



Australian Government

Department of Defence

WOMEN IN THE ADF REPORT 2017–18

A SUPPLEMENT TO THE
DEFENCE ANNUAL REPORT 2017–18



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The report should be attributed as *Women in the ADF Report 2016–17*.

Internet

The Department of Defence website www.defence.gov.au provides comprehensive information on matters of military security and capability and Defence people issues.

An electronic version of this report can be accessed at <http://www.defence.gov.au/annualreports/16-17/Downloads/WomenInTheADFReport2016-17.pdf>

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Acknowledgements

This report was developed by the Defence People Group, with input and assistance from staff throughout Defence.

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Foreword

The capability of the Department of Defence, including the Australian Defence Force (Defence) continues to be enhanced through the increased participation and retention of women. Greater female participation ensures that Defence can access the widest talent pool to secure the best possible capabilities and achieve diversity in perspectives and experiences. Defence cannot achieve its strategic aims if it does not maximise the potential of its female Australian Defence Force (ADF) members or draw on the talents of half of the Australian labour force.

In 2012, Defence embarked on a major program of cultural change called Pathway to Change: Evolving Defence Culture 2012–17. A key focus was addressing the treatment of women in the ADF through strategies to ensure women's safety, promote gender equality and increase the participation and advancement of women through targeted mentoring, education, training and career development. The 2016 Defence White Paper highlights the need to increase female participation in the ADF workforce and in senior leadership to broaden Defence's access to the considerable skills and capabilities within the Australian community.

Defence has progressed well since 2012, but there remains work to be done. The organisation refreshed its cultural intent statement in 2017 and will continue to drive positive and enduring cultural reform through the following six broad priorities for 2017–2022:

- leadership accountability
- capability through inclusion
- ethics and workplace behaviours
- health, wellness and safety
- workplace agility and flexibility
- leading and developing integrated teams.

Increased gender diversity and inclusion relates to the priority 'capability through inclusion'. Building capability through inclusion results in higher productivity, higher levels of employee innovation, improved performance outcomes and increased levels of job satisfaction.

The *Women in the ADF Report* is an annual report published as a supplement to the *Department of Defence Annual Report*. It was first published in 2013. It provides the Australian public with transparency around Defence's progress in improving women's participation and experiences in the ADF. It evaluates Defence's gender-related strategic initiatives to highlight successes and emphasise areas requiring focus with regard to gender diversity and inclusion.

This year's report includes a revised reporting framework approved by the Chiefs of Service Committee in 2018. Through this framework, gender diversity and inclusion is assessed across all stages of the employment life cycle using metrics that are most appropriate for informing the ongoing response in order to improve women's participation and experience in the ADF.

Executive summary

Defence has implemented many strategic initiatives to improve gender diversity and inclusion in the ADF. The *Women in the ADF Report 2017–18* details these initiatives and measures women's participation and experiences in the ADF across all stages of the employment life cycle. It identifies Defence's successes and emphasises areas where continued focus is required.

Defence has made significant increases in the proportion of women in the ADF and each Service (Navy, Army and Air Force) since the inaugural *Women in the ADF Report* in 2013. In 2017–18, women made up 17.9 per cent of the ADF workforce—an increase of 3.5 percentage points from 2013. Increasing female representation will continue to improve capability and ensure the ADF workforce is representative of the Australian community.

The ADF has especially targeted recruitment into employment roles where women are under-represented, such as the Combat and Security occupational group and the Engineering, Technical and Construction occupational group. Following these recruitment efforts, the proportion of women in every occupational group is slowly increasing. More women and men transferred into each occupational group than out, except in the Combat and Security group, where there were net losses for both genders.

While there are proportionally fewer women than men in senior leadership, the gender balance at these ranks has improved over time. Defence has implemented several career development initiatives to support ADF members to advance their careers, and women access these at a similar rate to men. Women were also well represented in command appointments in 2017–18. Continued increases in the number of women in senior leadership will have a positive impact on leadership diversity and capability.

