed below. More ANR (26.7%) and RAAF Reserve (26.8%) members than ARes members (15.1%) with a civilian job listed 'Government Administration and Defence' as the industry they were employed in. There were more RAAF Reserve members (20.8%) in the 'Health and Community Services' industry than ANR (13.4%) and ARes (11.2%) members. There were more ARes members (7.4%) in the 'Retail Trade' industry than there were ANR (3.5%) and RAAF Reserve (3.8%) members.

The majority of Reservists with a civilian job work for either a very large organisation or a very small organisation. Almost one third (31.2%) of Reservists with a civilian job work in organisations that employ more than 1000 people. Just over one fifth (21.7%) of Reservists work for an organisation that employs less than 10 people. 10.2% of Reservists with a civilian job work in an organisation that employs between 10 and 25 people; 7.7% in an organisation that employs between 26 and 50 people; 8% in an organisation that employs between 51 and 100 people; 9.1% in an organisation that employs between 101 and 250 people; and 12.1% in an organisation that employs between 251 and 1000 people.

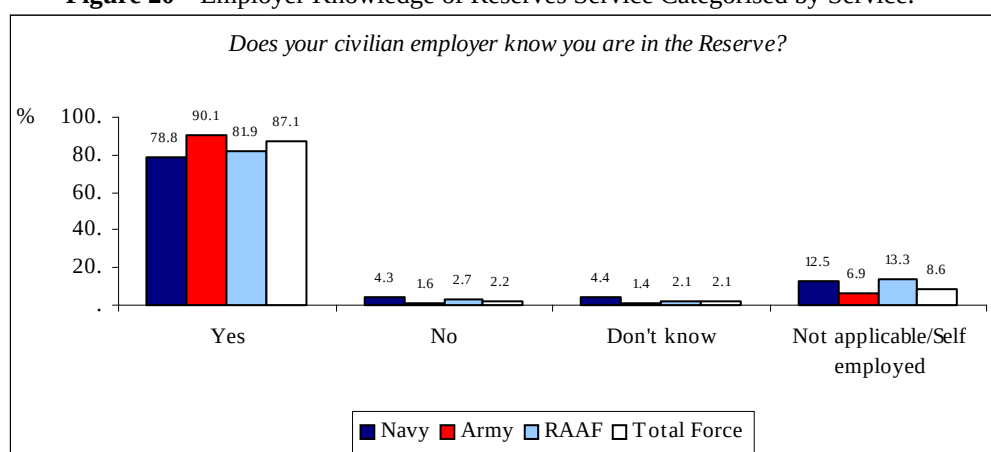
The majority of Reservists with a civilian job have notified their employer of their involvement in the Reserves (see Figure 20). 78.8% of ANR members, 90.1% of ARes members and 81.9% of RAAF Reserve members have a civilian employer who knows they are in the Reserves. 4.3% of ANR members, 1.6% of ARes members and 2.7% of RAAF Reserve members have a civilian employer who does not know they are in the Reserves. 4.4% of ANR members, 1.5% of ARes members and 2.1% of RAAF Reserve members do not know if their civilian employer is aware of their involvement in the Reserves. 12.5% of ANR members, 6.9% of ARes members and 13.3% of RAAF Reserve members reported that the question "Does your civilian employer know you are in the Reserves" was not applicable to them as they were self-employed.

¹⁷. This Figure reflects only those Reservists who have a civilian job.

Table 5 Industry Employed In Categorised by Service.

INDUSTRY	Navy %	Army %	RAAF %	Total Force %
Agriculture, Forestry and Fishing	2.5	4.5	2.9	3.9
Mining	2.2	2.3	0.7	2.1
Manufacturing	4.9	7.3	4.8	6.6
Electricity, Gas and Water Supply	1.7	2.6	1.0	2.3
Construction	2.5	6.6	2.7	5.4
Wholesale Trade	1.9	2.1	0.5	1.8
Retail Trade	3.5	7.4	3.8	6.3
Accommodation, Cafes and Restaurants	3.1	2.8	1.9	2.7
Transport and Storage	7.8	6.1	6.0	6.5
Communication Services	4.4	6.1	5.1	5.6
Finance and Insurance	2.9	4.0	1.7	3.6
Property and Business Services	3.7	3.4	2.5	3.4
Government Administration and Defence	26.7	15.1	26.8	18.6
Education	7.2	8.1	6.8	7.8
Health and Community Services	13.4	11.2	20.8	12.6
Cultural and Recreational Services	1.7	1.8	1.9	1.8
Personal and Other Services	9.9	8.6	10.1	9.0
Total	100	100	100	100

Figure 20 Employer Knowledge of Reserves Service Categorised by Service.



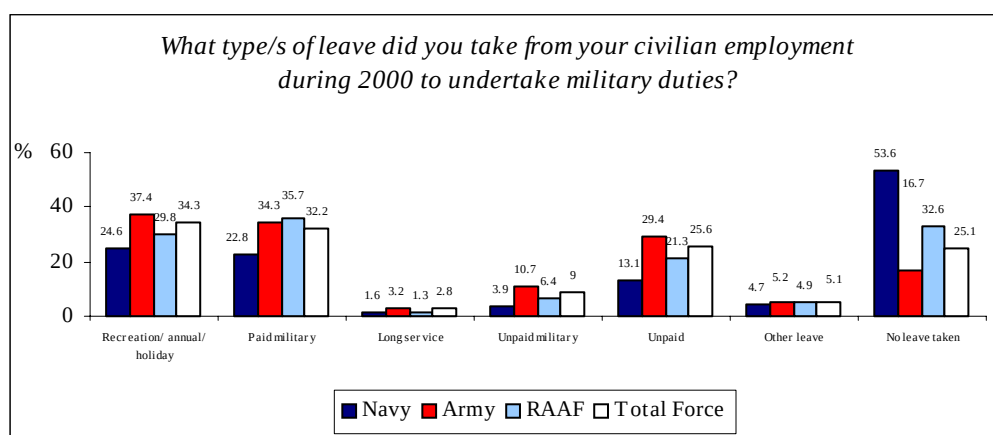
51.9% of ANR members, 49.3% of ARes members and 52% of RAAF Reserve members reported that their civilian employer had a formal policy on leave for Reserves activities. 22.3% of ANR members, 32.9% of ARes members and 23.7% of RAAF Reserve members worked for a civilian employer who did not have a formal policy on leave for Reserves activities. 11.9% of ANR members,

9.7% of ARes members and 9.2% of RAAF Reserve members did not know if their civilian employer had a formal policy on leave for Reserves activities. A further 13.9% of ANR members, 8% of ARes members and 15.2% of RAAF Reserve members reported that this question was not applicable to them as they were self-employed.

More than half (53.6%) of ANR members did not take any leave from their civilian employment to undertake military duties during 2000. This compares with 16.7% of ARes members and 32.6% of RAAF Reserve members. 29.4% of ARes members took unpaid leave from their civilian employment in 2000 to undertake military duties, compared with 13.1% of ANR members and 21.3% of RAAF Reserve members (see Figure 21).

ARes members (37.4%) were more likely than their ANR (24.6%) and RAAF Reserve (29.8%) counterparts to take recreation/annual/holiday leave to undertake their military duties in 2000. While RAAF Reserve (35.7%) and ARes (34.3%) members were more likely to take paid military leave to undertake their military duties in 2000 than their ANR (22.8%) counterparts.

Figure 21 Type of Civilian Leave Taken Categorised by Service.¹⁸



Awareness of Reserves Support Initiatives

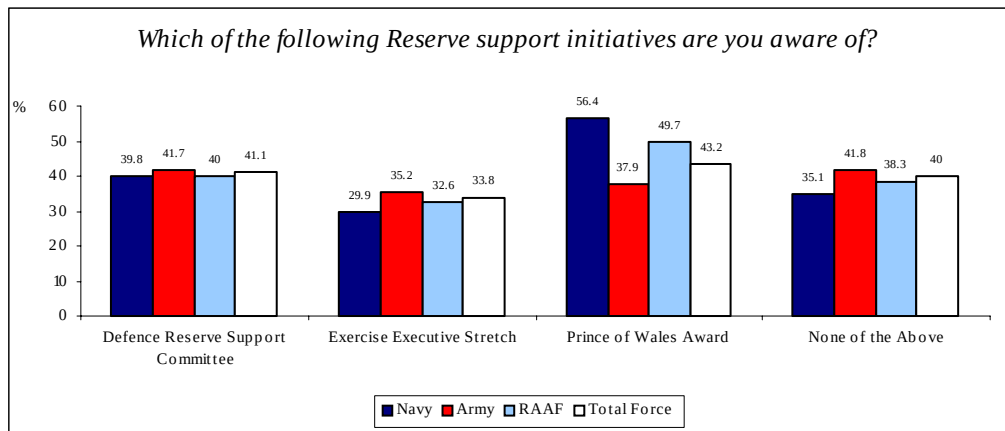
40% of the Total Reserve Forces reported that they were not aware of the following Reserves support initiatives: The Defence Reserves Support Committee, Exercise Executive Stretch and the Prince of Wales Award¹⁹. At the single Service level, 35.1% of ANR members, 41.8% of ARes members and 38.3% of RAAF Reserve members were not aware of any of the Reserves support initiatives listed.

ARes members (41.7%) were slightly more likely than their ANR (39.8%) and RAAF Reserve (40%) counterparts to be aware of the Defence Reserves Support Committee. ARes members (35.2%) were also more likely to be aware of Exercise Executive Stretch than their ANR (29.9%) and RAAF Reserve (32.6%) counterparts. ANR members (56.4%) were more likely than their ARes (37.9%) and RAAF Reserve (49.7%) counterparts to be aware of the Prince of Wales Award (see Figure 22).

18. Respondents could choose more than one response, hence percentages do not add to 100%. Percentages are calculated based on those who are currently employed. Those who were self-employed were not included.

19. More information on these Reserves support initiatives is available at Appendix D.

Figure 22 Awareness of Reserves Support Initiatives Categorised by Service.

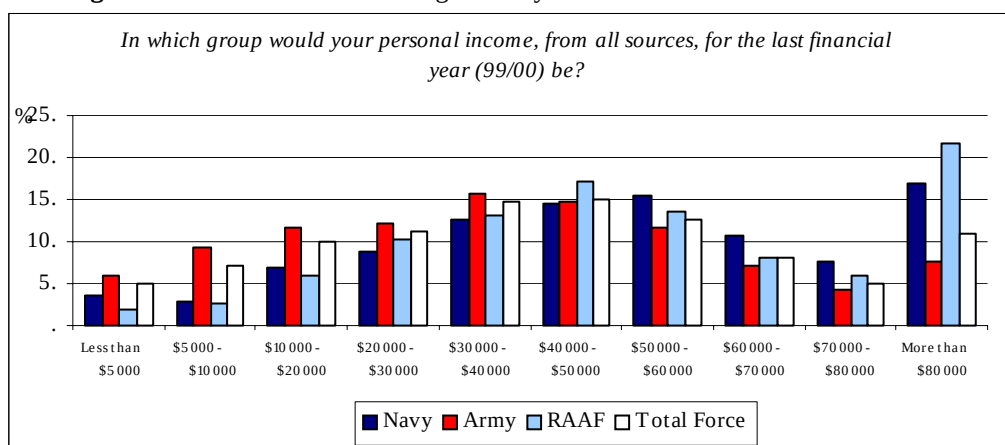


Personal Income

Figure 23 shows that ARes members earn less than their ANR and RAAF Reserve counterparts. 54.5% of ARes members reported that their personal income, from all sources, for the last financial year (that is, 99/00) was less than \$40,000 compared to 34.9% of ANR members and 33.5% of RAAF Reserve members. The largest disparity between the Services in terms of personal income was for those reporting a personal income of more than \$80,000 for the financial year 99/00. 21.6% of RAAF Reserve members earned more than \$80,000 compared to 16.8% of ANR members and only 7.7% of ARes members.

A possible explanation for the lower personal income of ARes members is their younger age (see Figure 1), tendency to be of lower rank (see Figure 4), and their lower educational status than their ANR and RAAF Reserve counterparts.

Figure 23 Personal Income Categorised by Service²⁰.



²⁰ Respondents were asked not to include the income of their partner or family members but to include their Reserves pay. They were also asked to provide their before tax income.

Willingness to Undertake Voluntary Full Time Service

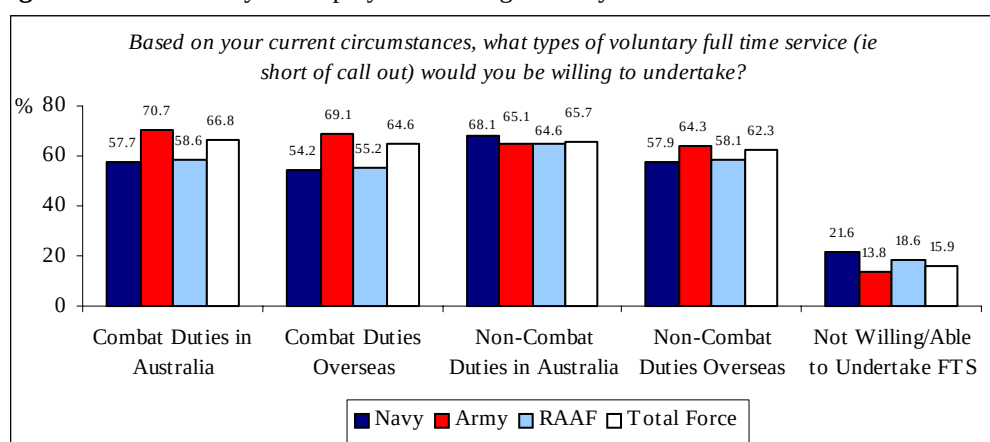
Type of Voluntary Full Time Service

ARes members were more likely than their ANR and RAAF Reserve counterparts to be willing to undertake voluntary full time service (see Figure 24). Only 13.8% of ARes members were not willing/able to undertake any voluntary full time service compared with 21.6% of ANR members and 18.6% of RAAF Reserve members.

ARes members (70.7%) were the most likely to be willing to undertake combat duties in Australia, followed by RAAF Reserve members (58.6%) and ANR members (57.7%). ARes members (69.1%) were also the most likely to be willing to undertake combat duties overseas, followed by 55.2% of RAAF Reserve members and 54.2% of ANR members. ANR members (68.1%) were the most likely to be willing to undertake non-combat duties in Australia, compared with 65.1% of ARes members and 64.6% of RAAF Reserve members. ARes members (64.3%) were also more likely to be willing to undertake non-combat duties overseas, compared with 58.1% of RAAF Reserve members and 57.9% of ANR members.

There were differences between the Services in terms of the types of voluntary deployments they were willing to undertake. ARes members were the most willing to undertake combat duties in Australia (70.7%), followed by combat duties overseas (69.1%), non-combat duties in Australia (65.1%), and non-combat duties overseas (64.3%). ANR members were the most willing to undertake non-combat duties in Australia (68.1%), followed by non-combat duties overseas (57.9%), combat duties in Australia (57.7%), and combat duties overseas (54.2%). RAAF Reserve members were most willing to undertake non-combat duties in Australia (64.6%), followed by combat duties in Australia (58.6%), non-combat duties overseas (58.1%), and combat duties overseas (55.2%).

Figure 24 Availability for Deployments Categorised by Service²¹.



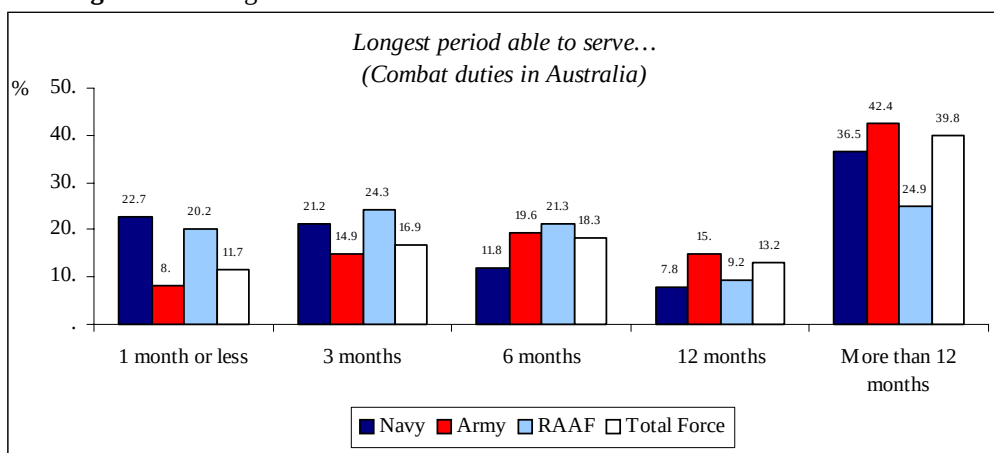
²¹. Respondent could select all options that applied to them, hence numbers do not add to 100%.

Period Able to Serve on Voluntary Full Time Service

Combat Duties In Australia

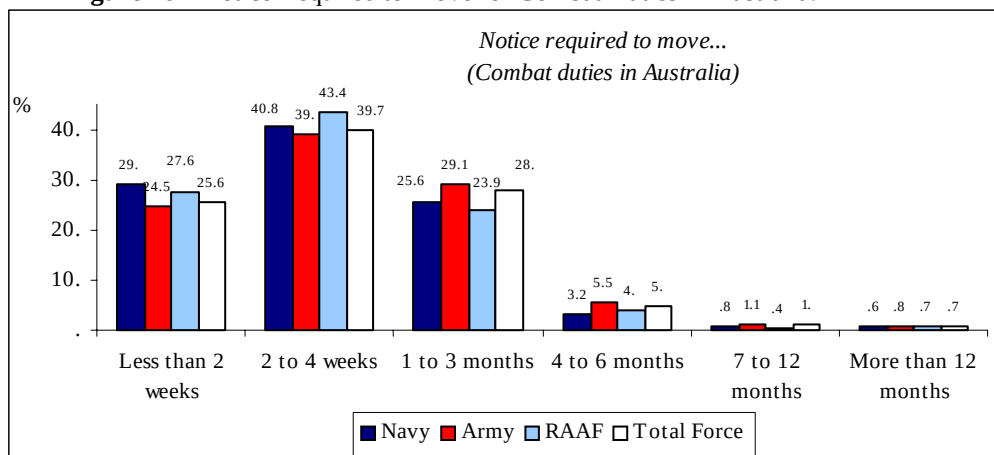
Of those Reservists willing to undertake combat duties in Australia, ARes members were more likely than their ANR and RAAF Reserve counterparts to be able to serve for a longer period of time (see Figure 25). 57.4% of ARes members were able to serve for twelve months or more, compared to 44.3% of ANR members and 34.1% of RAAF Reservists.

Figure 25 Longest Period Able to Serve for Combat Duties in Australia.



Approximately ninety five percent (95.4%) of ANR members require notice to move of three months or less to undertake combat duties in Australia (see Figure 26). 92.6% of ARes members and 94.9% RAAF Reserve members also require notice to move of three months or less for combat duties in Australia. 69.8% of ANR members require four weeks or less notice to move for combat duties in Australia, compared with 63.5% of ARes members and 71% of RAAF Reserve members.

Figure 26 Notice Required to Move for Combat Duties in Australia.

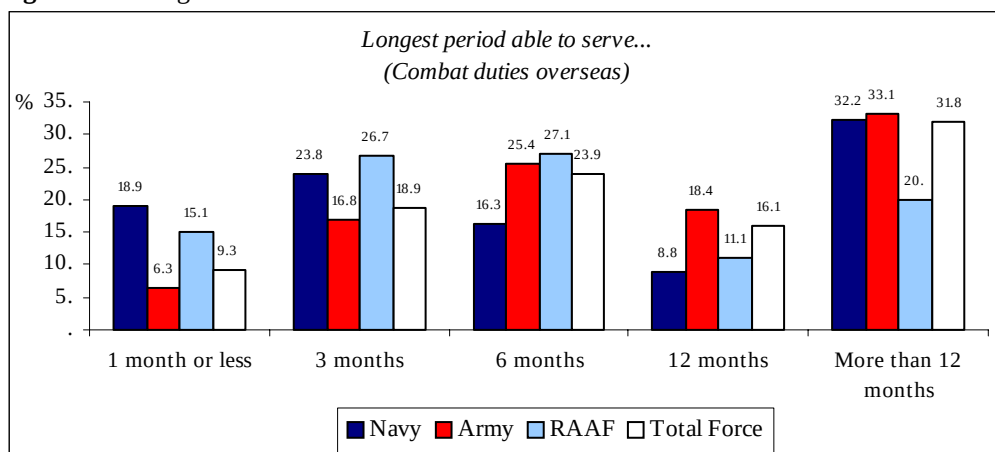


Combat Duties Overseas

Of those Reservists who are willing to undertake combat duties overseas, ARes members were again more likely to be able to serve for a longer period of time than their ANR and RAAF Reserve counterparts (see Figure 27). 51.5% of ARes members were able to serve for twelve months or more, compared to 41% of ANR members and 31.1% of RAAF Reservists. Over a quarter of ARes (25.4%) and RAAF Reserve (27.1%) members were able to undertake combat duties overseas for a period of six months, compared with only 16.3% of ANR members. Over a quarter of RAAF Reserve (26.7%) members were able to undertake combat duties overseas for a period of 3 months compared with 23.8% of ANR members and 16.8% of ARes members.

In general, Reservists reported that they were able to serve for a longer period of time for combat duties in Australia than for combat duties overseas. 53% of the total Reserve Forces were able to serve for twelve months or more for combat duties in Australia compared to 47.9% who reported being able to serve for twelve months or more for combat duties overseas.

Figure 27 Longest Period Able to Serve for Combat Duties Overseas.

