

COL Frandinanto – Are there any specific background or skill requirements for recruitment to Army Reserves?

Recruitment of personnel for service in the Army Reserve is the same as the Australian Regular Army (SERCAT 7). This is conducted through Defence Force Recruiting, an exception is the Specialist Service Officer (SSO) stream, whereby certain professions such as legal or medical doctors, are employed on either a part or full time basis based on their unique skills and experience.

COL Andi Sutomo – We really appreciate this webinar about the Australian Reserve Troops. Do the ADF give the same military rank to reserves soldiers/officers and how do they undertake career progression as a reserve personnel in the military?

The ADF has a single rank structure (based on individual service – Army, Navy, Air Force), and rank is awarded based on merit, performance and potential of individual members. The career progression of reserve force members' is no different to that of their full time counterparts. This is based on a number of factors, such as demonstrated performance; qualifications; experience; potential of the member and service needs. Due to the unique nature of reserve service, some training and courses may be broken into modules or modified. However, the ADF has moved to a One Defence model, whereby all members will hold the same qualification, and attend the same level of training.

RADM (Ret) Yuswaji – Who decides to deploy the Army Reserve in response to a natural disaster (HADR) situation and how is funding/resourcing for the ADF arranged/organized in this context?

Australia has a robust constitutional and legal framework which governs the use of the commonwealth resources, particularly the ADF. There are a number of different forms of military assistance that can be rendered by the ADF to civilian authorities depending on the nature of assistance required. Typically ADF assistance during HADR scenarios is undertaken in accordance with the Defence Assistance to the Civil Community (DACC) policy. DACC tasking of the ADF can only occur under the Australian constitution when a formal request for military assistance has been made by a State or Territory Government to the Federal Government. The ADF cannot be deployed domestically without the express authority of both Federal and State (Territory) Governments. Whether assisting emergency service agencies to respond to natural disasters or other emergencies, or supporting government/non-government agencies, the DACC arrangements exist to guide the requirements of providing Defence support outside the core business of military operations to defend Australia. There are 6 levels of DACC support:

- DACC 1 – localised, short-term emergency responses
- DACC 2 – large scale and/or no-localised emergency responses
- DACC 3 – post-disaster recovery support
- DACC 4 – local, small-scale non-emergency support
- DACC 5 – general, significant non-emergency support

- DACC 6 – assistance to law enforcement – no use of force (including no intrusive or coercive acts)

In addition to DACC tasking, there is policy that facilitates the use of local ADF support to local authorities where very specific, time sensitive emergency response situations arise. Requests for local Defence assistance where life, persons, animals or property is threatened can be made by local civilian authorities directly to a local commander, who has the authority to provide support within their resources (DACC 1) for a short timeframe. For larger scale or longer term emergency Defence assistance, a formal request for Australian Government non-financial assistance (RFA) is to be made by authorised state and territory officials to Emergency Management Australia.

Funding, for ADF reserve activities and operations is obtained from the Annual Defence Budget, provided by the Federal Commonwealth Budget.

COL Merjames, Pakpahan – What are Australia's toughest challenges in building a Reserve Component and how Australia deals with them?

COL Irwan Pramuda – Based on ADF/Army experience, what are the main challenges in attracting (common people) and retaining reservist personnel?

LTCOL Ridwan Abdul – My understanding is that many reserve members also have a primary job. How do ADF attract them to join reserve forces? Is there any law that require them to join, something like conscription? Is there any specific campaign recruitment run by specific unit? How about their welfare (salary, medical support, etc.)? Is that similar to what they got from their civilian jobs?

LTCOL Hiras Turnip – How are Reserve members recruited? Are they volunteers or are they appointed?

These four questions are closely linked, so they have been grouped as one.

There is no law requiring citizens to join the ADF (full or part time). The ADF is an all-volunteer force. Australia has a long history of part time military service. The ADF was originally designed as a *citizen/soldier* military force, comprising largely of part time personal supported by a very small core of professional personnel. Since the Second World War, Australia has maintained both professional and part time components. This history and concept of service provides an incentive for many within the Australian community to serve in the Army Reserve, particularly if they do not wish to serve in the full time ADF. Additionally, the Army pay Army Reserve people tax free salaries for the days that they render service for. Army also seeks to provide high-quality training to reserve forces particularly in the areas of leadership and, management. There are also a myriad of training and operational deployment opportunities which for many people are unique experiences which cannot be replicated in other fields of employment.