As in previous years, ADF women are under-represented on senior decision-making committees. This is primarily because membership of these committees comprises the highest positions in the ADF, which are currently occupied by men.

The ADF prioritises the retention of its members; and separation rates are similar for women and men. Both men and women served for longer in 2017–18 than in previous years. However, women served for less time than men, especially at higher ranks, and were retained at a lower rate than men after taking paid maternity or parental leave.

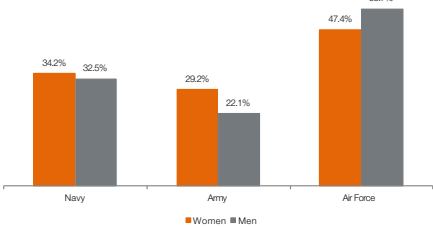
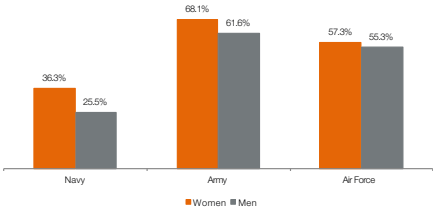
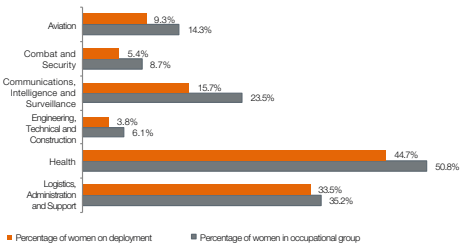
To improve retention, Defence has implemented workforce management initiatives to assist members of both genders to balance work and personal commitments. Women use flexible work arrangements more than men, but men's use of these arrangements is steadily increasing over time. The Total Workforce Model provides a more enduring form of flexible employment, and women and men access these at similar rates.

Defence is progressing in its efforts to improve gender diversity and inclusion at all levels of the organisation. Female participation is continually growing in each Service and occupational group and in senior leadership. Women and men generally access development opportunities at a similar rate. The ADF is continually improving the way it helps members to achieve work–life balance. Areas of priority continue to be working towards female proportionality in senior leadership and addressing occupational segregation.