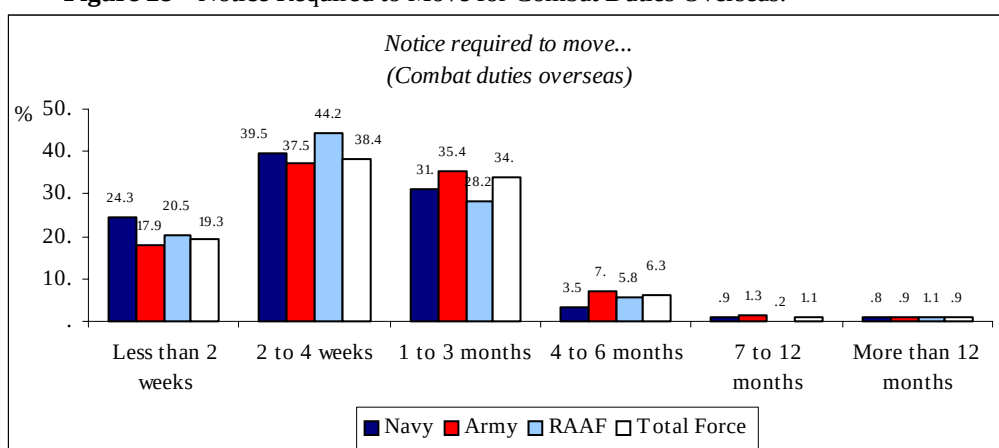


The vast majority of Reservists require notice to move of three months or less to undertake combat duties overseas (see Figure 28). 94.8% of ANR members, 90.8% of ARes members and 92.9% of RAAF Reserve members reported that three months or less notice to move was sufficient for them to undertake combat duties overseas. Notice to move of between two and four weeks was the most common response option chosen by ANR (39.5%), ARes (37.5%) and RAAF Reserve (44.2%) members.

Generally speaking, Reservists reported being able to move slightly more quickly in response to undertaking combat duties in Australia compared to combat duties overseas. 93.3% of Reservists reported being able to move in three months or less to undertake combat duties in Australia, compared with 91.7% of Reservists who reported being able to move in three months or less for combat duties overseas.

Furthermore, 25.6% of Reservists reported being able to move in less than two weeks to undertake combat duties in Australia, compared with 19.3% of Reservists who reported being able to move in less than two weeks for combat duties overseas.

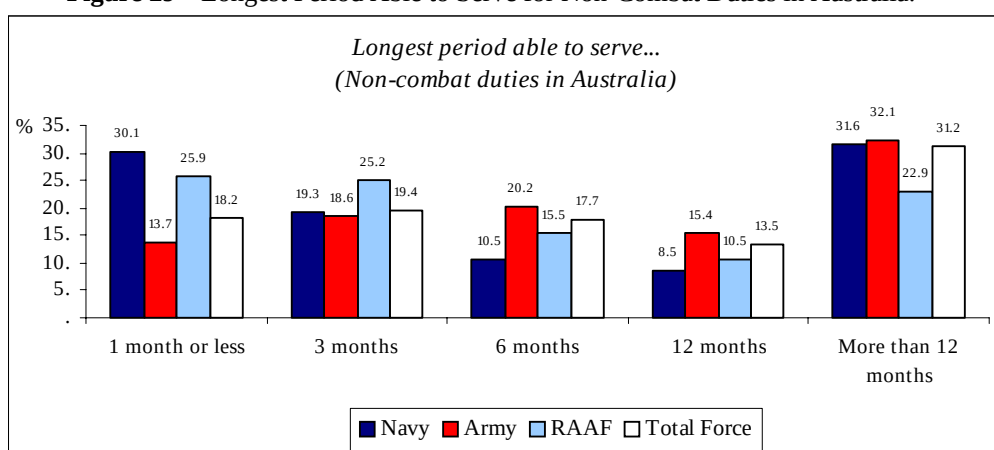
Figure 28 Notice Required to Move for Combat Duties Overseas.



Non-Combat Duties in Australia

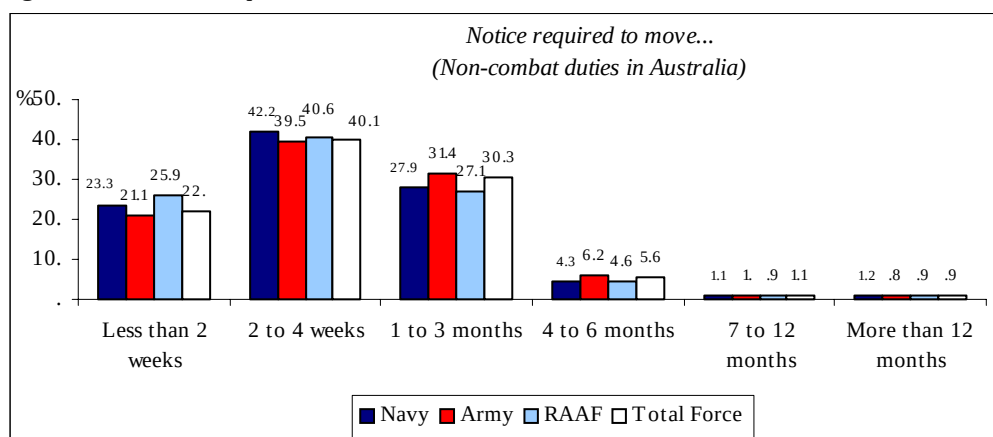
Of those Reservists willing to undertake non-combat duties in Australia, ARes members were more likely to be able to serve for a longer period than their ANR and RAAF Reserve counterparts (see Figure 29). 47.5% of ARes members reported being able to serve for twelve months or more on non-combat duty in Australia, compared with 40.1% of ANR members and 33.4% of RAAF Reserve members. Approximately half of ANR (49.4%) and RAAF Reserve (51.1%) members are able to serve for three months or less, compared with approximately one third (32.3%) of ARes members.

Figure 29 Longest Period Able to Serve for Non-Combat Duties in Australia.



The majority of Reservists require notice to move of three months or less for non-combat duties in Australia (see Figure 30). 93.4% of ANR members, 92% of ARes members and 93.6% of RAAF Reserve members reported that three months or less was sufficient notice for them to move to undertake non-combat duties in Australia. Notice to move of between two and four weeks was again the most common response option chosen by 42.2% of ANR members, 39.5% of ARes members and 40.6% of RAAF Reserve members.

Figure 30 Notice Required to Move for Non-Combat Duties in Australia.

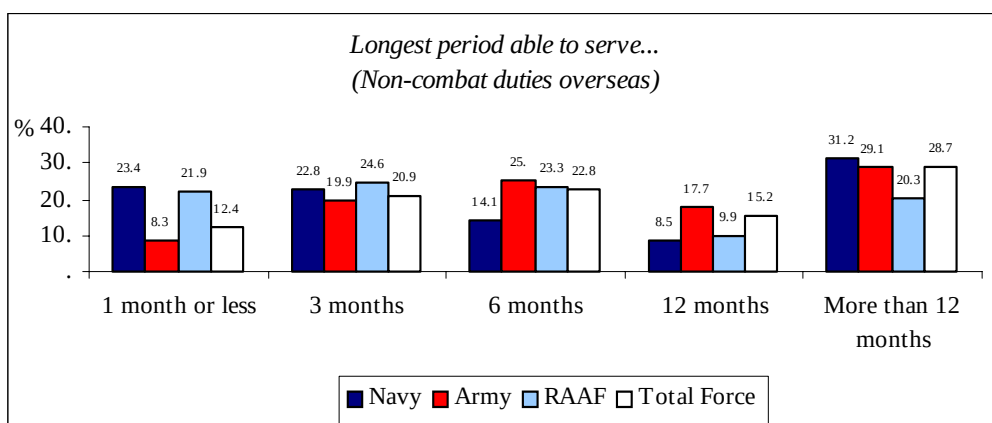


Non-Combat Duties Overseas

Of those Reservists willing to undertake non-combat duties overseas, ARes members were able to serve for a longer period of time than their ANR and RAAF Reserve counterparts (see Figure 31). 46.8% of ARes members were able to serve for twelve months or more on non-combat duties overseas compared with 39.7% of ANR members and 30.2% of RAAF Reservists. Almost one half of ANR (46.2%) and RAAF Reserve (46.5%) members are able to serve for a period of three months or less to undertake non-combat duties overseas compared with just over a quarter (28.2%) of ARes members.

In general, Reservists are slightly more likely to be able to serve for a longer period of time on non-combat duties in Australia than they are on non-combat duties overseas. 44.7% of Reservists are able to serve for twelve months or more on non-combat duties in Australia compared with 43.9% who can serve for twelve months or more on non-combat duties overseas.

Figure 31 Longest Period Able to Serve for Non-Combat Duties Overseas.

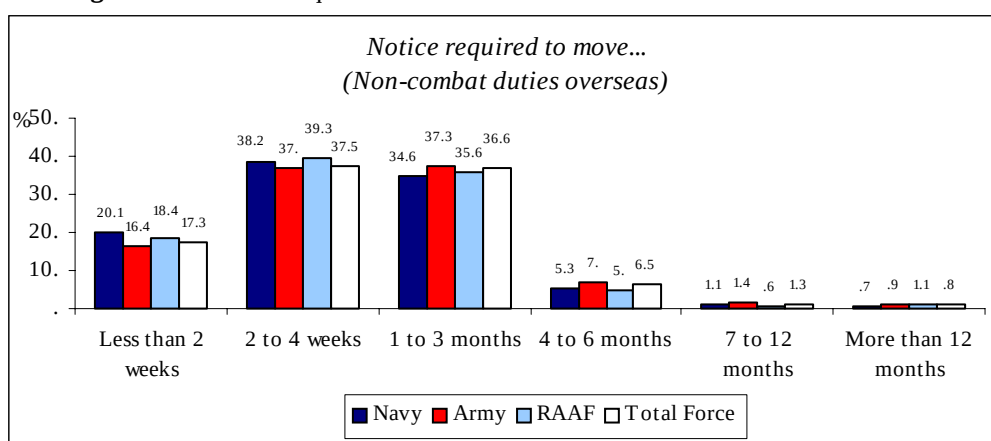


The vast majority of Reservists require notice to move of three months or less to undertake non-combat duties overseas (see Figure 32). 92.9% of ANR members, 90.7% of ARes members and 93.3% of RAAF Reserve members required notice to move of three months or less to undertake non-combat duties overseas. The most common response option for ANR (38.2%) and RAAF Reserve members

(39.3%) was notice to move of between two and four weeks, while for ARes members the most common response option was notice to move of between one and three months in order to undertake non-combat duties overseas.

Reservists require slightly less notice to move to undertake non-combat duties in Australia than they do for non-combat duties overseas. 92.4% of Reservists require notice to move of three months or less to undertake non-combat duties in Australia compared with 91.4% of Reservists who require three months or less notice to move to undertake non-combat duties overseas.

Figure 32 Notice Required to Move for Non-Combat Duties Overseas.



In summary, more Reservists are willing to serve for a longer period of time while on combat duties than on non-combat duties, and more Reservists are willing to serve for the longest period of time on combat duties in Australia. Reservists report that they would require slightly more notice to move to undertake both combat and non-combat duties overseas than they would to undertake combat and non-combat duties in Australia.

Factors Affecting Availability for Voluntary Full Time Service

The most frequently reported factor affecting Reservists current availability for voluntary deployment or voluntary full time service was “*I would be financially disadvantaged by undertaking Reserve service for an extended period*”. This response was chosen by 35.8% of ANR members, 32.3% of ARes members and 42.5% of RAAF Reserve members and was the most influential factor affecting availability for all Services.

The second most influential factor affecting Reservists current availability for voluntary deployment or voluntary full time service differed between the Services. ANR and RAAF Reserve members reported “*My spouse would not want me to be away for an extended period*” as the second most influential factor affecting their availability. This response was chosen by 28.1% of ANR members and 35.3% of RAAF Reserve members. The second most influential factor affecting the current availability of ARes members was “*None of the above*”. This response was chosen by 28.1% of ARes members, suggesting that they did not see any of the factors listed in question 44 (see Appendix A Question 45 of the Navy Survey²²) as impediments to their availability for voluntary deployment or voluntary full time service.

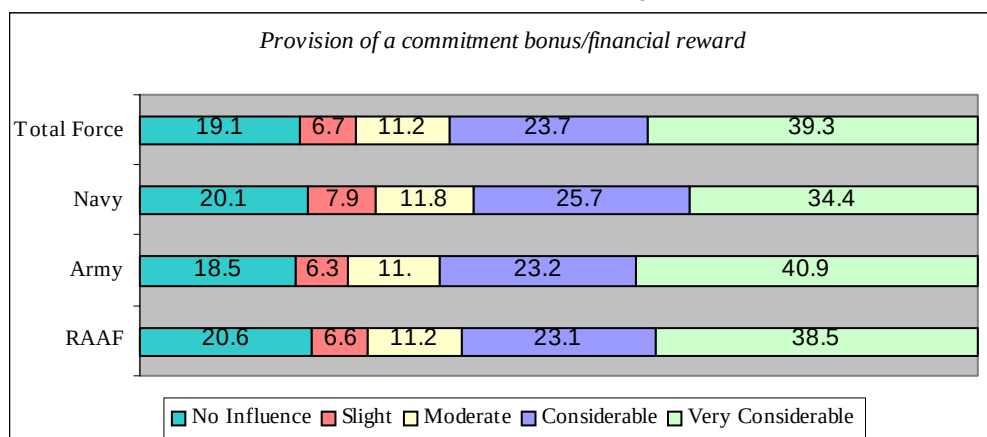
The third most influential factor affecting the Reservists current availability for voluntary deployment or voluntary full time service also differed between the Services. The third most influential factor for ANR members was *“I would not want to leave my civilian job for an extended period (eg. three months or more)”*. This response was chosen by 24.8% of ANR members. The third most influential factor affecting the current availability of ARes members was *“My spouse would not want me to be away for an extended period”*. This response was chosen by 26.8% of ARes members. The third most influential factor affecting the current availability of RAAF Reserve members was *“I would not want to leave my spouse/partner for an extended period”*. This response was chosen by 28.5% of RAAF Reserve members.

The least influential factor affecting Reservist availability for voluntary deployment or voluntary full time service was *“I could not leave the family business for an extended period”*. This response was chosen by only 1.5% of ANR members, 1.7% of ARes members and 2.2% of RAAF Reserve members.

Influence of Proposed Initiatives

Reservists were asked to indicate how much influence a list of six proposed initiatives would have on improving their availability for voluntary full-time service. The proposed initiative that Reservists reported would have the most influence²³ on improving their availability for voluntary full time service was the *“provision of a commitment bonus/financial reward”* (see Figure 33). 60.1% of ANR members, 64.1% of ARes members and 61.6% of RAAF Reserve members reported that this would have a ‘considerable’ or ‘very considerable’ influence on improving their availability for voluntary full time service. 20.1% of ANR members, 18.5% of ARes members and 20.6% of RAAF Reserve members left this question blank, indicating that this initiative would have no influence on their availability for voluntary full time service.

Figure 33 Influence of Provision of a Commitment Bonus/Financial Reward on Improving Reservists Availability for Voluntary Full Time Service.



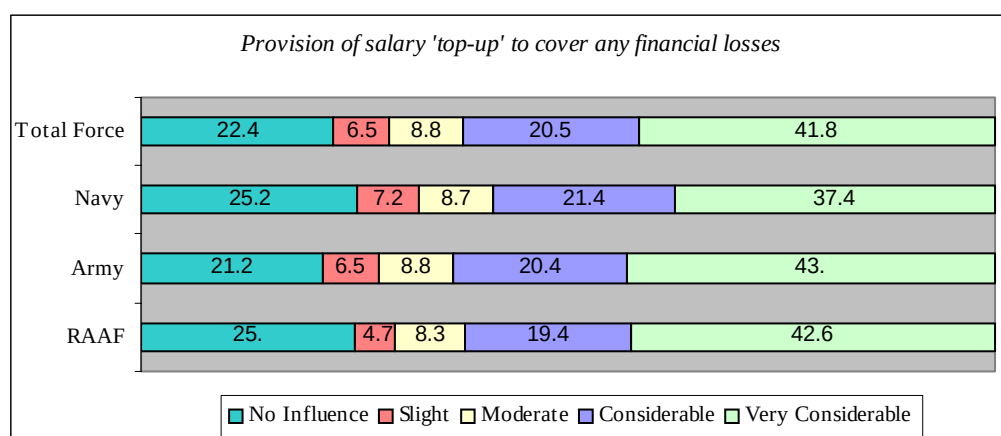
The second most influential proposed initiative for improving Reservists availability for voluntary full time service was the *“provision of salary ‘top-up’*

22. The Navy Survey contains all the questions asked of both the ANR and RAAF Reserve members plus Navy specific questions which accounts for the difference in question numbering.

23. Based on the mean response for each question.

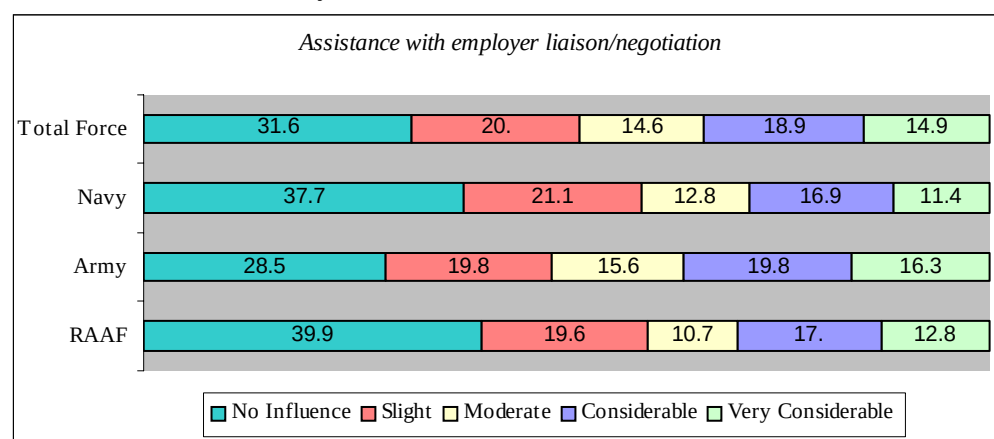
to cover any financial losses” (see Figure 34). 58.8% of ANR members, 63.4% of ARes members and 62% of RAAF Reserve members reported that this initiative would have a ‘considerable’ or ‘very considerable’ influence on improving their availability for voluntary full time service. 25.2% of ANR members, 21.2% of ARes members and 25% of RAAF Reserve members reported that the provision of salary ‘top-up’ to cover any financial losses would have no influence on improving their availability for voluntary full time service.

Figure 34 Influence of Provision of Salary ‘Top-Up’ to Cover any Financial Losses on Reservists Availability for Full Time Service.



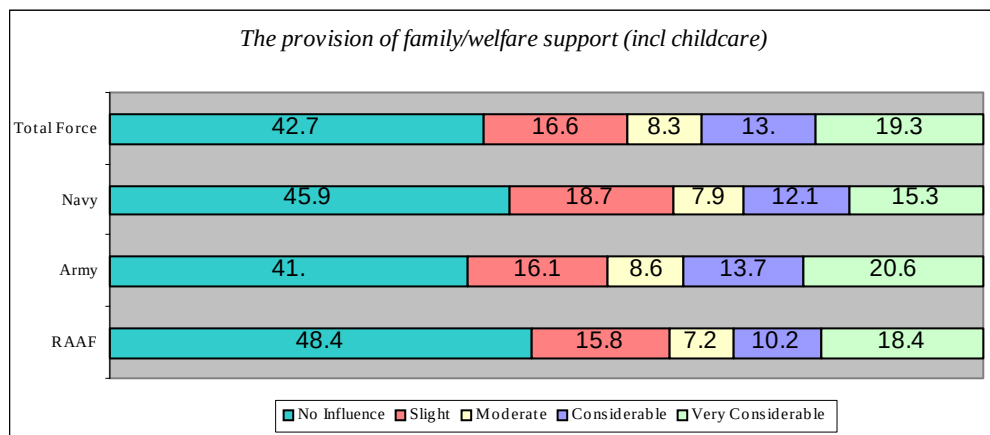
The third most influential proposed initiative for improving Reservists availability for voluntary full time service was “assistance with employer liaison/negotiation” (see Figure 35). 28.3% of ANR members, 36.1% of ARes members and 29.8% of RAAF Reserve members reported that this initiative would have a ‘considerable’ or ‘very considerable’ influence on improving their availability for voluntary full time service. 37.7% of ANR members, 28.5% of ARes members and 39.9% of RAAF Reserve members left this question blank indicating the assistance with employer liaison/negotiation would have no influence on improving their availability for voluntary full time service.

Figure 35 Influence of Assistance With Employer Liaison/Negotiation on Reservists Availability for Full Time Service.



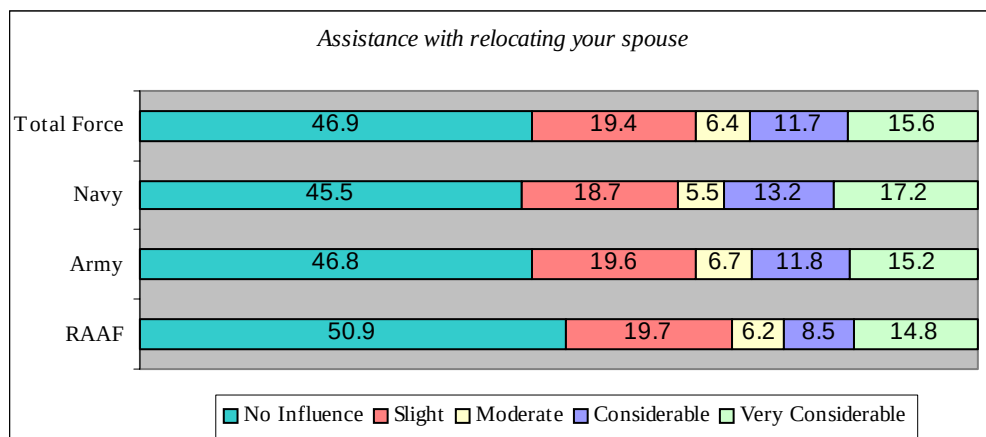
The fourth most influential proposed initiative for improving Reservists availability for voluntary full time service was “*the provision of family/welfare support (including childcare)*” (see Figure 36). 27.4% of ANR members, 34.3% of ARes members and 28.6% of RAAF Reserve members reported that this proposed initiative would have a ‘considerable’ or ‘very considerable’ influence on improving their availability for voluntary full time service. 45.9% of ANR members, 41% of ARes members and 48.4% of RAAF Reserve members reported that the provision of family/welfare support would have no influence on improving their availability for voluntary full time service.