Army HR policy has also be also evolved over time support ongoing retention within the Defence enterprise. Members of the full time force who wish to resign are required serve in the Army Reserve for a period of time. Additionally, HR policies have been adjusted to enable all serving members (full and part time) to switch between the two forms of service (known as Service Categories or SERCAT) in order to allow people to undertake career

models that meet the demands of contemporary life. Army reserve members who are undertaking reserve service are afforded the same support as full time members when they are on duty. This includes welfare and medical support.

The obvious challenge is in assisting soldiers and employers to balance the demands of military training and the need of the civilian employer. There is no one solution for this but rather a multifaceted approach. The cross benefits to the employer of better trained staff is heavily promoted. (https://www.defencereservessupport.gov.au/media/1386/drs_why-should-i-employ-reservists_20201201.pdf) Employers are often invited to observe training and given examples of how soldiers' leadership, planning and resilience have benefited their civilian work. There is also some financial incentive for the employers in the form of a subsidy while their people are away on training.

(<https://www.defencereservessupport.gov.au/benefits/employer-support-payment-scheme/>)

CDRE DIDIK – What about the salary system for Army Reserve officers when he/she holds a high position at a civilian company? Are they going to be paid by the Ministry of Defence as much as their civilian company's salary?

In short, Army Reserve members are paid in accordance with the established remuneration scheme for part time members. The ADF has a single salary system, which is undergoing some changes due to be implemented in May 2021 with the introduction of Military Salary. Essentially, there are specific pay scales for ADF personnel, both full time and part time, and this varies greatly depending on their particular Corps, Role, Qualification, Rank and separate rates for specialists etc.

Some civilian employers, and government agencies will offer a period of paid Defence Service leave for their personnel to render Defence service. For example, a Public Servant in the Department of Defence, who is also an ADF reserve member may be granted up to four weeks paid Defence Service Leave per year. During this period they would be paid their normal civilian rate of pay as well as their respective tax exempt ADF reserve rate.

Occasionally employers choose to pay their employee the difference between their civilian salary and military salary where the civilian salary is higher. However, most employers tend to grant leave without pay.

Defence may also pay the employer a weekly payment under the Employer Support Payment Scheme. This assists the employer to back fill the position while the member is away. (<https://www.defencereservessupport.gov.au/benefits/employer-support-payment-scheme/>)

COL Firman Manurung – How do you train your unit in the context of civil military cooperation? Do you have any training programmes on this?

Civil military cooperation is an important component of ADF doctrine and training. How civil military cooperation is undertaken will often depend on the nature of a military commitment at any given time. Generally ADF units will allocate the function of liaison with

civilian authorities to a dedicated part of the organisation. In fact CIMIC is one of the roles performed primarily by reserve personnel.

COL Hasanuddin Salsab – How do you adjust the training program for the Reserve Component to deal with overseas deployments as well as responding a national disaster as part of MOOTW?

Army Reserve elements are integrated into all aspects of the Australian Army. From specialist support (Doctors, Lawyers etc.) to our Special Forces, there are part time members integrated. This includes offshore deployments on military operations. Where this occurs, Army Reserve members are placed on Continuous Full Time Service (CFTS) contracts for the duration of the deployment. This can also occur when Army Reservists are deployed domestically on HADR or other service requiring extended periods of time rendering military service. Generally where Army Reserve members are deployed overseas, they must be volunteers and undertake pre-deployment training specific to the nature of the operation that they will undertake. Since 2000, Army Reserve personnel have been deployed to most overseas ADF operations (Solomon Islands, East Timor, Iraq and Afghanistan).

We very much take the view that the ability to respond well to natural disasters comes from foundation warfighting skills so these must be the focus of training.

LTCOL Widodo – Why does Australia maintain an Army Reserve capability when they already have the ability and capability as a full time Army?

Australia has a long history of part time military service. The ADF was originally designed as a part time *citizen/soldier* military force, comprising largely of part time personnel supported by a very small core of professional personnel. The full time component of the Australian Army grew out of the part time Army since the Second World War. During the Cold War the Army Reserve formed the basis of Australia's mobilisation planning, providing a capability to rapidly expand if needed. Since the 2000's the Army Reserve provides critical specialist capabilities (that don't exist in the full time Army) as well as a capacity to rapidly expand when a crisis (like natural disasters) occur.