Measuring success against key performance indicators

No.	Key performance indicator	Area of people framework	Progress	Key data																												
KPI 1	Progression towards female representation targets	Attraction and recruitment	Good: Female participation in each Service is growing steadily, and Defence is on track to meet female participation targets. More women are enlisting than separating.	Female participation rates by Service, 2012–13 to 2017–18 <table><thead><tr><th>Service</th><th>2012-13</th><th>2013-14</th><th>2014-15</th><th>2015-16</th><th>2016-17</th><th>2017-18</th></tr></thead><tbody><tr><td>Navy</td><td>11.0%</td><td>11.8%</td><td>12.1%</td><td>12.1%</td><td>13.2%</td><td>14.3%</td></tr><tr><td>Army</td><td>17.5%</td><td>18.2%</td><td>18.6%</td><td>19.1%</td><td>20.4%</td><td>21.5%</td></tr><tr><td>Air Force</td><td>11.0%</td><td>11.8%</td><td>12.1%</td><td>12.1%</td><td>13.2%</td><td>14.3%</td></tr></tbody></table>	Service	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	Navy	11.0%	11.8%	12.1%	12.1%	13.2%	14.3%	Army	17.5%	18.2%	18.6%	19.1%	20.4%	21.5%	Air Force	11.0%	11.8%	12.1%	12.1%	13.2%	14.3%
Service	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18																										
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Air Force	11.0%	11.8%	12.1%	12.1%	13.2%	14.3%																										
KPI 2	Progression towards reaching critical mass in identified employment categories	Attraction and recruitment; Workforce management	Average: Female representation has increased in all occupational groups. Women are still over-represented in health and logistics roles and under-represented in combat and engineering roles.	Representation of women in occupational groups for the total ADF, 2015–16 to 2017–18 <table><thead><tr><th>Occupational Group</th><th>2015-16</th><th>2016-17</th><th>2017-18</th></tr></thead><tbody><tr><td>Aviation</td><td>10.9%</td><td>12.6%</td><td>14.3%</td></tr><tr><td>Combat and Security</td><td>6.6%</td><td>7.5%</td><td>8.7%</td></tr><tr><td>Communications, Intelligence and Surveillance</td><td>21.2%</td><td>22.2%</td><td>23.5%</td></tr><tr><td>Engineering, Technical and Construction</td><td>5.0%</td><td>5.7%</td><td>6.1%</td></tr><tr><td>Health</td><td>49.2%</td><td>50.0%</td><td>50.8%</td></tr><tr><td>Logistics, Administration and Support</td><td>32.6%</td><td>33.9%</td><td>35.2%</td></tr></tbody></table>	Occupational Group	2015-16	2016-17	2017-18	Aviation	10.9%	12.6%	14.3%	Combat and Security	6.6%	7.5%	8.7%	Communications, Intelligence and Surveillance	21.2%	22.2%	23.5%	Engineering, Technical and Construction	5.0%	5.7%	6.1%	Health	49.2%	50.0%	50.8%	Logistics, Administration and Support	32.6%	33.9%	35.2%
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Logistics, Administration and Support	32.6%	33.9%	35.2%																													
KPI 3	Increased acceptance of flexible work practices	Workforce management	Good: Women in all Services exceed the target for use of formal flexible work arrangements. Men's use has steadily increased over the years.	Proportion of ADF women and men using flexible work arrangements, 2015–16 to 2017–18 <table><thead><tr><th>Year</th><th>Women</th><th>Men</th></tr></thead><tbody><tr><td>2015-16</td><td>8.5%</td><td>1.8%</td></tr><tr><td>2016-17</td><td>8.8%</td><td>2.3%</td></tr><tr><td>2017-18</td><td>7.0%</td><td>2.5%</td></tr></tbody></table>	Year	Women	Men	2015-16	8.5%	1.8%	2016-17	8.8%	2.3%	2017-18	7.0%	2.5%																
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No.	Key performance indicator	Area of people framework	Progress	Key data																					
KPI 4	Efforts to ensure that more women have opportunities to reach leadership positions	Talent and career management	Good: Women access development opportunities at the same rate as men. Defence has implemented many mentoring, networking and sponsorship initiatives and continues to expand the reach of these.	—																					
KPI 5	Retention of women is equal to men	Retention	Average: Women are retained at similar rates to men, but those who separated spent less time in rank and service. Women are retained at a lower rate than men after paid maternity or parental leave.	Female and male separation rates for the total ADF, 2012–13 to 2017–18 <table border="1"><thead><tr><th>Year</th><th>Women (%)</th><th>Men (%)</th></tr></thead><tbody><tr><td>2012-13</td><td>9.0%</td><td>10.1%</td></tr><tr><td>2013-14</td><td>8.6%</td><td>9.9%</td></tr><tr><td>2014-15</td><td>9.0%</td><td>9.1%</td></tr><tr><td>2015-16</td><td>8.6%</td><td>8.3%</td></tr><tr><td>2016-17</td><td>8.8%</td><td>9.1%</td></tr><tr><td>2017-18</td><td>9.1%</td><td>9.5%</td></tr></tbody></table>	Year	Women (%)	Men (%)	2012-13	9.0%	10.1%	2013-14	8.6%	9.9%	2014-15	9.0%	9.1%	2015-16	8.6%	8.3%	2016-17	8.8%	9.1%	2017-18	9.1%	9.5%
Year	Women (%)	Men (%)																							
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2016-17	8.8%	9.1%																							
2017-18	9.1%	9.5%																							
KPI 6	Number of women recruited against Service targets	Attraction and recruitment	Good: Defence's strong recruiting efforts are growing the number of women in the ADF.	Net flow of women in the ADF (enlistments to separations), 2015–16 to 2017–18 <table border="1"><thead><tr><th>Year</th><th>Female enlistments</th><th>Female separations</th><th>Net flow of women</th></tr></thead><tbody><tr><td>2015-16</td><td>980</td><td>-765</td><td>+215</td></tr><tr><td>2016-17</td><td>1,535</td><td>-826</td><td>+709</td></tr><tr><td>2017-18</td><td>1,571</td><td>-919</td><td>+652</td></tr></tbody></table>	Year	Female enlistments	Female separations	Net flow of women	2015-16	980	-765	+215	2016-17	1,535	-826	+709	2017-18	1,571	-919	+652					
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2016-17	1,535	-826	+709																						
2017-18	1,571	-919	+652																						
KPI 7	Completion rates for initial-entry training are equal between women and men	Training, education, learning and development	Good: There are no significant differences in training completion rates. Both genders access other education and development opportunities.	—																					