Figure 36 Influence of the Provision of Family/Welfare Support (including childcare) on Reservists Availability for Full Time Service.



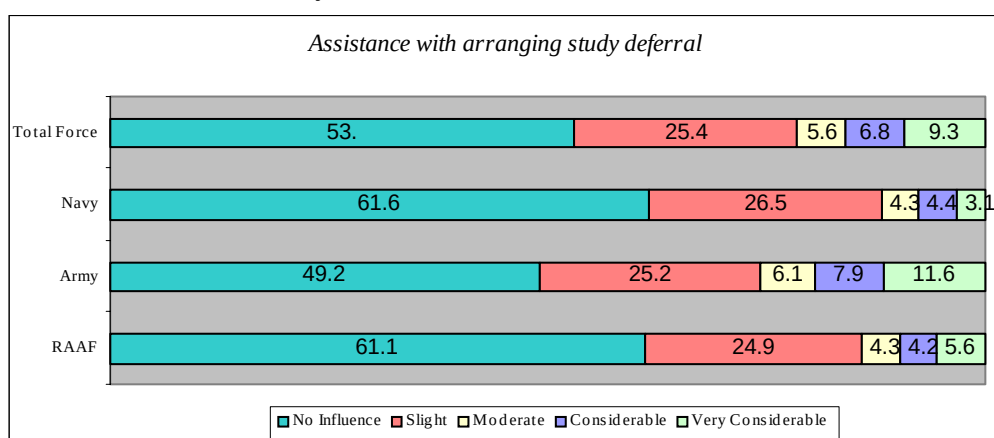
The fifth most influential proposed initiative for improving Reservists availability for voluntary full time service was “*assistance with relocating your spouse*” (see Figure 37). 30.4% of ANR members, 27% of ARes members and 23.3% of RAAF Reserve members reported that this initiative would have ‘considerable’ or ‘very considerable’ influence on improving their availability for voluntary full time service. 45.5% of ANR members, 46.8% of ARes members and 50.9% of RAAF Reserve members left this question blank indicating that assistance with relocating their spouse would have no influence on Reservists availability for voluntary full time service.

Figure 37 Influence of Assistance With Relocating Their Spouse on Reservists Availability for Full Time Service.



The proposed initiative which has the least influence on improving Reservists availability for voluntary full time service was “*assistance with arranging study deferral*” (see Figure 38). 61.6% of ANR members, 49.2% of ARes members and 61.1% of RAAF Reserve members reported that this initiative would have no influence on improving their availability for voluntary full time service. Only 7.5% of ANR members and 9.8% of RAAF Reserve members reported that assistance with arranging study deferral would have ‘considerable’ or ‘very considerable’ influence on improving their availability for voluntary full time service, compared with 19.5% of ARes members.

Figure 38 Influence of Assistance Arranging Study Deferral on Improving Reservists Availability for Full Time Service.



Operational Deployments

The majority of Reservists had not served on an operational deployment since enlisting in the Reserves, with 91.3% of ANR members, 76.2% of ARes members and 65.1% of RAAF Reserve members answering ‘no’ to the question “*Have you ever served on an operational deployment since enlisting in the Reserve*”.

The operational deployments which the most ANR members have served on are Op Gold, with 2.5% of ANR members deploying for this operation, and East Timor, with 2.3% of ANR members deploying.

Almost fifteen percent (14.9%) of ARes members reported that they were involved in the Op Gold deployment. A number also reported serving on operational deployments in Butterworth (3.8%) and East Timor (2.8%).

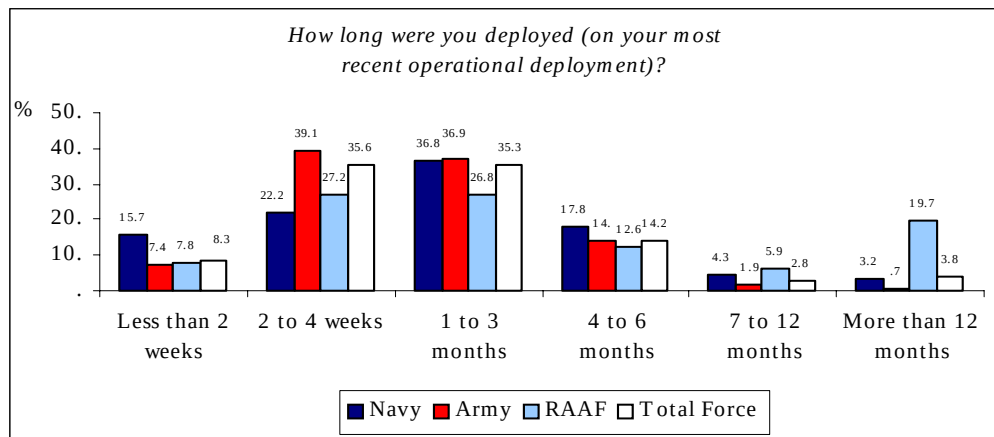
RAAF Reserve members were the most likely to have served on an operational deployment, with 20.8% serving on an operational deployment at Butterworth, 4.8% in PNG and 4.6% in East Timor²⁴.

The most common deployment length on their most recent operational deployment for ANR members was between one and three months (36.8%) followed by a length of between two and four weeks (22.2%). For ARes members the most common deployment length on their most recent operational deployment was between two and four weeks (39.1%) followed by a deployment length of between one and three months (36.9%). For the RAAF Reserve the

24. While Reservists did report serving on other operational deployments they are not discussed here due to the small numbers who reported involvement in some deployments (for example, Somalia).

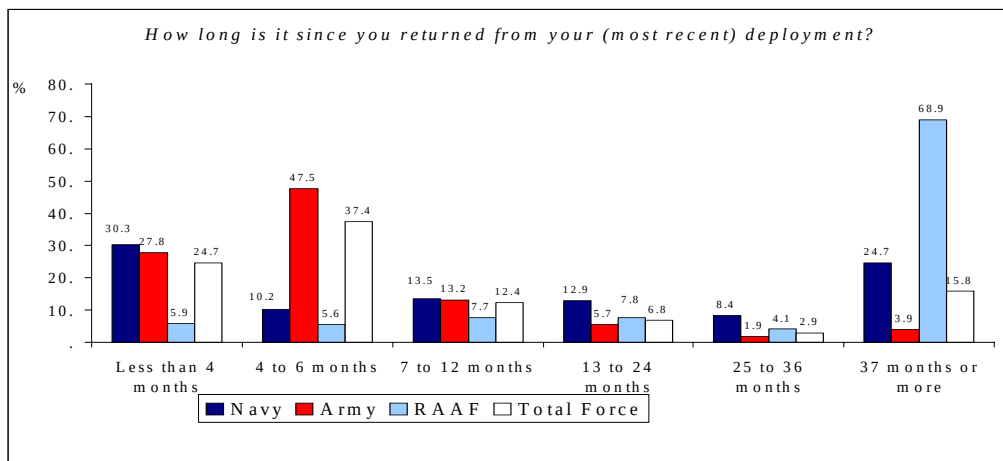
most common deployment length on their most recent operational deployment was between two and four weeks (27.2%) followed by a deployment length of between one and three months (26.8%). Additionally, 19.7% of RAAF Reserve members, who have served on an operational deployment, were deployed for more than twelve months on their most recent deployment. Further investigation of this finding revealed that the majority of these RAAF Reserve members who had deployed for more than 12 months had served in Butterworth.

Figure 39 Length of Most Recent Deployment.



Of those Reserve members who had served on an operational deployment since joining the Reserves, ANR and ARes members were more likely than their RAAF Reserve counterparts to have returned within the last four months from their most recent deployment (see Figure 40). For the majority (68.9%) of RAAF Reserve members thirty seven months or more had passed since they returned from their most recent deployment. While 30.3% of ANR members and 27.8% of ARes members had returned from their most recent deployment in the last four months. Almost half (47.5%) of ARes members had returned between four and six months ago from their most recent deployment. It is also notable that for almost a quarter (24.7%) of ANR members thirty seven months or more had passed since their return from their most recent deployment.

Figure 40 Time Passed Since Return from Most Recent Deployment.



Motivations for Joining the Reserves

Reservists were asked to indicate the sources and factors which influenced their decision to join the Reserves from a list of thirty nine factors. Differences emerged between the Services in terms of the most frequently selected factors which influenced members decision to join the Reserves (see Table 6 for the ten most frequently selected factors which influenced members decision to join the Reserves)²⁵.

Top 15 Influences on Decision to Join the Reserves

- 1 *“Joining the Reserve being a natural extension of permanent service”* was ranked first by both ANR and RAAF Reserve members as influencing their decision to join the Reserves. 67.8% of ANR members and 60.1% of RAAF Reserve members reported that this factor influenced their decision to join the Reserves. This factor was not one of the ten most reported influences on decision to join by ARes members.
- 2 *“Doing something different”* was ranked first by ARes members and ranked fourth by ANR and RAAF Reserve members as influencing their decision to join the Reserves. 51.2% of ARes members, 21% of ANR members and 24.6% of RAAF Reserve members reported that the chance to do something different was a factor which influenced their decision to join the Reserves.
- 3 *“Doing something for my country”* was ranked second by all three Services. 35.4% of ANR members, 48.9% of ARes members and 38.4% of RAAF Reserve members reported that this factor influenced their decision to join the Reserves.
- 4 *“Extra spending or savings money”* was ranked third by ANR and RAAF Reserve members and ranked seventh by ARes members. 21.6% of ANR members, 26.8% of RAAF Reserve members and 32.7% of ARes members reported that this factor influenced their decision to join the Reserves.
- 5 *“The challenge of military training”* was ranked third by ARes members, ranked seventh by RAAF Reserve members and ranked eighth by ANR members. 43.2% of ARes members, 20% of RAAF Reserve members and 13.6% of ANR members reported that the challenge represented by military training was a factor that influenced their decision to join the Reserves.
- 6 *“Develop new interests”* was ranked fourth by ARes members, ranked fifth by ANR members and ranked ninth by RAAF Reserve members. 37.3% of ARes members, 17.5% of ANR members and 18.8% of RAAF Reserve members reported that this factor influenced their decision to join the Reserves.
- 7 *“The opportunity for self development”* was ranked fifth by both ARes and RAAF Reserve members and ranked sixth by ANR members. 36.4% of ARes members, 18.8% of RAAF Reserve members and 17.5% of ANR members reported that the opportunity for self development offered by Reserves service was a factor that influenced their decision to join the Reserves.
- 8 *“The chance to serve on active duty”* was ranked sixth by RAAF Reserve members and ranked seventh by ANR members (it was not ranked in the top ten by ARes members). 14.7% of ANR members and 20.7% of RAAF Reserve members reported that this factor influenced their decision to join the Reserves.

25.The full breakdown of questions by Service is at Appendix B.

- 9 *“The physical activity”* was ranked sixth by ARes members (it was not ranked in the top ten by ANR or RAAF Reserve members). 34.5% of ARes members reported that this factor influenced their decision to join the Reserves.
- 10 *“Making new friends/social life”* was ranked eighth by ARes members (it was not ranked in the top ten by ANR or RAAF Reserve members). 29.5% of ARes members reported that this factor influenced their decision to join the Reserves.
- 11 *“To participate in deployments such as peace keeping missions”* was ranked eighth by RAAF Reserve members (it was not ranked in the top ten by ANR or ARes members). 19.6% of RAAF Reserve members reported that this factor influenced their decision to join the Reserves.
- 12 *“Didn’t want to stay in the PNF”* was ranked ninth by ANR members (this factor was unique to the Navy survey and did not have equivalent factors in the Army and Air Force Surveys). 13.5% of ANR members reported that this factor influenced their decision to join the Reserves.
- 13 *“Money for basic expenses”* was ranked ninth by ARes members (this factor was not ranked in the top ten by ANR or RAAF Reserve members). 26.2% of ARes members reported that this factor influenced their decision to join the Reserves.
- 14 *“The discipline”* was ranked tenth by ARes members (it was not ranked in the top ten by ANR or RAAF Reserve members). 25.9% of ARes members reported that this factor influenced their decision to join the Reserves.
- 15 *“To enhance the skills used in my civilian career”* was ranked tenth by ANR and RAAF Reserve members (it was not ranked in the top ten by ARes members). 12.6% of ANR members and 17.5% of RAAF Reserve members reported that this factor influenced their decision to join the Reserves.



Table 6 Top Ten Factors Influencing Members Decision to Join the Reserves²⁶.

<i>Rank</i>	<i>Navy</i>	<i>Army</i>	<i>RAAF</i>
	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>
1	Joining the Reserve being a natural extension of permanent service	Doing something different	Joining the Reserve being a natural extension of permanent service
2	Doing something for my country	Doing something for my country	Doing something for my country
3	Extra spending or savings money	The challenge of military training	Extra spending or savings money
4	Doing something different	Develop new interests	Doing something different
5	Develop new interests	The opportunity for self development	The opportunity for self development
6	The opportunity for self development	The physical activity	The chance to serve on active duty
7	The chance to serve on active duty	Extra spending or savings money	The challenge of military training
8	The challenge of military training	Making new friends/social life	To participate in deployments such as peace keeping missions
9	Didn't want to stay in the PNF	Money for basic expenses	Develop new interests
10	To enhance the skills used in my civilian career	The discipline	To enhance the skills used in my civilian career

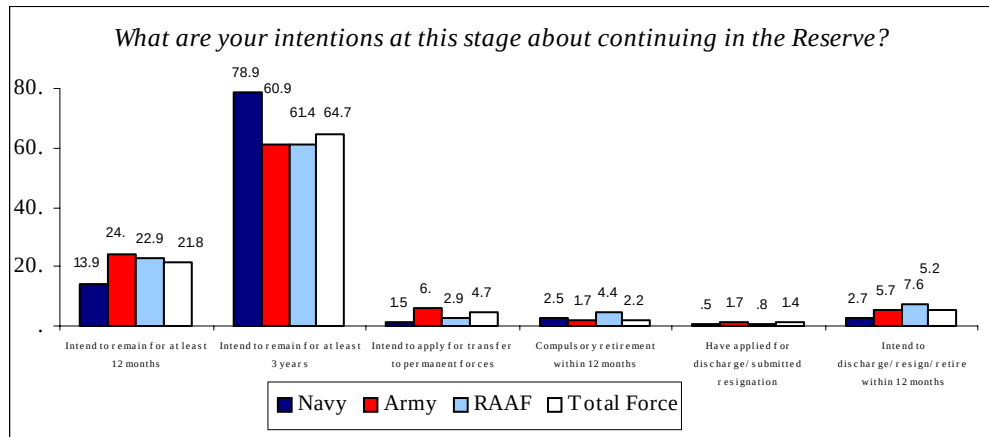
Reserve Career Intentions

The majority of Reserve members intend to remain in the Reserves with (see Figure 41) 92.8% of ANR members, 84.9% of ARes members and 84.3% of RAAF Reserve members intending to remain in the Reserves for at least 12 months. Of those, 78.9% of ANR members, 60.9% of ARes and 61.4% of RAAF Reserve members intend to remain for at least three years.

ARes members (6%) are more likely than their ANR (1.5%) and RAAF Reserve (2.9%) counterparts to be intending to transfer to the permanent forces. 4.4% of RAAF Reserve members, 2.5% of ANR members and 1.7% of ARes members have to undertake compulsory retirement within twelve months. RAAF Reserve (8.4%) and ARes (7.4%) members are more likely than their ANR (3.2%) counterparts to be intending to apply or have already applied for discharge or transfer to the inactive/standby/general Reserve.

²⁶Ranks were determined based on the number of people who selected that factor as influencing their decision to join the Reserves. Members could choose all factors that applied to them.

Figure 41 Members Intentions About Continuing in the Reserves.

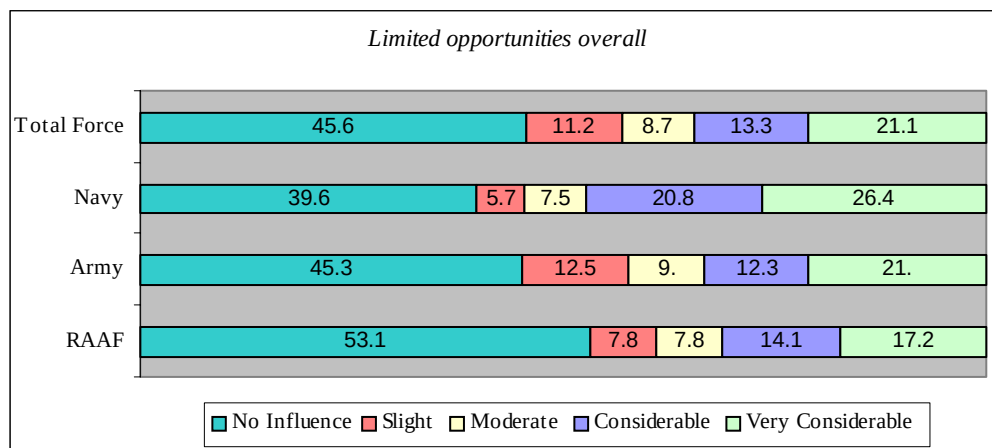


Factors Influencing Decision To Leave

There were five hundred and seventeen Reserve members who indicated they were intending to apply for discharge or transfer to the inactive/standby/general Reserve within the next twelve months or had already applied for discharge. These members were asked to rate the influence of a list of forty seven factors on their decision to leave. The members were asked to rate each factor as having 'slight', 'moderate', 'considerable' or 'very considerable' influence on their decision to leave the Reserves. Members were instructed to leave blank any factors which did not influence their decision to leave the Reserves. The factors were then ranked based on the degree of influence each factor had on members' decision to leave the Reserves.

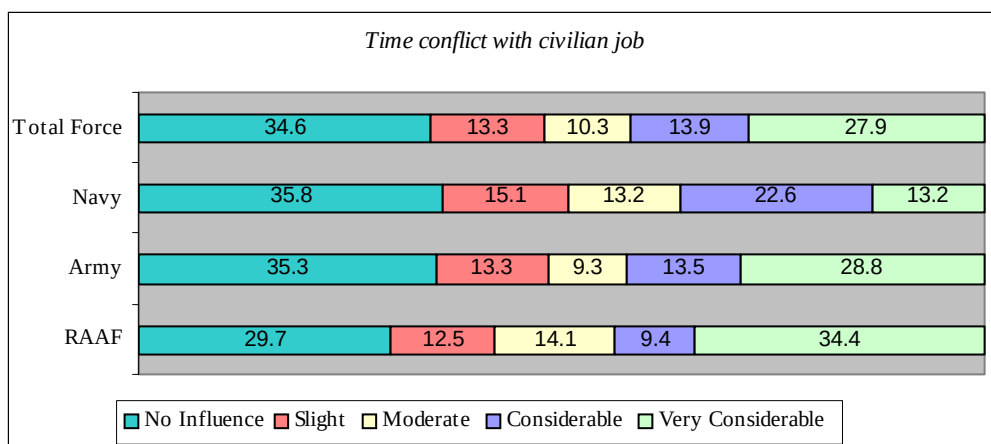
The factor that was ranked first by ANR members, fourth by RAAF Reserve members and fifth by ARes members was "*limited opportunities overall*". 47.2% of ANR members, 33.3% of ARes members and 31.3% of RAAF Reserve members indicated that limited opportunities overall had a 'considerable' or 'very considerable' influence on their decision to leave the Reserves (see Figure 42).

Figure 42 Influence of Limited Opportunities Overall on Members' Decision to Leave the Reserves.



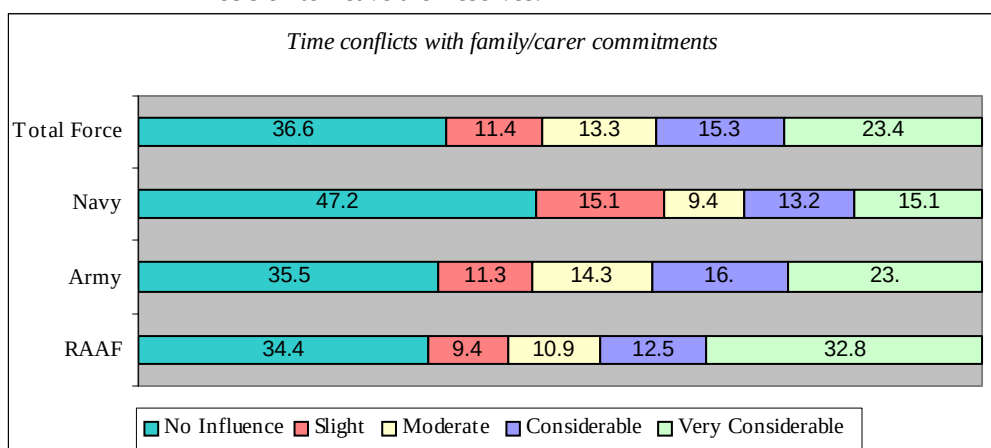
The factor that was ranked first by ARes members and second by RAAF Reserve members (it was not ranked in the top five by ANR members) was “*time conflict with civilian job*”. 43.8% of RAAF Reserve members and 42.3% of ARes members indicated that time conflicts between their Reserves service and their civilian job had a ‘considerable’ or ‘very considerable’ influence on their decision to leave to the Reserves (see Figure 43).

Figure 43 Influence of Time Conflict With Civilian Job on Members’ Decision to Leave the Reserves.



The factor that was ranked first by RAAF Reserve members and third by ARes members (it was not ranked in the top five by ANR members) was “*time conflict with family/carer commitments*”. 45.3% of RAAF Reserve members and 39% of ARes members indicated that times conflicts between their Reserves service and their family or carer commitments had a ‘considerable’ or ‘very considerable’ influence on their decision to leave the Reserves (see Figure 44).

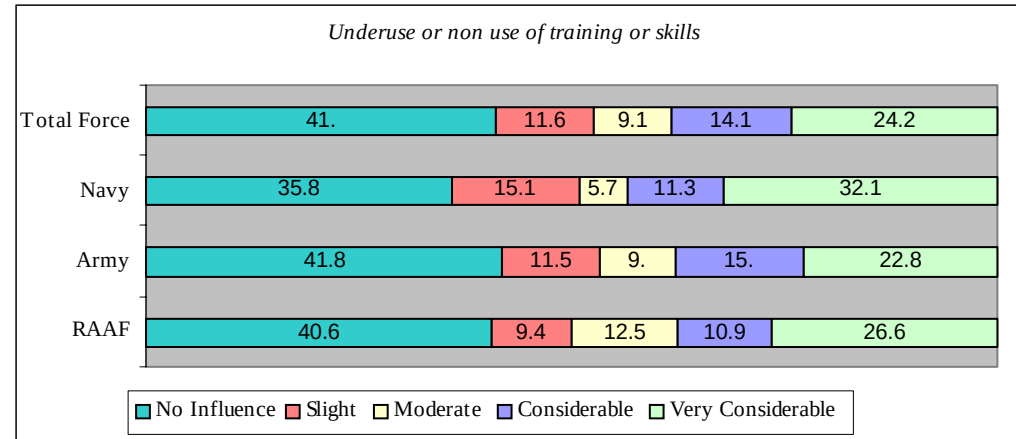
Figure 44 Influence of Time Conflict With Family/Carer Commitments on Members’ Decision to Leave the Reserves.



The factor ranked second by ARes members, ranked third by RAAF Reserve members and ranked fourth by ANR members was “*underuse or non use of training and skills*”. 43.4% of ANR members, 37.8% of ARes members and 37.5% of RAAF Reserve members indicated that underuse or non use of their

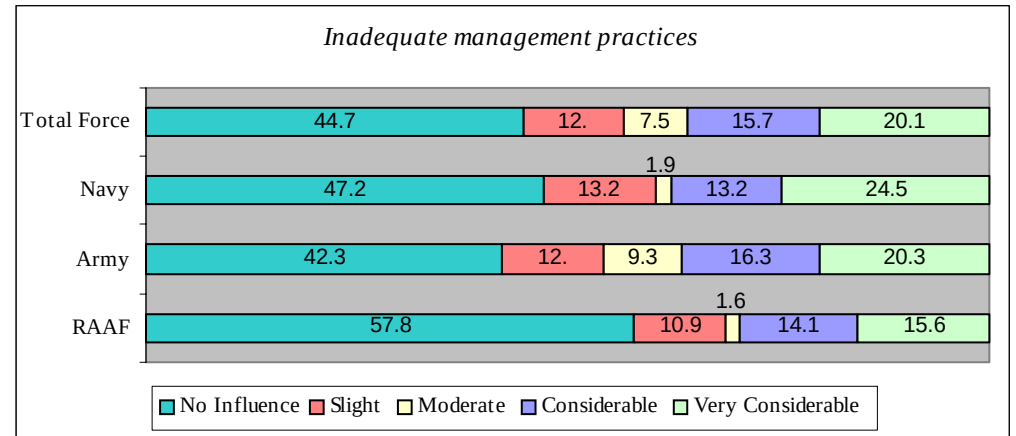
training and skills by the Reserves had a ‘considerable’ or ‘very considerable’ influence on their decision to leave (see Figure 45).

Figure 45 Influence of Underuse or Non Use of Training or Skills on Members’ Decision to Leave the Reserves.



The factor that was ranked fourth by ARes members and fifth by both ANR and RAAF Reserve members was “*inadequate management practices*”. 37.7% of ANR members, 36.6% of ARes members and 29.7% of RAAF Reserve members indicated that inadequate management practices in the Reserves had a ‘considerable’ or ‘very considerable’ influence on their decision to leave (see Figure 46).

Figure 46 Influence of Inadequate management practices on Members’ Decision to Leave the Reserves.



For ANR members “*inadequate information on career and development opportunities*” and “*limited opportunities in specialisation*” were ranked second and third, respectively, as influences on members’ decision to leave the Reserves (these factors were not ranked in the top five by ARes and RAAF Reserve members). 35.8% of ANR members indicated that inadequate information on career and development opportunities had a ‘considerable’ or ‘very considerable’ influence on their decision to leave the Reserves. 33.9% of ANR members indicated that limited opportunities in their area of specialisation had a

‘considerable’ or ‘very considerable’ influence on their decision to leave the Reserves.

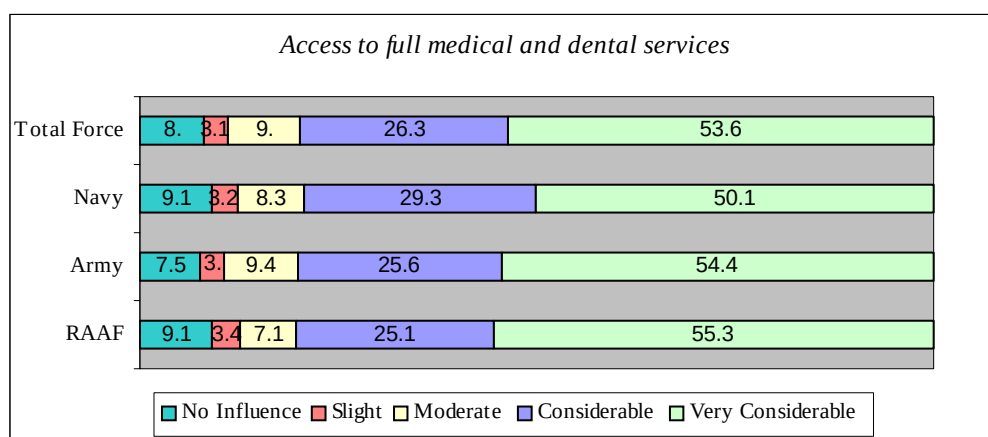
Factors which did not have a large influence on members’ decision to leave the Reserves include “*personal experience of sexual harassment*”, “*don’t like the people I work with*” and “*greater integration of women in the Service*”.

Factors Influencing Retention

Reserve members were asked to rate a list of nineteen factors on how much influence they thought each factor would have on the retention of Reserves personnel. Members were asked to rate each factor as having a ‘slight’, ‘moderate’, ‘considerable’ or ‘very considerable’ influence on retention. They were instructed to leave blank any factor which they thought would have no influence on retention. The factors were then ranked based on the degree of influence Reserves members thought it would have on retention²⁷.

The factor ranked first by Reserve members from each of the Services was “*Access to full medical and dental services*”, indicating that Reservists think that this factor would have the most influence on the retention of Reserves personnel. 79.4% of ANR members, 80% of ARes members and 80.4% of RAAF Reserve members indicated that they thought this factor would have a ‘considerable’ or ‘very considerable’ influence on retaining Reserves personnel (see Figure 47).

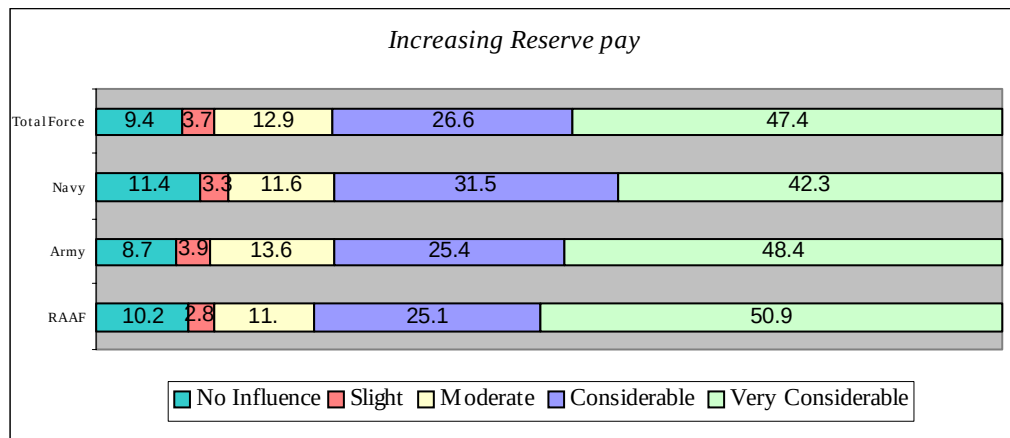
Figure 47 Influence of Access to Full Medical and Dental Services on the Retention of Reserves Personnel.



The factor ranked second by Reservists from all Services was “*Increasing Reserve pay*”. 73.8% of both ANR and ARes members and 76% of RAAF Reserve members indicated that they thought that this factor would have a ‘considerable’ or ‘very considerable’ influence on the retention of Reserves personnel (see Figure 48).

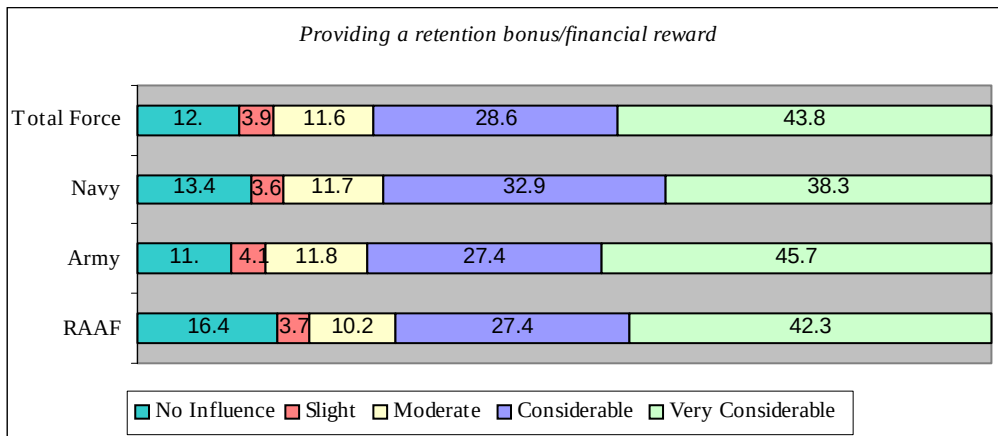
²⁷A full breakdown of these factors is at Appendix C.

Figure 48 Influence of Increasing Reserves Pay on the Retention of Reserves Personnel.



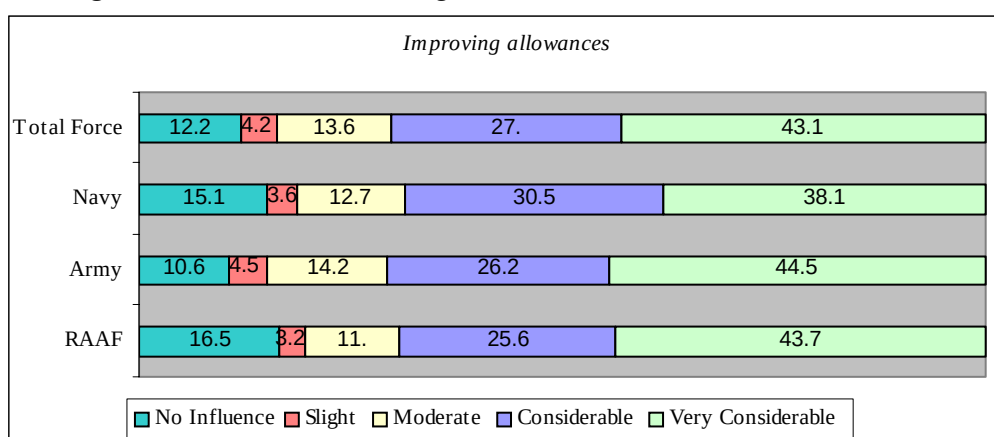
The factor that was ranked third by ANR and ARes members and ranked fourth by RAAF Reserve members was “*providing a retention bonus/financial reward*”. 71.2% of ANR members, 73.1% of ARes members and 69.7% of RAAF Reserve members indicated that they thought the provision of a retention bonus/financial reward would have a ‘considerable’ or ‘very considerable’ influence on the retention of Reserves personnel (see Figure 49).

Figure 49 Influence of Providing a Retention Bonus/Financial Reward on the Retention of Reserves Personnel.



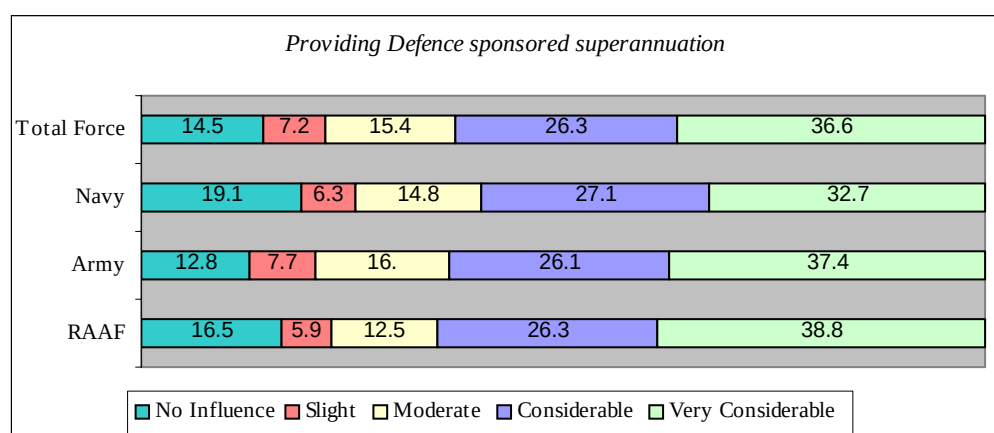
The factor that was ranked third by RAAF Reserve members and ranked fourth by ANR and ARes members was “*improving allowances*”. 68.6% of ANR members, 70.7% of ARes members and 69.3% of RAAF Reserve members reported that they thought this factor would have a ‘considerable’ or ‘very considerable’ influence on the retention of Reserves personnel (see Figure 50).

Figure 50 Influence of Increasing Allowances on the Retention of Reserves Personnel.



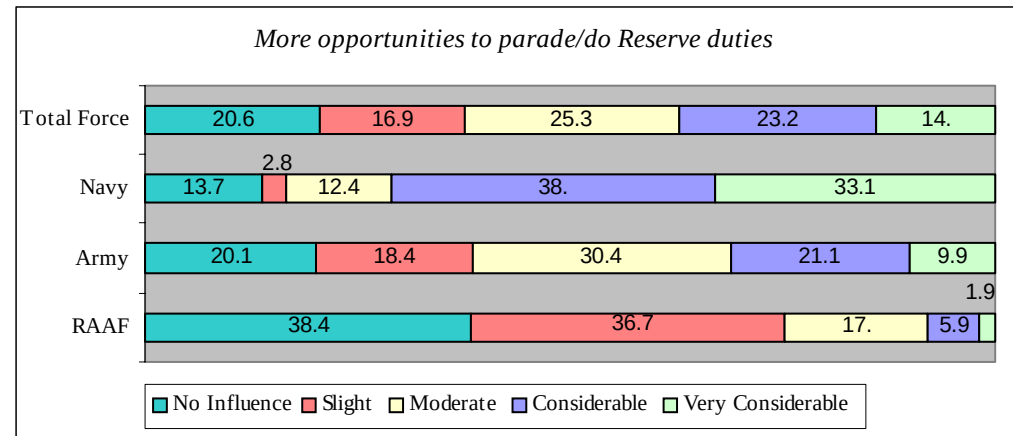
The factor that was ranked fifth by ARes and RAAF Reserve members and ranked sixth by ANR members was “*providing Defence sponsored superannuation*”. 59.8% of ANR members, 63.5% of ARes members and 65.1% of RAAF Reserve members indicated that they thought the provision of Defence sponsored superannuation would have a ‘considerable’ or ‘very considerable’ influence on the retention of Reserves personnel (see Figure 51).

Figure 51 Influence of Providing Defence Sponsored Superannuation on the Retention of Reserves Personnel.



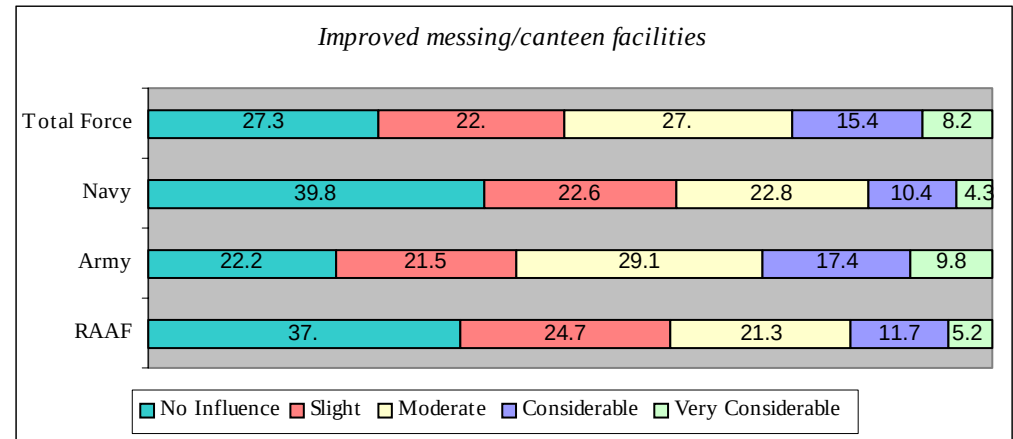
“*More opportunities to parade or do Reserve duties*” was ranked fifth by ANR members, however, it was ranked second last by ARes members and last by RAAF Reserve members. 71.1% of ANR members indicated that the opportunity to undertake more ANR duties would have a ‘considerable’ or ‘very considerable’ influence on the retention of Reserves personnel, however, only 31% of ARes members and 7.8% of RAAF Reserve members indicated this (see Figure 52). 75.1% of RAAF Reserve members indicating that this factor would have ‘no influence’ or only a ‘slight’ influence on retaining Reserves personnel.

Figure 52 Influence of More Opportunities to Parade/do Reserve Duties on the Retention of Reserves Personnel.



The factor that was ranked last by ANR and ARes members and third last by RAAF Reserve members was “*improved messing/canteen facilities*”. 62.4% of ANR members, 43.7% of ARes members and 61.7% of RAAF Reserve members indicated that they thought that improving messing or canteen facilities would have ‘no influence’ or only a ‘slight’ influence on the retention of Reserves personnel (see Figure 53).

Figure 53 Influence of Improved Messing/Canteen Facilities on the Retention of Reserves Personnel.



Attitudes Towards Reserves Service

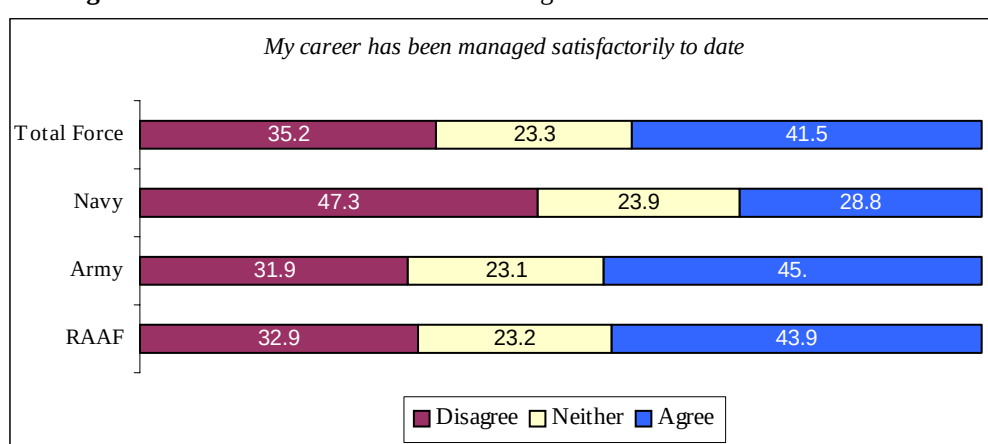
Reservists were asked a series of questions about their attitudes and perceptions towards Reserves service. The purpose of these questions was to get a snapshot of morale and climate in the Reserves and to gain an understanding of how satisfied Reservists are with their Reserves employment and the Defence organisation.

Career and Training

Reserves members generally felt they were given the chance to use their full range of abilities by their Service. This was more so for RAAF Reserve members (57.4%) and ARes members (56.5%) than for ANR members (49.7%).

ARes and RAAF Reserve members were more positive in their attitudes towards career management than their ANR counterparts (see Figure 54). 45% of ARes members and 43.9% of RAAF Reserve members agreed that their career had been managed satisfactorily to date compared with only 28.8% of ANR members.

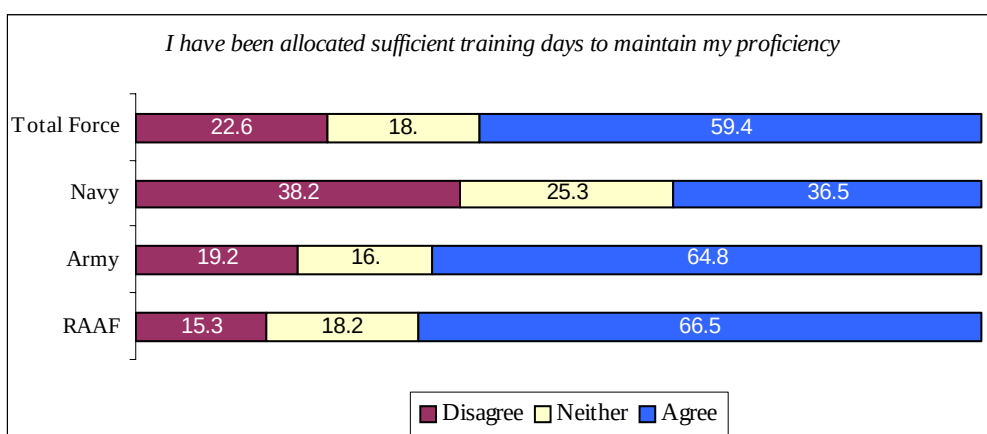
Figure 54 Attitudes Towards Career Management.



Approximately half (50.2%) of ARes members are satisfied with the opportunities for career progression in the Reserves, compared with 39% of RAAF Reserve members and 21.8% of ANR members.

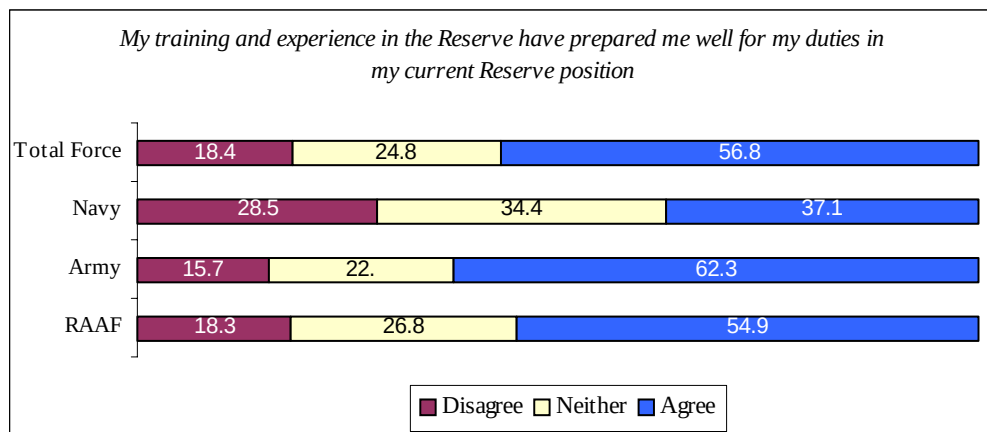
ARes and RAAF Reserve members were more likely than their ANR counterparts to report that they had been allocated a sufficient number of training days to maintain their proficiency (see Figure 55). 66.5% of RAAF Reserve members and 64.8% of ARes members thought they had been allocated enough training days to maintain their proficiency compared with 36.5% of ANR members.

Figure 55 Attitudes Towards the Allocation of Training Days.



ARes and RAAF Reserve members were again more likely than their ANR counterparts to report that their Reserves training and experience had prepared them well for the duties in their current position (see Figure 56). 62.3% of ARes members and 54.9% of RAAF Reserve members agreed that their training and experience in the Reserves had prepared them well for their current position, compared with 37.1% of ANR members.

Figure 56 Attitudes Towards Relevance of Reserves Training



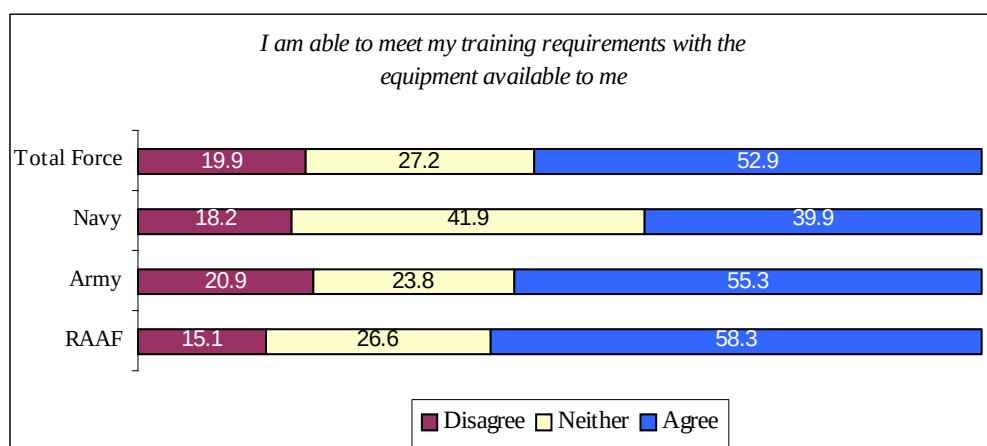
The majority of RAAF Reserve members (59%) believe that the training conducted in their unit is challenging. This belief was not held by as many ARes and ANR members however, with 41.1% of ARes members and 22.9% of ANR members reporting that the training conducted in their unit was challenging.

ARes and RAAF Reserve members were more likely to believe that the training for their main military trade stream has been good. 51.6% of ARes members and 45.3% of RAAF Reserve members believe that their military trade training was good, compared with 29.7% of ANR members.

55.9% of ARes members, 47% of RAAF Reserve members and 42.5% of ANR members reported that the skills they have learned in the Reserves have been useful in their civilian jobs. Although only 21.7% of RAAF Reserve members, 15.2% of ARes members and 9.7% of ANR members have received civilian accreditation for the Reserves training they have completed.

ARes and RAAF Reserve members were more likely than their ANR counterparts to report that they were able to meet their training requirements with the equipment available to them (see Figure 57). 58.3% of RAAF Reserve members and 55.3% of ARes members agreed that they were able to meet their training requirements with the equipment available to them, compared with 39.9% of ANR members.

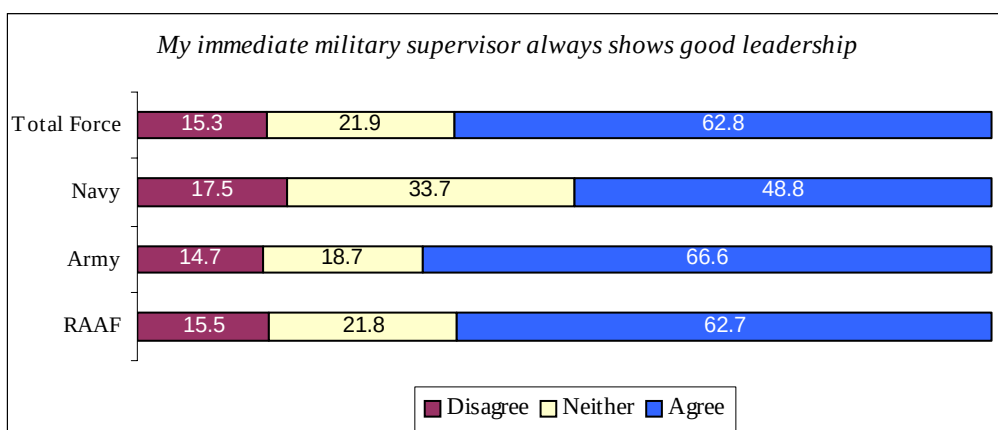
Figure 57 Attitudes Towards Ability to Meet Training Requirements with Equipment Available.



Management and Leadership

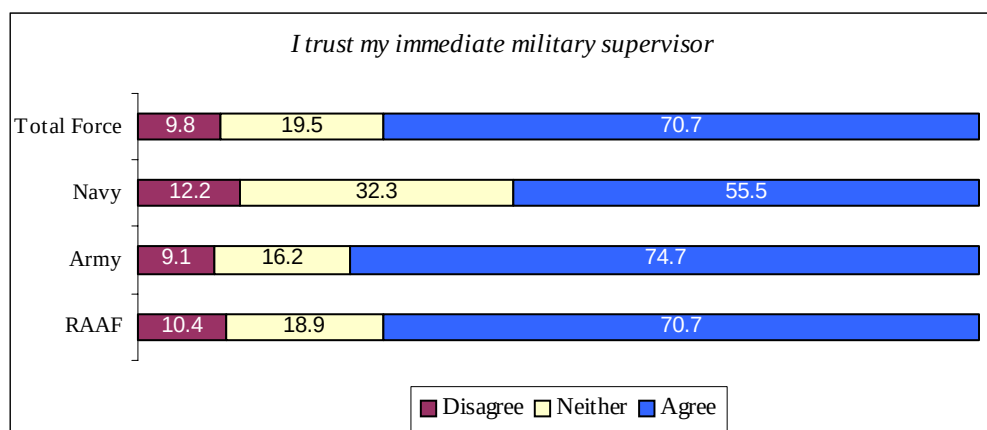
ARes and RAAF Reserve members were more likely than their ANR counterparts to report that their immediate military supervisor always shows good leadership (see Figure 58). 66.6% of ARes members and 62.7% of RAAF Reserve members, compared with 48.8% of ANR members, reported that their immediate military supervisor always shows good leadership.

Figure 58 Attitudes Towards Leadership of Immediate Military Supervisor.



ARes and RAAF Reserve members were also more likely than their ANR counterparts to report that they trusted their immediate military supervisor (see Figure 59). While a majority of members from each of the Services agreed that they trusted their immediate military supervisor, more ARes (74.7%) and RAAF Reserve (70.7%) members reported this than did ANR members (55.5%).

Figure 59 Attitudes Towards Trust in Immediate Military Supervisor.



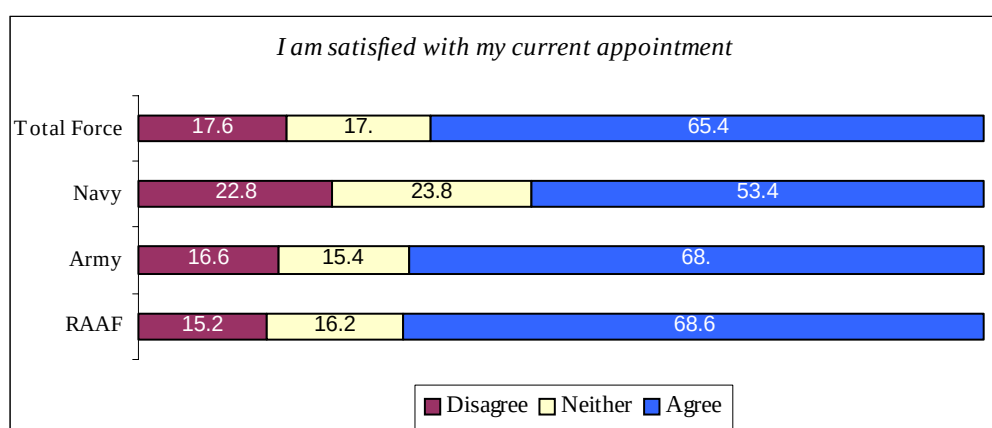
ARes and RAAF Reserve members were more likely than their ANR counterparts to believe that people at higher ranks are receptive to the ideas put forward by junior personnel. 54.8% of RAAF Reserve members and 52.7% of ARes members, compared with 39.1% of ANR members believed that their superiors were receptive to ideas put forward by junior personnel.

The majority of ARes (67.5%) and RAAF Reserve (69.8%) members and almost half (45.7%) of ANR members believe that their immediate military supervisor keeps them informed about relevant matters. And 68.4% of ARes members, 65.8% of RAAF Reserve members, and 50.7% of ANR members believe that their immediate military supervisor makes it clear what is expected from them when on Reserves duty.

Current Appointment/Position

The majority of Reserves personnel were satisfied with their current appointment (see Figure 60). However, more ARes and RAAF Reserves members reported that they were satisfied with their current appointment than ANR members. 68.6% of RAAF Reserve members and 68% of ARes members, compared to 53.4% of ANR members, reported that they were satisfied with their current appointment.

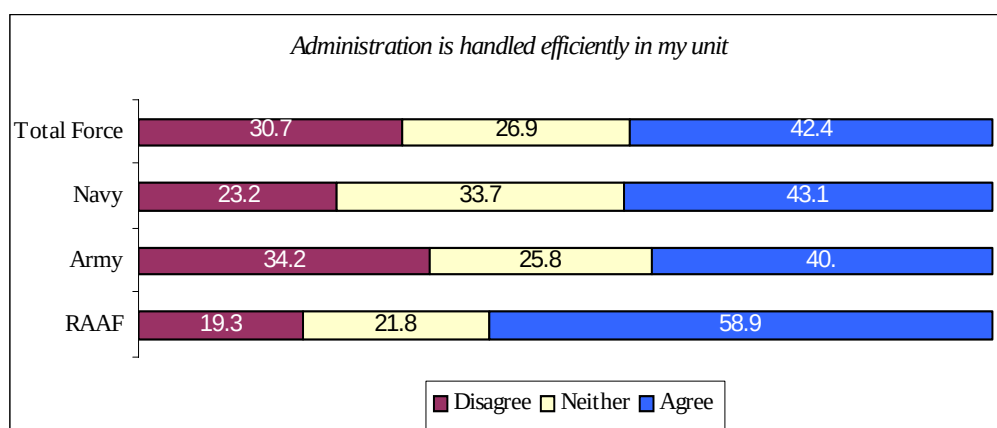
Figure 60 Attitudes Towards Satisfaction with Current Appointment.



The majority of Reserves members from each of the Services believe they are given an adequate amount of time to complete the Reserves work they have to do. However, more RAAF Reserve members (73.4%) reported this than did ARes (60.7%) and ANR (59.9%) members. Slightly more ARes members (24%) believed they were expected to contribute an unrealistic amount of their time to their Reserves job, compared with ANR (9.5%) and RAAF Reserve (11.4%) members.

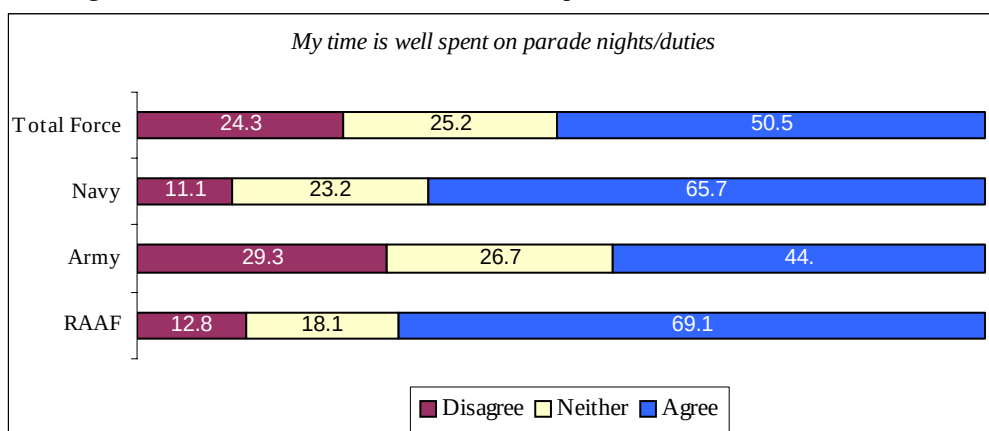
RAAF Reserve members were more likely than their ARes and ANR counterparts to report that administration was handled efficiently in their unit (see Figure 61). 58.9% of RAAF Reserve members, compared with 43.1% of ANR members and 40% of ARes members, reported that administration was handled efficiently in their unit.

Figure 61 Attitudes Towards Administration Efficiency.



Approximately two thirds of ANR and RAAF Reserve members believe that their time is well spent on parade nights/duties compared with less than half of ARes members (see Figure 62). 69.1% of RAAF Reserve members and 65.7% of ANR members reported that their time was well spent on parade nights/duties, compared with 44% of ARes members.

Figure 62 Attitudes Towards How Time is Spent Parades/Duties



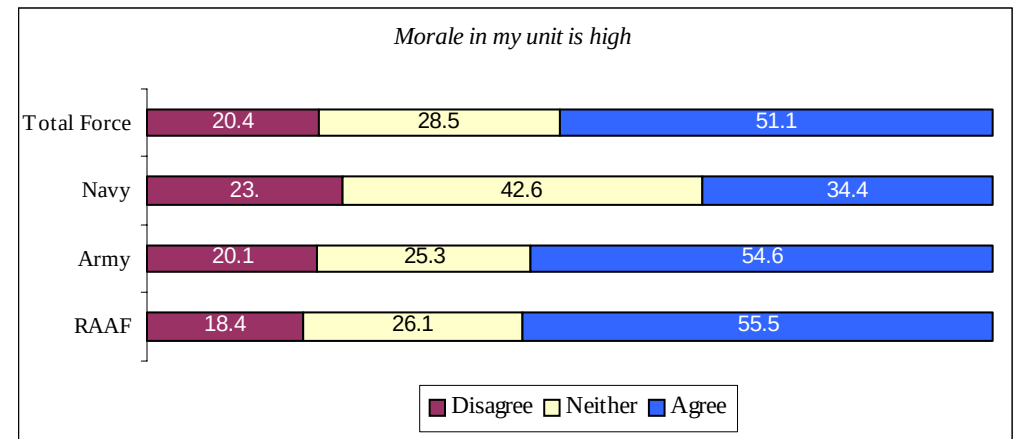
The majority of members across all Services believe that the other Reserves members in their unit take their role seriously. 78.6% of RAAF Reserve

members, 71.7% of ARes members and 70.4% of ANR members reported that the Reserves members in their unit take their role seriously.

General Issues

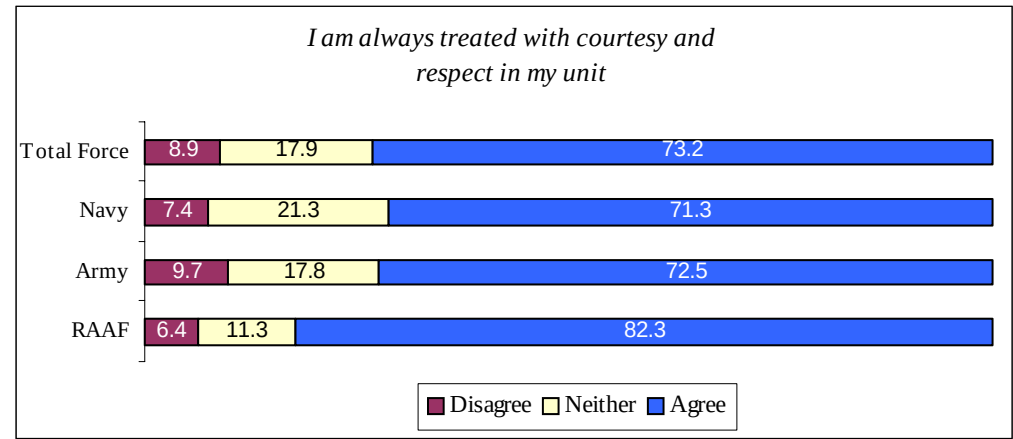
More ARes and RAAF Reserve members reported that morale in their unit was high compared with ANR members (see Figure 63). 55.5% of RAAF Reserve members and 54.6% of ARes members reported that morale in their unit was high, compared to 34.4% of ANR members. It should be noted, however, that 42.6% of ANR members reported that they neither agreed nor disagreed with this question, possibly indicating that some ANR members may have felt this question was not relevant to them.

Figure 63 Attitudes Toward Unit Morale.



The majority of Reservists believe that they are treated with courtesy and respect in their unit (see Figure 64). RAAF Reserve members were slightly more likely than their ANR and ARes counterparts to report this. 82.3% of RAAF Reserve members, 72.5% of ARes members and 71.3% of ANR members believe they are always treated with courtesy and respect in their unit.

Figure 64 Attitudes Towards Treatment by Reserve Unit.



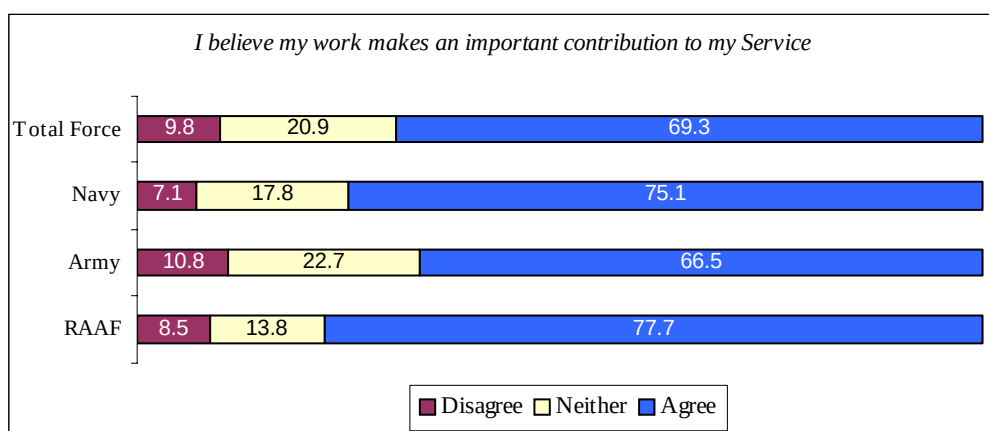
A large number of Reserves members were uncertain as to whether life in the Reserves is exciting and adventurous. 48.4% of ANR members, 37.8% of ARes members and 43.6% of RAAF Reserve members neither agreed nor disagreed with the statement “*life in the Reserves is exciting and adventurous*”. However, 22.6% of ANR members, 37.8% of ARes members and 33% of RAAF Reserve members do believe that life in the Reserves is exciting and adventurous.

Over 75% of members from each of the Services reported that they did not believe that life in the Reserves was too strict. Further they felt a strong sense of commitment to the Reserves and are proud to tell others they are a member of the Reserves.

There are some Reserves members who would still be prepared to work in the Reserves if they were not paid as long as they were reimbursed for their expenses. 26% of ARes members, 18.4% of RAAF Reserve members and 16.7% of ANR members would still work in the Reserves if they were not paid as long as their expenses were covered.

The majority of Reservists believe that their work makes an important contribution to their respective Service (see Figure 65). ANR and RAAF Reserve members were more likely to believe that their work made an important contribution to their Service than their ARes counterparts. 77.7% of RAAF Reserve members and 75.1% of ANR members, compared with 66.5% of ARes members, reported that their work makes an important contribution to their respective Service.

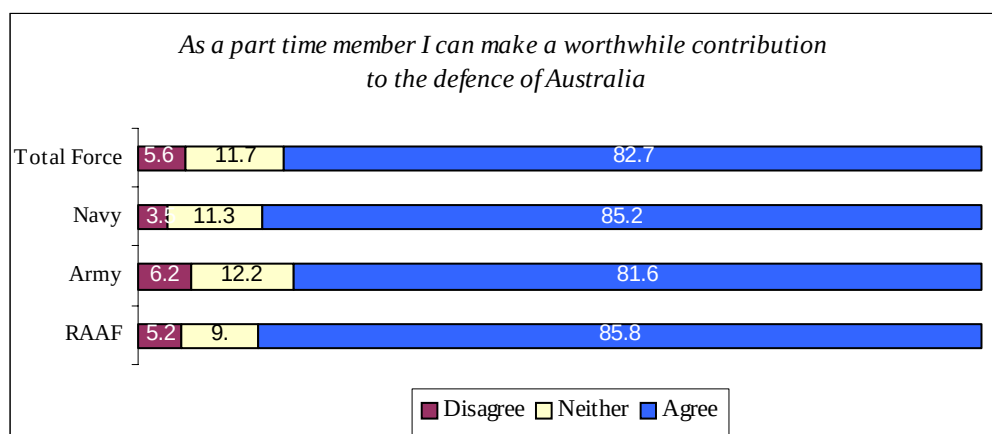
Figure 65 Attitudes Towards Contribution Work Makes to Service.



Almost half of ANR (48.3%) and RAAF Reserve (48.2%) and just over half of ARes (52.2%) members believe that in general, the Australian public has respect for members of the Reserves. Furthermore, the majority of Reserves members believe that the Reserves plays an important role in the defence of Australia.

More than eighty percent of Reservists from each of the Services believe that as a part time member they can make a worthwhile contribution to the defence of Australia (see Figure 66). 85.8% of RAAF Reserve members, 85.2% of ANR members and 81.6% of ARes members reported that as a part time member of the ADF they can make a worthwhile contribution to the defence of Australia.

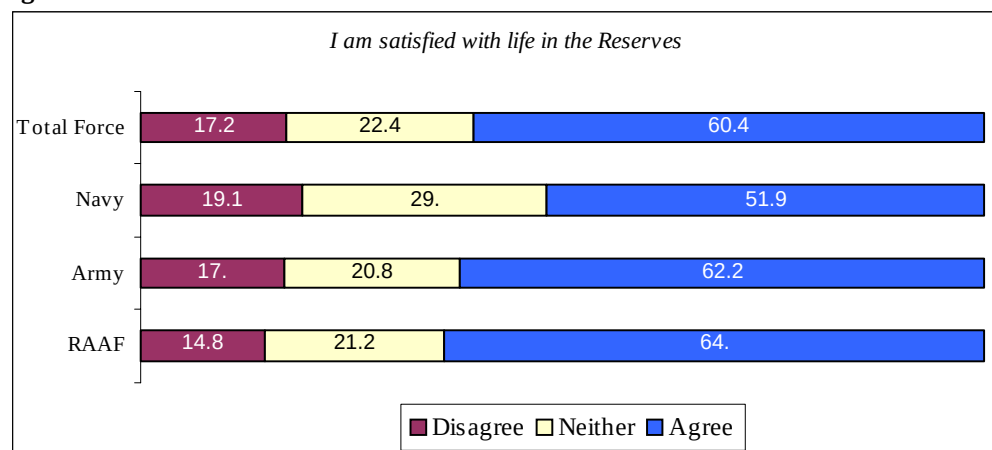
Figure 66 Attitudes Towards Reserves Contribution to the Defence of Australia.



The majority of Reserves members from all Services regard the Reserves as more than just a job. 80.2% of ARes members, 74.6% of RAAF Reserve members and 72% of ANR members believe that being in the Reserves is more than just a job.

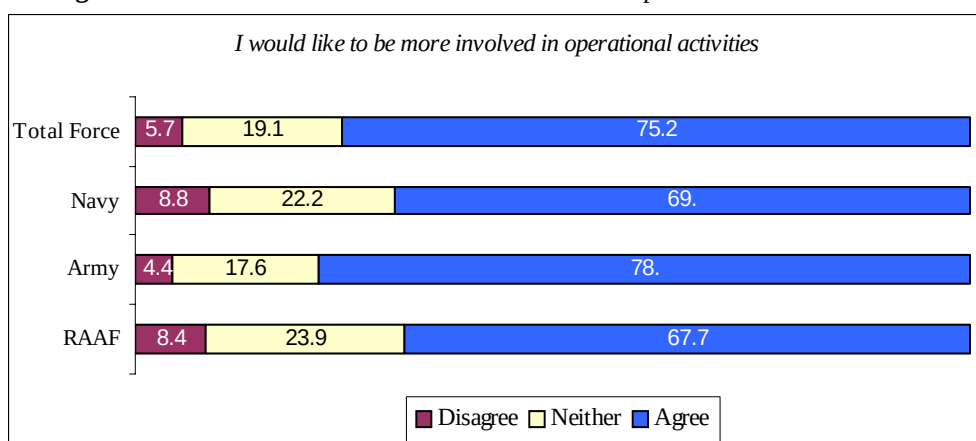
More than half of Reservists from each of the Services reported that they were satisfied with life in the Reserves (see Figure 67). ARes and RAAF Reserve members were more likely than their ANR counterparts to report that they were satisfied with life in the Reserves. 64% of RAAF Reserve members and 62.2% of ARes members, compared with 51.9% of ANR members, were satisfied with life in the Reserves.

Figure 67 Attitudes Towards Life in the Reserves.



More than two thirds of members from each of the Services reported that they would like to be more involved in operational activities (see Figure 68). 78% of ARes members, 69% of ANR members and 67.7% of RAAF Reserve members indicated that they would like to be more involved in operational activities.

Figure 68 Attitudes Towards More Involvement in Operational Activities.



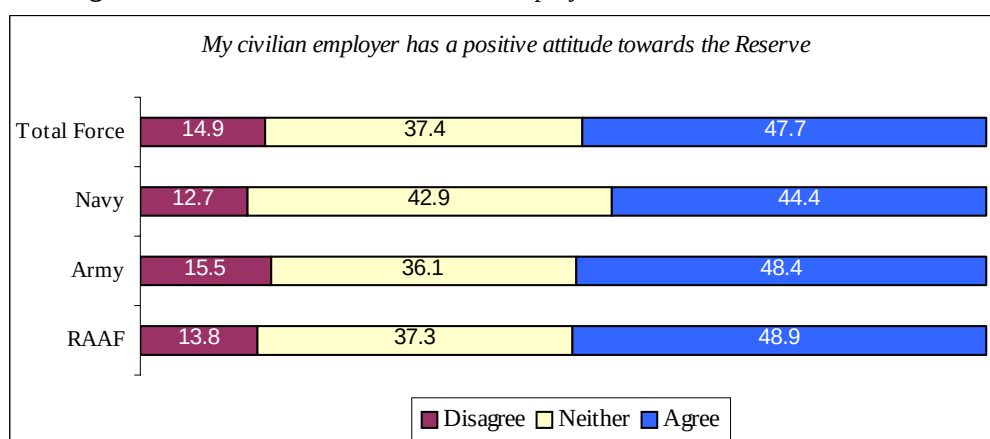
Personal/Family/Civilian Employment

More than 85% of members from each of the Services reported that their family supports them being in the Reserves.

Over one third of members from each of the Services were unsure of their civilian employer's attitude towards the Reserves (see Figure 69). 42.9% of ANR members, 37.3% of RAAF Reserve members and 36.1% of ARes members indicated that they neither agreed nor disagreed with the statement "my civilian employer has a positive attitude towards the Reserves".

In comparison, 48.9% of RAAF Reserve members, 48.4% of ARes members and 44.4% of ANR members reported that their civilian employer has a positive attitude towards the Reserves.

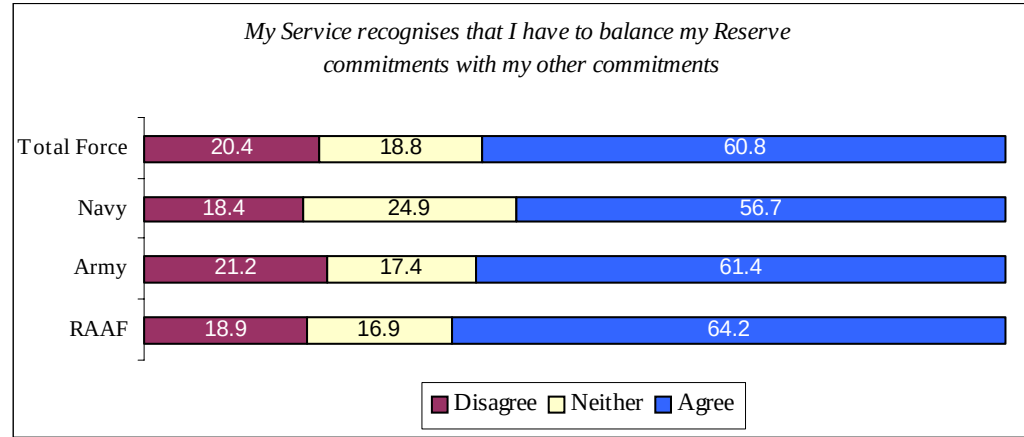
Figure 69 Attitudes Towards Civilian Employers View of the Reserves.



More than half of Reserves members from each of the Services reported that they would feel comfortable asking their civilian employer for leave for military training. 58.8% of ARes members, 57% of ANR members and 53.6% of RAAF Reserve members would be comfortable asking their civilian employer for leave to undertake military training. 51.9% of ARes members, 38.3% of RAAF Reserve members and 37.2% of ANR members reported that they did not find it difficult to get time off work to attend parades or Reserves work duties.

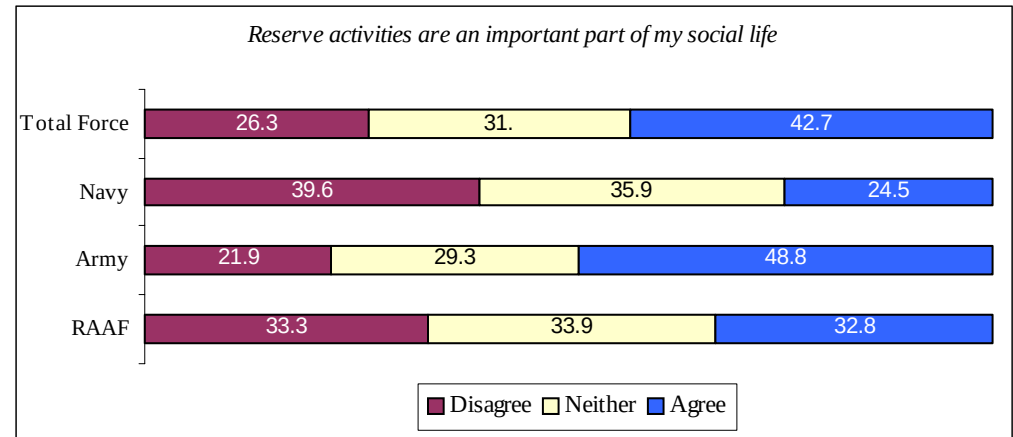
The majority of Reservists believe that their Service recognises they have to balance their Reserves commitments with their other commitments (see Figure 70). 64.2% of RAAF Reserve members, 61.4% of ARes members and 56.7% of ANR members reported that their Service recognises that they have to balance their Reserves and other commitments.

Figure 70 Attitudes Towards Recognition of the Need to Balance Reserves and Other Commitments.



There were large differences between the Services regarding member’s view of Reserves activities as an important part of their social life (see Figure 71). Almost half (48.8%) of ARes members, compared with approximately one third of RAAF Reserve members (32.8%) and almost one quarter (24.5%) of ANR members, reported that Reserves activities were an important part of their social life.

Figure 71 Attitudes Towards Reserves Activities Being Part of Member’s Social Life.



The majority of Reserves members from each of the Services believe it is important for their Reserves training to receive civilian accreditation. More RAAF Reserve (89.5%) and ARes (85.4%) members compared with ANR (61.9%) members believe that it is important for their Reserves training to receive civilian accreditation.

DISCUSSION/FINDINGS

The preceding section of this report provided a descriptive profile of the ADF Reserves which is unprecedented in its depth and comprehensiveness. A survey of the nature of the 2001 ADF Reserves Survey, which attempted to survey 100% (or as close as possible) of active Reservists, represents the most thorough effort to date to gather both demographic and attitudinal data on the ADF Reserves. Given that this data represents a 'baseline' profile of the Reserves it is difficult, and perhaps unwise, to draw anything but tentative conclusions at this stage. The information provided by the survey does, however, allow the identification of the more important themes and issues identified by Reservists. These issues are discussed below.

- **Different demographic profiles between the Reserve Services suggest there are different motivators and satisfiers for each of the Services.**

While the demographic profiles of the ANR and RAAF Reserves are remarkably similar, they are considerably different from the demographic profile of the ARes. ARes members are typically much younger than their ANR and RAAF Reserve counterparts. More than half of ARes members are under the age of 35 years, compared with less than one fifth of ANR and RAAF Reserve members. ARes members also join the Reserve at a younger age than ANR and RAAF Reserve members. The ARes is more heavily represented in the lower rank categories than the ANR and RAAF Reserve. By contrast, the ANR and RAAF Reserve have proportionally more Officers (particularly Senior Officers) than the ARes. The propensity for ANR and RAAF Reserve members to be of higher rank is due to their method of entry into the Reserves, namely their likelihood to have transferred from the Permanent Force. Almost three quarters of ANR and RAAF Reserve members are married compared with almost half of ARes members. ANR and RAAF Reserve members are more likely to have a university degree than their ARes counterparts, however, ARes members are more likely to be currently studying towards a university degree. Furthermore, ARes members typically earn less than ANR and RAAF Reserve members.

When all these factors are considered in conjunction, they indicate that ARes members are at a different life stage to their ANR and RAAF Reserve counterparts. This suggests that ARes members are likely to have different motivators and satisfiers to ANR and RAAF Reserve members. That is, ARes members appear to be motivated by different factors to the ANR and RAAF Reserve members and thus are likely to respond to different incentives and initiatives. The implication of this is that strategies which successfully address recruitment and retention issues in one Service may not necessarily be as effective in the other Services.

- **Generally Reservists feel that their civilian employers have a positive attitude towards the Reserve.**

The evidence suggests that most civilian employers are supportive of the Reservists working for them and have a positive attitude towards the Reserves.

Almost half of Reservists from each of the Services reported that their civilian employer has a positive attitude towards the Reserve. Reservists reported feeling comfortable asking their employer for leave to undertake Reserve training, and almost half of Reservists reported that their civilian employer had a formal policy on leave for Reserve activities. Over one third of ANR and RAAF Reserve

members, and just over half of ARes members reported that they do not find it difficult to get time off work to attend parades or Reserve work duties.

The Reserve initiatives designed to foster support from civilian employers appear to have been successful at increasing the availability of Reservists for training and work activities.

- **Based on the results of the survey it appears more work is required to ensure that Reservists are aware of the Reserve support initiatives available to them.**

More than one third of Reservists from each of the Services reported that they were not aware of the following Reserve support initiatives: Defence Reserves Support Committee, Exercise Executive Stretch and the Prince of Wales Award. This suggests that steps need to be taken to further promote these Reserve support initiatives to Reservists.

- **There are differences between the Reserve Services regarding members willingness to undertake voluntary deployment or voluntary full time service and the type of deployments they are willing to undertake.**

The vast majority of Reservists from each of the Services are willing to undertake some form of voluntary full time service. ARes members are slightly more willing than their ANR and RAAF Reserve counterparts. There were also differences between the Services with regard to the types of voluntary full time service members are willing to undertake. ARes members were more willing than their ANR and RAAF Reserve counterparts to undertake both combat duties in Australia and combat duties overseas as well as non-combat duties overseas. There was no difference between the Services with regard to members willingness to undertake non-combat duties in Australia.

The extent to which differences in the demographic profiles of the three Reserve Services influence members willingness to undertake voluntary deployment or voluntary full time service is further investigated in the 2001 ADF Reserves Survey Modelling Report prepared by the National Centre for Social and Economic Modelling (NATSEM).

- **Concern over being financially disadvantaged by undertaking full time service impacts on Reservists availability for full time service.**

When asked about factors which might affect their availability for full time Service, the most commonly cited factor by members of all Services was that they would be financially disadvantaged by undertaking Reserve service for an extended period.

Not surprisingly then, the proposed initiatives which provide for a financial reward or a salary 'top-up' to cover any financial losses were rated by Reservists as having the most influence on improving their availability for full time service.

Policy makers should consider addressing Reservists' concerns regarding being financially disadvantaged by undertaking full time service by implementing the proposed initiatives which have received endorsement by members as potentially improving their availability for full time service.

- **The factors which influence ANR members to leave the Reserve are different from those that influence ARes and RAAF Reserve members²⁸.**

The reasons reported by ANR members as influencing their decision to leave the Reserve are different from those reported by ARes and RAAF Reserve members. ANR members were more likely to report factors related to dissatisfaction with the Service as having more influence on their decision to leave the Reserve than ARes and RAAF Reserve members. For example, ANR members reported that *“limited opportunities overall”*, *“inadequate information provided on career and development opportunities”* and *“limited opportunities in specialisation”* had the most influence on their decision to leave the Reserve. In contrast, ARes and RAAF Reserve members were more likely to cite time conflicts with work and family commitments as influencing their decision to leave the Reserve.

The differences between the Services in reasons for leaving the Reserve further suggest that different strategies are needed to address retention issues in each of the Services.

- **There was agreement by Reservists from all Services regarding the factors which would have the most influence on retaining Reserve personnel.**

Despite differences between the Services in their reasons for leaving the Reserves, there was some agreement by Reservists on factors which would influence retention in the Reserves.

Out of a list of nineteen factors, Reservists from all Services reported that *“access to full medical and dental services”*, *“increasing Reserve pay”*, *“providing a retention bonus/financial reward”* and *“improving allowances”* would have the most influence on the retention of Reserve personnel.

Further, Reservists from all Services reported that *“improved messing/canteen facilities”* would have little or no influence on the retention of Reserve personnel.

- **There appear to be some common reasons across the Services for joining the Reserves.**

While there were some differences between the Services in terms of the ranking given to the various factors which influence members decision to join the Reserves, many of the same factors consistently featured in the top ten reasons for joining the Reserves across the Services. *“Doing something for my country”*, *“doing something different”*, *“extra spending or savings money”*, *“develop new interests”*, *“the opportunity for self development”* and *“the challenge of military training”* were among the top ten most reported reasons for joining the Reserves by members of all Services.

ANR and RAAF Reserve members also reported *“joining the Reserve being a natural extension of permanent service”*, *“the chance to serve on active duty”* and *“to enhance the skills used in my civilian career”* among their top ten reasons for joining the Reserves.

There are some clear themes identified by Reservists as motivating them to join the Reserve which may be useful in the development and targeting of Reserve recruitment strategies.

28. Caution should be exercised when interpreting this data as it is drawn only from those 517 members who reported that they intended to leave the Reserve.

- **ANR members are less satisfied with the training and career opportunities available to them than ARes and RAAF Reserve members.**

More ARes and RAAF Reserve members than ANR members agree their career has been managed satisfactorily to date and that they are allocated sufficient training days to maintain their proficiency. More ARes and RAAF Reserve members also reported they were satisfied with their opportunities for career progression. Furthermore, a greater proportion of ARes and RAAF Reserve members reported that the work/training conducted in their Reserve workplace/unit was challenging and that their training and experience had prepared them well for the duties in their current position.

This evidence suggests that strategies or initiatives need to be implemented to increase the training and career opportunities available to ANR members and to improve their career management.

- **The adhoc nature of Service in the ANR may be affecting morale and cohesion in the ANR.**

Just over one third of ANR members reported that morale in their unit was high. Further, only 40% of ANR members reported that being in the Reserve gives them the feeling of belonging to one big family. It is possible that these feelings of not belonging may be leading to lower job satisfaction and the less positive attitudes shown by ANR members towards their career and training opportunities. Furthermore, it may be having a flow-on affect influencing members decision to leave the ANR.

Interestingly however, while unit morale and individual feelings of cohesion are low, over two thirds of ANR members reported they feel a strong sense of commitment to the ANR and three quarters believe that their work makes an important contribution to the Navy.

Clearly further research is needed to elucidate this issue and consideration should be given to a separate qualitative study to further investigate it. Focus groups are one method via which more information could be gathered to determine the effect of the nature of the ANR service on morale and cohesion.

Conclusions

The 2001 ADF Reserves Survey provides detailed demographic, attitudinal and opinion data on ADF Reserve personnel which has previously been unavailable to Reserve policy makers. Many common themes and issues have been highlighted across the Reserve Services, as well as some differences important to Reserve policy makers and planners. These distinctions reinforce the message to Reserve policy makers that a 'one size fits all' approach may not always be the most appropriate solution for addressing the concerns of Reservists and enhancing policy and planning initiatives.

As a baseline study, further research is required to validate its findings across time. Indeed, since the administration of the survey a number of new Reserve support initiatives (For example, the employer support payment) have been launched and an assessment of the impact of these initiatives on Reservists

attitudes and opinions towards Reserve Service is needed. It is suggested that Reserve policy makers consider administering the survey biennially to ensure relevant information is available in the future, and that key trends may be identifiable over time. Moreover, given its benchmarking purpose, many specific breakdowns or manipulations of the data were not reported, but would be in the future as the more specific questions are generated and prioritised by primary stakeholders²⁹.

This report has provided focus to some questions central to the development of strategies to advance total ADF capability. In relation to attraction, recruitment, and enhancing effectiveness, the survey information can be used as a basis to target employment areas, both to foster broader representation of skill sets and industry representation if required. It will also allow for a more informed investigation of the extent to which particular policies are responsible for shaping the evident demographic profiles relating to career intention and deployability. The findings, to be built on by the modelling report (prepared by NATSEM³⁰) that will follow, also suggest some of the levers that could be activated, such as career opportunities or broader cultural and identity issues, to improve retention or potentially transition from the Permanent Forces. Finally, the information provided reinforces the requirement to inform, not just the community and employers, but also Reserve members of the available initiatives to promote their development, and facilitate optimal participation.



29. More information is available via an online interactive database which can be accessed from <http://www.defence.gov.au/reserves>

30. The 2001 ADF Reserves Survey Modelling Report was prepared by NATSEM.

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Please shade all circles like this:

Not like this:

1 Are you...

- ☐ Male?
- ☐ Female?

2 What is your age?

0		
1		
2		
3		
4		
5		
6		
7		
8		
9		

Please enter your age in the boxes and shade in the circles.

3 What is your current worn rank?

- ☐ RCT
- ☐ SMN*
- ☐ SMN
- ☐ AB
- ☐ LS
- ☐ PO
- ☐ CPO
- ☐ WO
- ☐ MIDN
- ☐ ASLT/SBLT
- ☐ LEUT
- ☐ LCDR
- ☐ CHAP
- ☐ CMDR
- ☐ CAPT & above

Officers - Please continue to Question 4

Sailors - Please continue to Question 5

4 OFFICERS: What was your avenue of entry as an officer in the Australian Naval Reserve (ANR)?

- ☐ NEOC/REOC
- ☐ Transfer from Permanent Naval Force (PNF)
- ☐ Transfer from another Australian Service
(incl Other Service Reserves)
- ☐ Promotion from ANR sailor
- ☐ From Foreign Armed Service
- ☐ Other (please indicate below)

[illegible]

Please continue to Question 6

5 SAILORS: What was your avenue of entry into the ANR?

- ☐ General Entry
- ☐ Transfer from Permanent Naval Force (PNF)
- ☐ Apprentice
- ☐ Transfer from another Australian Service
(incl Other Service Reserves)
- ☐ From Foreign Armed Service
- ☐ Other (please indicate below)

[illegible]

6 What was your age when you (first) joined the ANR?

0	○	○
1	○	○
2	○	○
3	○	○
4	○	○
5	○	○
6	○	○
7		○
8		○
9		○

Please enter your age when you joined the ANR in the boxes and shade in the circles.

7 In total, how many whole years of service have you completed with the ANR? (if less than 1 year mark 01)

0		
1		
2		
3		
4		
5		
6		
7		
8		
9		

*Please enter your
years of service in
the boxes and
shade in the circles.*

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8 Did you serve with the Australian Cadet Service prior to joining the ANR?

- ☐ Yes
- ☐ No

9 Did you have any military service prior to (first) joining the ANR?

- ☐ Yes
- ☐ No

10 Which of the following describe your previous military service? (Please select all that apply)

- ☐ Permanent Naval Force (PNF - Australia)
- ☐ Australian Regular Army (ARA)
- ☐ Royal Australian Air Force (PAF)
- ☐ General Reserve (GRes, Army - Australia)
- ☐ Ready Reserve (RRes, Army - Australia)
- ☐ Royal Australian Air Force (RAAF - Reserve)
- ☐ Foreign Armed Service
- ☐ Other military service (please specify clearly below)

[illegible]

11 In total, how many years of military service did you complete prior to (first) joining the ANR? (Do not include School Cadet Service)

Please enter total years of military service in the boxes and shade in the circles.

0	☐	☐
1	☐	☐
2	☐	☐
3	☐	☐
4	☐	☐
5	☐	☐
6	☐	☐
7	☐	☐
8	☐	☐
9	☐	☐

Ex serving PNF officers - Please continue to question 14

Ex serving PNF Sailors - Please continue to question 15

12 Prior to joining the ANR did you apply to join the PNF?

- ☐ Yes
- ☐ No

13 Since joining the ANR have you applied to join the PNF?

- ☐ Yes
- ☐ No

Officers - Please continue to Question 14

Sailors - Please continue to Question 15

14 OFFICERS: What is your primary qualification? (If your qualification is not listed - please select the closest group)

- Aircrew (A, P, O, AV, HWI, QFI, QHI, TP)
- Aviation (AV, AVN, AVNPHOT, AVTCOR, SE, ATC etc)
- Chaplain
- Engineering (AE, AL, AO, AR, ASQ, Atx, EO, ETx, ME, MTH, OE, OI, WEx)
- Instructor (AI, IT, TS etc)
- Legal (LE)
- Medical (DN, MD, NS, PATH, HS, MA, MED etc)
- Music (BD, MUSN)
- Seaman (B, CD, SMN, COX, CSMWW, EX, H, METOC, MSC etc)
- Supply (SU, AD, CK, SN, STD, WTR etc)
- Warfare (AS, T, UC, UW, RS, SY, D, RP, G, FC, INT, EW, M+, NCS etc)
- Public Relations (PREL)
- Psychology (PSYCH)
- Work Studies (WS)

Please continue to Question 16

15 SAILORS: What is your category? (If your category is not listed - please select the closest group)

- Aircrew (A)
- Aviation Technical Airframes (ATA)
- Aviation Technical Avionics (ATC, ATW, ATWL, ATWO, AVN)
- Acoustic Warfare Analysis (AWA)
- Bosun Mate (BM, FF, QMG, SE)
- Clearance Diver (CD)
- Communication Information Systems (CIS, RO, SIG)
- Cook (CK)
- Combat Systems Operator (CSO, MW, FC, MET, RP, UC)
- Dental (DEN)
- Electrical Technical (ET)
- Electronic Warfare (EW, EWL, EWO, EWP, EWS, EWT, ROES, ROS)
- Hydrographic Survey Operator (HSO, HS, MS, SR)
- Medical (MED)
- Marine Technical (MT, MTL, ETP, MTH, MTP)
- Musician (MUSN)
- Naval Police Coxswain (NPC, COX, NP)
- Photographer (PH)
- Physical Trainer (PT)
- Stores Naval (SN, SA, SV)
- Steward (STD)
- Work Studies (WS)
- Writer (WTR)

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- 16** During this financial year (that is, since 1/7/00), approximately how many days in total have you spent undertaking military duties?

Please enter estimated days of military service and shade in the circles.

0	☐	☐	☐
1	☐	☐	☐
2	☐	☐	☐
3	☐	☐	☐
4	☐	☐	☐
5	☐	☐	☐
6	☐	☐	☐
7	☐	☐	☐
8	☐	☐	☐
9	☐	☐	☐

- 17** What is the postcode of the ANR section you are working at, or worked at, most recently?

Please enter postcode in the boxes and shade in the circles.

0	☐	☐	☐	☐
1	☐	☐	☐	☐
2	☐	☐	☐	☐
3	☐	☐	☐	☐
4	☐	☐	☐	☐
5	☐	☐	☐	☐
6	☐	☐	☐	☐
7	☐	☐	☐	☐
8	☐	☐	☐	☐
9	☐	☐	☐	☐

- 18** On average, how long does it take you to travel from your home to your ship/unit? (one-way trip)
(Members currently living on base go to question 20)

- ☐ Less than 5 minutes
☐ 5-10 minutes
☐ 11-20 minutes
☐ 21-30 minutes
☐ 31-45 minutes
☐ 46-60 minutes
☐ 61-90 minutes
☐ more than 90 minutes

- 19** On average, how long does it take you to travel from your (main) civilian place of work to your ship/unit? (one-way trip)

- ☐ not applicable/no civilian employment
☐ Less than 5 minutes
☐ 5-10 minutes
☐ 11-20 minutes
☐ 21-30 minutes
☐ 31-45 minutes
☐ 46-60 minutes
☐ 61-90 minutes
☐ more than 90 minutes

- 20** In terms of your work environment/unit, are you currently serving in a ... (Please select all that apply)

- ☐ Mixed ADF/civilian environment/unit?
☐ Tri-service environment/unit?
☐ Mixed gender environment/unit?
☐ Mixed PNF/ANR environment/unit?

- 21** Have you ever transferred to the Standby Reserve or are you currently on Standby?

- ☐ Yes - currently on Standby
☐ Yes - previously been on Standby
☐ No - never been on Standby

If NO please continue to question 23.

- 22** In total, approximately how many months were you on the Standby Reserve? (If you have been on Standby more than once, please add all periods together)

Please enter estimated total months in the boxes and shade in the circles.

0	☐	☐	☐
1	☐	☐	☐
2	☐	☐	☐
3	☐	☐	☐
4	☐	☐	☐
5	☐	☐	☐
6	☐	☐	☐
7	☐	☐	☐
8	☐	☐	☐
9	☐	☐	☐

If currently on Standby - Please continue to Question 24

- 23** How is your service currently classified?

- ☐ General
☐ Continuous full-time service

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Section 2 - Civilian Circumstances

24 What is the postcode of your usual home address?

Please enter
postcode in the boxes
and shade circles in
the table below.

0	☐	☐	☐
1	☐	☐	☐
2	☐	☐	☐
3	☐	☐	☐
4	☐	☐	☐
5	☐	☐	☐
6	☐	☐	☐
7	☐	☐	☐
8	☐	☐	☐
9	☐	☐	☐

25 What is your current marital status?

- ☐ Married
- ☐ De Facto relationship (military recognised)
- ☐ De Facto relationship (not military recognised)
- ☐ Single (never married) **Question 28**
- ☐ Divorced **Question 28**
- ☐ Separated **Question 28**
- ☐ Other (eg widowed) **Question 28**

26 Is your spouse/partner currently in any form of Defence employment? (Please select all that apply)

- ☐ No - Not currently in any form of Defence employment **Question 28**
- ☐ Yes - Permanent Naval Force (PNF - Australia)
- ☐ Yes - Australian Regular Army (ARA)
- ☐ Yes - Royal Australian Air Force (PAF)
- ☐ Yes - Australian Naval Reserve (ANR)
- ☐ Yes - General Reserve (GRes, Army Australia)
- ☐ Yes - Royal Australian Air Force (RAAF - Reserve)
- ☐ Yes - Department of Defence (Civilian)

27 Are you and your partner available to serve on a Full Time Service Operational Deployment overseas, or in Australia, at the same time?

- ☐ Yes
- ☐ No
- ☐ Not applicable

28 How many dependent children under the age of 18 do you have?

Please enter number
of children in the
boxes and in the
shade circles.

0
1
2
3
4
5
6
7
8
9

29 Do you speak any languages other than English?

(Please select all that apply)

- ☐ No - English only
- ☐ Yes - Arabic
- ☐ Yes - Australian Indigenous Languages
- ☐ Yes - Chinese (Cantonese)
- ☐ Yes - Chinese (Mandarin)
- ☐ Yes - Chinese (Other)
- ☐ Yes - Croatian
- ☐ Yes - French
- ☐ Yes - German
- ☐ Yes - Greek
- ☐ Yes - Hungarian
- ☐ Yes - Indonesian
- ☐ Yes - Italian
- ☐ Yes - Macedonian
- ☐ Yes - Malay
- ☐ Yes - Maltese
- ☐ Yes - Netherlandic
- ☐ Yes - Pidgin English
- ☐ Yes - Polish
- ☐ Yes - Portuguese
- ☐ Yes - Russian
- ☐ Yes - Serbian
- ☐ Yes - Spanish
- ☐ Yes - Tagalog
- ☐ Yes - Turkish
- ☐ Yes - Vietnamese
- ☐ Yes - Other (please specify clearly below)

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30 Are you of Aboriginal or Torres Strait Islander origin?

- ☐ No
☐ Yes - Aboriginal
☐ Yes - Torres Strait Islander
☐ Yes - Both Aboriginal and Torres Strait Islander

31 What is the highest level of education that you have completed?

- ☐ Less than Year 12
☐ Completed Year 12
☐ Diploma/Certificate (incl trade qual)
☐ Bachelor Degree (incl honours)
☐ Postgraduate Diploma/Certificate
☐ Postgraduate Degree

32 Are you currently studying towards a tertiary educational qualification?

- ☐ Yes - full-time tertiary student
☐ Yes - part-time tertiary student
☐ No - not currently studying

33 What is your main civilian employment status?

- ☐ Self Employed
☐ Employed by Government/Public Service
☐ Employed by Non-Government Employer
☐ Not employed (as civilian) - looking for civilian work
☐ Not employed (as civilian) - not looking for civilian work

If not employed as a civilian please continue to question 41

34 How many hours do you work in your civilian job/s in a typical week?

Please enter hours worked in the boxes and shade in the circles.

0	☐	☐
1	☐	☐
2	☐	☐
3	☐	☐
4	☐	☐
5	☐	☐
6	☐	☐
7	☐	☐
8	☐	☐
9	☐	☐

35 What is your main civilian job? (eg data entry, health research, builder, farmer, bar person, finance manager etc)
(Please specify clearly below)

36 Which of the following best describes the industry in which you are employed (in your main job)?

(Please select one industry group which is closest to your main line of employment)

- ☐ Agriculture, Forestry and Fishing
☐ Mining
☐ Manufacturing
☐ Electricity, Gas and Water Supply
☐ Construction
☐ Wholesale Trade
☐ Retail Trade
☐ Accommodation, Cafes and Restaurants
☐ Transport and Storage
☐ Communication Services
☐ Finance and Insurance
☐ Property and Business Services
☐ Government Administration and Defence
☐ Education
☐ Health and Community Services
☐ Cultural and Recreational Services
☐ Personal and Other Services

37 How many people are employed by your (main) civilian employer/in your business? (eg government department, private company)

- ☐ Less than 10
☐ 10-25
☐ 26-50
☐ 51-100
☐ 101-250
☐ 251-1000
☐ More than 1000

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38 Does your civilian employer know you are in the ANR?

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ Not applicable/Self employed

39 Does your civilian employer have a formal policy on leave for Reserve activities?

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ Not applicable/Self employed

40 What type/s of leave did you take from your civilian employment during 2000 to undertake military duties?
(Please select all that apply)

- ☐ Recreation/annual/holiday leave
- ☐ Paid military leave
- ☐ Long service leave
- ☐ Unpaid military leave
- ☐ Unpaid leave
- ☐ Other leave
- ☐ No leave taken
- ☐ Not applicable/Self employed

41 Which of the following Reserve support initiatives are you aware of? (Please select all that apply)

- ☐ The Defence Reserve Support Committee
- ☐ Exercise Executive Stretch
- ☐ Prince of Wales Award
- ☐ None of the above

42 In which group would your personal income, from all sources, for the last financial year (99/00) be?

(Please do not include the income of your partner or members of your family. Include your Reserve pay)

(Before Tax Income)

- ☐ Less than \$5,000
- ☐ \$5,000 to less than \$10,000
- ☐ \$10,000 to less than \$20,000
- ☐ \$20,000 to less than \$30,000
- ☐ \$30,000 to less than \$40,000
- ☐ \$40,000 to less than \$50,000
- ☐ \$50,000 to less than \$60,000
- ☐ \$60,000 to less than \$70,000
- ☐ \$70,000 to less than \$80,000
- ☐ More than \$80,000

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Section 3 - Deployments and Full Time Service - Availability and Issues

43 Based on your current circumstances, what types of voluntary full time service (ie short of call out) would you be willing to undertake? (Please select all that apply)

- ☐ Combat duties in Australia
- ☐ Combat duties overseas
- ☐ Non-combat duties in Australia
- ☐ Non-combat duties overseas
- ☐ I am not willing/able to undertake any full time service

Combat duties are those that require the person performing them to commit or support (either directly or indirectly) an act of violence in the event of armed conflict.

Question 45

44 For each of the (voluntary) duties you would be willing to undertake, please specify the longest period you would be able to serve, and amount of notice you would need to move. (Based on your current circumstances)

Combat duties in Australia	Longest period able to serve ☐ 1 month or less ☐ 3 months ☐ 6 months ☐ 12 months ☐ More than 12 months	Notice required to move ☐ Less than 2 weeks ☐ 2 to 4 weeks ☐ 1 to 3 months ☐ 4 to 6 months ☐ 7 to 12 months ☐ More than 12 months
Combat duties overseas	Longest period able to serve ☐ 1 month or less ☐ 3 months ☐ 6 months ☐ 12 months ☐ More than 12 months	Notice required to move ☐ Less than 2 weeks ☐ 2 to 4 weeks ☐ 1 to 3 months ☐ 4 to 6 months ☐ 7 to 12 months ☐ More than 12 months
Non-combat duties in Australia	Longest period able to serve ☐ 1 month or less ☐ 3 months ☐ 6 months ☐ 12 months ☐ More than 12 months	Notice required to move ☐ Less than 2 weeks ☐ 2 to 4 weeks ☐ 1 to 3 months ☐ 4 to 6 months ☐ 7 to 12 months ☐ More than 12 months
Non-combat duties overseas	Longest period able to serve ☐ 1 month or less ☐ 3 months ☐ 6 months ☐ 12 months ☐ More than 12 months	Notice required to move ☐ Less than 2 weeks ☐ 2 to 4 weeks ☐ 1 to 3 months ☐ 4 to 6 months ☐ 7 to 12 months ☐ More than 12 months

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45 Thinking about your availability for full time service, which of the following statements apply to you? (Based on your current circumstances. Please select all that apply)

- ☐ I would not want to leave my civilian job for an extended period (eg three months or more)
- ☐ I could not leave my civilian job because of the nature of my work
- ☐ I could not leave my civilian job because of lack of employer support
- ☐ I could not leave my own business for an extended period
- ☐ I could not leave the family business for an extended period
- ☐ I would be financially disadvantaged by undertaking Reserve service for an extended period
- ☐ I would lose out on government allowances/support/pensions by undertaking full time service
- ☐ I would be disadvantaged/put behind in terms of my studies
- ☐ I would not want to leave my spouse/partner for an extended period
- ☐ My spouse would not want me to be away for an extended period
- ☐ I would not/could not leave my children for an extended period
- ☐ I would not/could not leave other family members (eg parents, grandparents) for an extended period
- ☐ I have no real interest in undertaking full time duties
- ☐ I have a personal condition/medical condition which would not allow full time service to be undertaken
- ☐ None of the above

46 For you personally, how much influence would the following (proposed) initiatives have in improving your availability for full time service? (For those factors which have no influence, leave blank)

Assistance with employer liaison/negotiation

Slight	Moderate	Considerable	Very Considerable
☐	☐	☐	☐

Assistance with arranging study deferral

Slight	Moderate	Considerable	Very Considerable
☐	☐	☐	☐

Assistance with relocating your spouse

Slight	Moderate	Considerable	Very Considerable
☐	☐	☐	☐

The provision of family/welfare support (incl childcare)

Slight	Moderate	Considerable	Very Considerable
☐	☐	☐	☐

Provision of a commitment bonus/financial reward

Slight	Moderate	Considerable	Very Considerable
☐	☐	☐	☐

Provision of salary 'top-up' to cover any financial losses

Slight	Moderate	Considerable	Very Considerable
☐	☐	☐	☐

47 Have you ever served on an operational deployment since enlisting with the ANR? (Please select all that apply)

- ☐ No **Question 50**
- ☐ Yes - Bougainville
- ☐ Yes - Butterworth
- ☐ Yes - Cambodia
- ☐ Yes - East Timor
- ☐ Yes - Op Gold
- ☐ Yes - Persian Gulf
- ☐ Yes - PNG
- ☐ Yes - Rwanda
- ☐ Yes - Solomon Islands
- ☐ Yes - Somalia
- ☐ Yes - Other (please specify clearly below)

48 How long were you deployed (on your most recent operational deployment)?

- ☐ Less than 2 weeks
- ☐ 2 to 4 weeks
- ☐ 1 to 3 months
- ☐ 4 to 6 months
- ☐ 7 to 12 months
- ☐ More than 12 months

49 How long is it since you returned from your (most recent deployment)?

- ☐ Less than 4 months
- ☐ 4 to 6 months
- ☐ 7 to 12 months
- ☐ 13 to 24 months
- ☐ 25 to 36 months
- ☐ 37 months or more

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50 Which of the following sources and/or factors influenced your decision to join the ANR?
(Please select all that apply)

- ☐ Advertisement on radio or television
- ☐ Movie on television or cinema
- ☐ Advertisement in newspaper or magazine
- ☐ Recent media broadcasts on activity in Timor/Bougainville
- ☐ Centrelink or other employment agency
- ☐ School/TAFE/University careers counsellor
- ☐ Navy/Defence Force Recruiting display
- ☐ Open days at Navy units
- ☐ One or both parents who are, or were, in the Defence Forces
- ☐ Brother/s or sister/s who are, or were, in the Defence Forces
- ☐ Close friend/s who are, or were, in the Defence Forces
- ☐ Non-serving relative(s)/family member(s)
- ☐ Non-serving friends
- ☐ Influential community figures
- ☐ Doing something for my country
- ☐ Obtaining skills that will help me get a civilian job
- ☐ The chance to use military equipment
- ☐ Money for basic expenses
- ☐ Doing something different
- ☐ Develop new interests
- ☐ Help me gain entry to the regular forces
- ☐ The opportunity for self development
- ☐ The lack of other employment opportunities
- ☐ The opportunity to travel
- ☐ Joining the ANR being a natural extension of PNF service
- ☐ Didn't want to stay in the PNF
- ☐ Making new friends/social life
- ☐ The challenge of military training
- ☐ Extra spending or savings money
- ☐ The chance to serve on active duty
- ☐ The physical activity
- ☐ The discipline
- ☐ Being with friends who joined
- ☐ Unsuccessful application for the PNF
- ☐ To try Navy life before joining the PNF
- ☐ To participate in deployments such as peace keeping missions
- ☐ Compulsory discharge from PNF (eg for pregnancy, marriage, medical, other)
- ☐ To enhance the skills used in my civilian career
- ☐ Other (please specify clearly below)

[illegible]

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51 What are your intentions at this stage about continuing in the ANR? (Please select one only)

- ☐ I intend to remain for at least 12 months **Question 53**
☐ I intend to remain for at least 3 years **Question 53**
☐ I intend to apply for transfer to the PNF **Question 53**
☐ I will have to retire within 12 months (compulsory retirement) **Question 53**
☐ I have applied for discharge/submitted resignation
☐ I intend to apply for discharge/resignation/retired list within the next 12 months

52 From the list below, rate the degree of influence each factor had on your decision to leave the ANR. (For those factors that did not influence your reason for leaving, leave blank)

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
Limited opportunities in specialisation	☐	☐	☐	☐
Inadequate information provided on career and development opportunities	☐	☐	☐	☐
Insufficient training days	☐	☐	☐	☐
Limited opportunities overall	☐	☐	☐	☐
Underuse or non use of training or skills	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
Poor leadership from senior staff	☐	☐	☐	☐
Distrust of senior management	☐	☐	☐	☐
Inadequate management practices	☐	☐	☐	☐
Perceived unethical treatment in ANR	☐	☐	☐	☐
Poor supervision	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
Work is boring and repetitive	☐	☐	☐	☐
Workload too heavy	☐	☐	☐	☐
Don't like the people I work with	☐	☐	☐	☐
Dissatisfaction with pay	☐	☐	☐	☐
Dissatisfaction with job related allowances and benefits	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
Delay between ANR work and payment	☐	☐	☐	☐
Dissatisfaction with Navy administrative practices	☐	☐	☐	☐
Dissatisfaction with Navy personnel practices	☐	☐	☐	☐
General dissatisfaction with service life	☐	☐	☐	☐
Unsafe or unhealthy work environment	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
Too much change in the ADF	☐	☐	☐	☐
Too much change in the Navy	☐	☐	☐	☐
Lack of operational focus in a peace-time Defence Force	☐	☐	☐	☐
Greater integration of women in the service	☐	☐	☐	☐
Not enough integration of women in the service	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
Personal experience of sexual harassment	☐	☐	☐	☐
Personal experience of other harassment	☐	☐	☐	☐
Personal experience of discrimination	☐	☐	☐	☐
Community attitudes to the Navy	☐	☐	☐	☐
Time conflict with civilian job	☐	☐	☐	☐

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	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Time conflict with family/carer commitments</i>	☐	☐	☐	☐
<i>Time conflicts with study/other personal development activities</i>	☐	☐	☐	☐
<i>Lack of support from civilian employer</i>	☐	☐	☐	☐
<i>Active discouragement from civilian employer</i>	☐	☐	☐	☐
<i>Lack of support from spouse/partner/family</i>	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Change in type of civilian employment</i>	☐	☐	☐	☐
<i>Change in status of employment (eg unemployed to employed, full-time to part-time etc)</i>	☐	☐	☐	☐
<i>Change in family status</i>	☐	☐	☐	☐
<i>Changes to study commitments</i>	☐	☐	☐	☐
<i>General lack of motivation</i>	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Do not see any benefits in it for me</i>	☐	☐	☐	☐
<i>Lack of interest in the Navy</i>	☐	☐	☐	☐
<i>Too far to travel to unit</i>	☐	☐	☐	☐
<i>Sickness/ill health</i>	☐	☐	☐	☐
<i>Have satisfied my goals with the Navy</i>	☐	☐	☐	☐
<i>Feel I am no longer of use to the Navy</i>	☐	☐	☐	☐
<i>No need to supplement income with Reserve pay</i>	☐	☐	☐	☐

53 The retention of Reserve personnel is becoming an increasing issue for Defence. In your opinion, how much influence do you think the following factors would have on retaining Reserve personnel? (If a particular factor would not have any influence, leave it blank)

	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>More activities (sea riding, deployments, ship visits etc)</i>	☐	☐	☐	☐
<i>More weapon range activities</i>	☐	☐	☐	☐
<i>More logistical support (fuel, ammunition, etc)</i>	☐	☐	☐	☐
<i>Improved messing/canteen facilities</i>	☐	☐	☐	☐
<i>More adventure training activities</i>	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>More opportunities for ANR duties</i>	☐	☐	☐	☐
<i>Equipment serviceability improved</i>	☐	☐	☐	☐
<i>Improved supervision and direction during ANR duties</i>	☐	☐	☐	☐
<i>Higher public profile (assistance to civilian community)</i>	☐	☐	☐	☐
<i>Better quality training publications/materials</i>	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Access to military facilities such as gyms, pools</i>	☐	☐	☐	☐
<i>Subsidised educational benefits</i>	☐	☐	☐	☐
<i>Providing a retention bonus/financial reward</i>	☐	☐	☐	☐
<i>Increasing Reserve pay</i>	☐	☐	☐	☐
<i>Improving allowances</i>	☐	☐	☐	☐
	<i>Slight</i>	<i>Moderate</i>	<i>Considerable</i>	<i>Very Considerable</i>
<i>Providing Defence sponsored superannuation</i>	☐	☐	☐	☐
<i>Allowing accrual of annual leave</i>	☐	☐	☐	☐
<i>Providing financial support for fitness activities/equipment</i>	☐	☐	☐	☐
<i>Access to full medical and dental services</i>	☐	☐	☐	☐

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Section 5 - Attitudes

The items in the following section are designed to help us (and you) understand the attitudes and perceptions of people working for the Reserve and, more generally, the ADF. Please indicate the degree to which you agree or disagree with the following statements by marking one response option per statement. If you feel more than one option applies to you, please choose the one that comes closest. Leave blank any items that may not apply to you at all in your present circumstances or position. A comments page is provided at the end of the survey form for any comment you may wish to make on any items or on any issue that has not been sufficiently covered.

Career and Training

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
The Navy has given me the chance to use my full range of my abilities	☐	☐	☐	☐	☐
My career has been satisfactorily managed to date	☐	☐	☐	☐	☐
I am satisfied with my opportunities for career progression in the ANR	☐	☐	☐	☐	☐
I have been allocated sufficient training days to maintain my proficiency	☐	☐	☐	☐	☐
My training and experience in the ANR have prepared me well for my duties in my current ANR position	☐	☐	☐	☐	☐

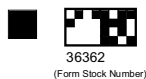
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
The training conducted in my ship/unit is challenging	☐	☐	☐	☐	☐
Training for my main military trade stream has been good	☐	☐	☐	☐	☐
The skills that I have learned in the ANR have been useful in my civilian employment	☐	☐	☐	☐	☐
The standards against which my performance is assessed are valid	☐	☐	☐	☐	☐
I have received civilian accreditation for the ANR training I have completed	☐	☐	☐	☐	☐

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am able to meet my training requirements with the equipment available to me	☐	☐	☐	☐	☐
Communication from the Navy regarding upcoming job availability is adequate	☐	☐	☐	☐	☐
I am satisfied with the employment opportunities for ANR members	☐	☐	☐	☐	☐
My career has been satisfactorily managed by DSCM/DNOP	☐	☐	☐	☐	☐
My career has been satisfactorily managed at the local section level	☐	☐	☐	☐	☐

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am satisfied with the level of pay I receive for my ANR service	☐	☐	☐	☐	☐
I am satisfied with the range of training opportunities provided to me	☐	☐	☐	☐	☐
I feel I received enough information about the ANR when I joined	☐	☐	☐	☐	☐
ANR members on the Standby list should be able to transfer to the General list even if they have not identified a billet to go to	☐	☐	☐	☐	☐

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Management and Leadership

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>My immediate military supervisor always shows good leadership</i>	☐	☐	☐	☐	☐
<i>I trust my immediate military supervisor</i>	☐	☐	☐	☐	☐
<i>People at higher ranks are receptive to the ideas put forward by junior personnel</i>	☐	☐	☐	☐	☐
<i>My immediate military supervisor keeps me informed about relevant matters</i>	☐	☐	☐	☐	☐
<i>My immediate military supervisor makes it clear what is expected from me</i>	☐	☐	☐	☐	☐
<i>My immediate military supervisor understands the limitations to my reserve service</i>	☐	☐	☐	☐	☐

Current Appointment/Position

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>I am satisfied with my current appointment</i>	☐	☐	☐	☐	☐
<i>I am given adequate time to complete the ANR work I have to do</i>	☐	☐	☐	☐	☐
<i>I am expected to contribute an unrealistic amount of time to my ANR job</i>	☐	☐	☐	☐	☐
<i>Administration is handled efficiently in my ship/unit</i>	☐	☐	☐	☐	☐
<i>My time is well spent on ANR duty</i>	☐	☐	☐	☐	☐
<i>The ANR members in my ship/unit take their role seriously</i>	☐	☐	☐	☐	☐

General Issues

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>Morale in my ship/unit is high</i>	☐	☐	☐	☐	☐
<i>The PNF staff in my ship/unit are supportive of the ANR</i>	☐	☐	☐	☐	☐
<i>Being in the ANR gives me the feeling of belonging to one big family</i>	☐	☐	☐	☐	☐
<i>I am always treated with courtesy and respect in my ship/unit</i>	☐	☐	☐	☐	☐
<i>Life in the ANR is exciting and adventurous</i>	☐	☐	☐	☐	☐

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>Life in the ANR is too strict</i>	☐	☐	☐	☐	☐
<i>I feel a strong sense of commitment to the ANR</i>	☐	☐	☐	☐	☐
<i>The Navy inspires me to perform at my best</i>	☐	☐	☐	☐	☐
<i>I am proud to tell others I am a member of the ANR</i>	☐	☐	☐	☐	☐
<i>I believe my work makes an important contribution to the Navy</i>	☐	☐	☐	☐	☐

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	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>I could just as well be working for a different organisation as long as the type of work was similar</i>	☐	☐	☐	☐	☐
<i>I would still be prepared to serve in the ANR if I was not paid for my services, as long as I was reimbursed for my expenses</i>	☐	☐	☐	☐	☐
<i>My contribution as an officer/sailor is valued by my leaders</i>	☐	☐	☐	☐	☐
<i>In general, the Australian public has respect for members of the ANR</i>	☐	☐	☐	☐	☐
<i>The government is supportive of the ANR</i>	☐	☐	☐	☐	☐
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>The ANR plays an important role in the defence of Australia</i>	☐	☐	☐	☐	☐
<i>As a part time member I can make a worthwhile contribution to the defence of Australia</i>	☐	☐	☐	☐	☐
<i>Life in the ANR is worse than I expected when I joined</i>	☐	☐	☐	☐	☐
<i>I regard the ANR as more than just a job</i>	☐	☐	☐	☐	☐
<i>I am satisfied with life in the ANR</i>	☐	☐	☐	☐	☐
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>Women should not be allowed to serve in combat roles in the Navy</i>	☐	☐	☐	☐	☐
<i>I would like to be more involved in operational activities</i>	☐	☐	☐	☐	☐
<i>I find my values and the Navy's values are very similar</i>	☐	☐	☐	☐	☐
<i>The ANR lacks a well defined role</i>	☐	☐	☐	☐	☐
<i>I understand the mission, goals and objectives of the Navy</i>	☐	☐	☐	☐	☐
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>The Navy values the work of reservists</i>	☐	☐	☐	☐	☐
<i>The Navy recognises and rewards work well</i>	☐	☐	☐	☐	☐
<i>Information supplied in Navy publications keeps me well informed</i>	☐	☐	☐	☐	☐
<i>There is not much to be gained by staying in the ANR</i>	☐	☐	☐	☐	☐
<i>I feel very little loyalty to the ANR</i>	☐	☐	☐	☐	☐
<i>I feel very little loyalty to the Navy</i>	☐	☐	☐	☐	☐

Personal/Family/Civilian Employment

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<i>My family supports my being in the ANR</i>	☐	☐	☐	☐	☐
<i>My civilian employer has a positive attitude towards the ANR</i>	☐	☐	☐	☐	☐
<i>I would feel comfortable asking my civilian employer for leave for ANR training</i>	☐	☐	☐	☐	☐
<i>I find it difficult to get time off work to attend to ANR duties</i>	☐	☐	☐	☐	☐
<i>The Navy recognises that I have to balance my ANR commitments with my other commitments</i>	☐	☐	☐	☐	☐
<i>ANR activities are an important part of my social life</i>	☐	☐	☐	☐	☐
<i>It is important for my ANR training to receive civilian recognition</i>	☐	☐	☐	☐	☐

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Section 6 - Comments/Feedback

Do you have any comments or feedback that you would like to make about the issues canvassed in this survey? Unless you indicate otherwise these comments may be fed back anonymously to the survey sponsor or used as an anonymous quote in support of report findings.

☐ I do not want my comments to be fed back to the Survey sponsor or used in the Survey report.

[illegible]

Thank you for your assistance in completing this survey.

Please place completed survey in the envelope supplied and return.

STAFF-IN-CONFIDENCE (after first entry)

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APPENDIX B - RANK ORDER BY SERVICE OF MOTIVATIONS FOR JOINING THE RESERVE

Rank	Navy	Army	RAAF	
	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>	
1	Q50Y : Joining the Reserve being a natural extension of permanent service	Q50S : Doing something different	Q50Y : Joining the Reserve being a natural extension of permanent service	
2	Q50O : Doing something for my country	Q50O : Doing something for my country	Q50O : Doing something for my country	
3	Q50CC : Extra spending or savings money	Q50BB : The challenge of military training	Q50CC : Extra spending or savings money	
4	Q50S : Doing something different	Q50T : Develop new interests	Q50S : Doing something different	
5	Q50T : Develop new interests	Q50V : The opportunity for self development	Q50V : The opportunity for self development	
6	Q50V : The opportunity for self development	Q50EE : The physical activity	Q50DD : The chance to serve on active duty	
7	Q50DD : The chance to serve on active duty	Q50CC : Extra spending or savings money	Q50BB : The challenge of military training	
8	Q50BB : The challenge of military training	Q50AA : Making new friends/social life	Q50JJ : To participate in deployments such as peace keeping missions	
9	Q50Z : Didn't want to stay in the PNF	Q50R : Money for basic expenses	Q50T : Develop new interests	
10	Q50LL : To enhance the skills used in my civilian career	Q50FF : The discipline	Q50LL : To enhance the skills used in my civilian career	
11	Q50R : Money for basic expenses	Q50K : Close friend/s who are, or were, in the Defence Forces	Q50AA : Making new friends/social life	
12	Q50JJ : To participate in deployments such as peace keeping missions	Q50DD : The chance to serve on active duty	Q50EE : The physical activity	

Rank	Navy	Army	RAAF
	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>
13	Q50X : The opportunity to travel	Q50Q : The chance to use military equipment	Q50R : Money for basic expenses
14	Q50K : Close friend/s who are, or were, in the Defence Forces	Q50JJ : To participate in deployments such as peace keeping missions	Q50X : The opportunity to travel
15	Q50MM : Other	Q50X : The opportunity to travel	Q50K : Close friend/s who are, or were, in the Defence Forces
16	Q50FF : The discipline	Q50P : Obtaining skills that will help me get a civilian job	Q50FF : The discipline
17	Q50AA : Making new friends/social life	Q50LL : To enhance the skills used in my civilian career	Q50MM : Other
18	Q50I : One or both parents who are, or were, in the Defence Forces	Q50I : One or both parents who are, or were, in the Defence Forces	Q50Q : The chance to use military equipment
19	Q50EE : The physical activity	Q50A : Advertisement on radio or television	Q50GG : Being with friends who joined
20	Q50GG : Being with friends who joined	Q50G : Individual Service/Defence Force Recruiting display	Q50I : One or both parents who are, or were, in the Defence Forces
21	Q50Q : The chance to use military equipment	Q50Y : Joining the Reserve being a natural extension of permanent service	Q50P : Obtaining skills that will help me get a civilian job
22	Q50P : Obtaining skills that will help me get a civilian job	Q50II : To try service life before joining the permanent forces	Q50C : Advertisement in newspaper or magazine
23	Q50G : Individual Service/Defence Force Recruiting display	Q50GG : Being with friends who joined	Q50G : Individual Service/Defence Force Recruiting display
24	Q50KK : Compulsory discharge from permanent force (eg for pregnancy, marriage, medical, other)	Q50H : Open days at ADF units	Q50W : The lack of other employment opportunities
25	Q50W : The lack of other employment opportunities	Q50C : Advertisement in newspaper or magazine	Q50KK : Compulsory discharge from permanent force (eg for pregnancy, marriage, medical, other)
26	Q50C : Advertisement in newspaper or magazine	Q50J : Brother/s or sister/s who are, or were, in the Defence Forces	Q50U : Help me gain entry to the regular forces

Rank	Navy	Army	RAAF
	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>	<i>Factors influencing decision to join the Service</i>
27	Q50H : Open days at ADF units	Q50U : Help me gain entry to the regular forces	Q50H : Open days at ADF units
28	Q50J : Brother/s or sister/s who are, or were, in the Defence Forces	Q50MM : Other	Q50II : To try service life before joining the permanent forces
29	Q50A : Advertisement on radio or television	Q50B : Movie on television or cinema	Q50A : Advertisement on radio or television
30	Q50II : To try service life before joining the permanent forces	Q50L : Non-serving relative(s)/family member(s)	Q50J : Brother/s or sister/s who are, or were, in the Defence Forces
31	Q50B : Movie on television or cinema	Q50F : School/TAFE/University careers counsellor	Q50L : Non-serving relative(s)/family member(s)
32	Q50L : Non-serving relative(s)/family member(s)	Q50W : The lack of other employment opportunities	Q50HH : Unsuccessful application for the permanent forces
33	Q50F : School/TAFE/University careers counsellor	Q50HH : Unsuccessful application for the permanent forces	Q50M : Non-serving friends
34	Q50N : Influential community figures	Q50M : Non-serving friends	Q50N : Influential community figures
35	Q50U : Help me gain entry to the regular forces	Q50D : Recent media broadcasts on activity in Timor/Bougainville	Q50D : Recent media broadcasts on activity in Timor/Bougainville
36	Q50HH : Unsuccessful application for the permanent forces	Q50N : Influential community figures	Q50F : School/TAFE/University careers counsellor
37	Q50M : Non-serving friends	Q50E : Centrelink or other employment agency	Q50B : Movie on television or cinema
38	Q50D : Recent media broadcasts on activity in Timor/Bougainville	Q50KK : Compulsory discharge from permanent force (eg for pregnancy, marriage, medical, other)	Q50E : Centrelink or other employment agency
39	Q50E : Centrelink or other employment agency	q50z Joining the reserve being a natural extension of regular service	q50z Joining the reserve being a natural extension of regular service

APPENDIX C - FACTORS INFLUENCING RETENTION

Navy	Army	RAAF
<i>Factors Influencing Retention</i>	<i>Factors Influencing Retention</i>	<i>Factors Influencing Retention</i>
Q53S Access to Full Medical & Dental Services	Q53S Access to Full Medical & Dental Services	Q53S Access to Full Medical & Dental Services
Q53N Increasing Reserve Pay	Q53N Increasing Reserve Pay	Q53N Increasing Reserve Pay
Q53M Providing a Retention Bonus/Financial Reward	Q53M Providing a Retention Bonus/Financial Reward	Q53O Improving Allowances
Q53O Improving Allowances	Q53O Improving Allowances	Q53M Providing a Retention Bonus/Financial Reward
Q53F More Opportunities to Parade	Q53P Providing Defence Sponsored Superannuation	Q53P Providing Defence Sponsored Superannuation
Q53P Providing Defence Sponsored Superannuation	Q53E More Adventure Training Activities	Q53Q Allowing Accrual of Annual Leave
Q53A More Activities (bivouac, field ex, etc)	Q53R Providing Financial Support for Fitness Activities/Equipment	Q53R Providing Financial Support for Fitness Activities/Equipment
Q53Q Allowing Accrual of Annual Leave	Q53C More Logistical Support (field rations, fuel, ammunition, etc)	Q53L Subsidised Educational Benefits
Q53L Subsidised Educational Benefits	Q53B More Weapons Range Activities	Q53I Higher Public Profile (assistance to civilian community)

Navy	Army	RAAF
<i>Factors Influencing Retention</i>	<i>Factors Influencing Retention</i>	<i>Factors Influencing Retention</i>
Q53R Providing Financial Support for Fitness Activities/Equipment	Q53L Subsidised Educational Benefits	Q53E More Adventure Training Activities
Q53I Higher Public Profile (assistance to civilian community)	Q53I Higher Public Profile (assistance to civilian community)	Q53J Better Quality Training Publications/Materials
Q53K Access to Military Facilities Such as Gyms, Pools	Q53G Equipment Serviceability Improved	Q53K Access to Military Facilities Such as Gyms, Pools
Q53E More Adventure Training Activities	Q53Q Allowing Accrual of Annual Leave	Q53G Equipment Serviceability Improved
Q53H Improved Supervision & Direction on Parade Nights	Q53A More Activities (bivouac, field ex, etc)	Q53C More Logistical Support (field rations, fuel, ammunition, etc)
Q53J Better Quality Training Publications/Materials	Q53K Access to Military Facilities Such as Gyms, Pools	Q53B More Weapons Range Activities
Q53G Equipment Serviceability Improved	Q53J Better Quality Training Publications/Materials	Q53A More Activities (bivouac, field ex, etc)
Q53C More Logistical Support (field rations, fuel, ammunition, etc)	Q53H Improved Supervision & Direction on Parade Nights	Q53D Improved Messing/Canteen Facilities
Q53B More Weapons Range Activities	Q53F More Opportunities to Parade	Q53H Improved Supervision & Direction on Parade Nights
Q53D Improved Messing/Canteen Facilities	Q53D Improved Messing/Canteen Facilities	Q53F More Opportunities to Parade

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