No.	Key performance indicator	Area of people framework	Progress	Key data																								
KPI 8	Women are retained in the recruitment pipeline at a similar rate to men	Attraction and recruitment	Good: There are no significant gender differences in conversion ratios from Your Opportunities Unlimited (YOU) sessions to enlistment or in enlistees' satisfaction with the recruitment process.	—																								
KPI 9	Women transfer to the Reserves and use Reserve and Total Workforce Model options at a similar rate to men	Transition and re-engagement	Good: Women and men transfer to and render service days using the Reserve Service Categories at a similar rate.	<p>Proportion of separating ADF Permanent Force members who transferred to Service Categories 3–5, 2016–17</p>  <table border="1"><thead><tr><th>Service Branch</th><th>Women</th><th>Men</th></tr></thead><tbody><tr><td>Navy</td><td>34.2%</td><td>32.5%</td></tr><tr><td>Army</td><td>29.2%</td><td>22.1%</td></tr><tr><td>Air Force</td><td>47.4%</td><td>53.7%</td></tr></tbody></table> <p>Proportion of ADF transfers to Service Categories 3–5 in 2016–17 who rendered service in 2017–18</p>  <table border="1"><thead><tr><th>Service Branch</th><th>Women</th><th>Men</th></tr></thead><tbody><tr><td>Navy</td><td>36.3%</td><td>25.5%</td></tr><tr><td>Army</td><td>68.1%</td><td>61.6%</td></tr><tr><td>Air Force</td><td>57.3%</td><td>55.3%</td></tr></tbody></table>	Service Branch	Women	Men	Navy	34.2%	32.5%	Army	29.2%	22.1%	Air Force	47.4%	53.7%	Service Branch	Women	Men	Navy	36.3%	25.5%	Army	68.1%	61.6%	Air Force	57.3%	55.3%
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KPI 10	Women are represented proportionally in postings and deployments	Internal mobility, postings and deployment	Average: For each occupational group, female representation on deployment is slightly lower than female participation rates.	<p>Percentage of women deployed by occupational group for the total ADF, 2017–18</p>  <table border="1"><thead><tr><th>Occupational Group</th><th>Percentage of women on deployment</th><th>Percentage of women in occupational group</th></tr></thead><tbody><tr><td>Aviation</td><td>9.3%</td><td>14.3%</td></tr><tr><td>Combat and Security</td><td>5.4%</td><td>8.7%</td></tr><tr><td>Communications, Intelligence and Surveillance</td><td>15.7%</td><td>23.5%</td></tr><tr><td>Engineering, Technical and Construction</td><td>3.8%</td><td>6.1%</td></tr><tr><td>Health</td><td>44.7%</td><td>50.8%</td></tr><tr><td>Logistics, Administration and Support</td><td>33.5%</td><td>35.2%</td></tr></tbody></table>	Occupational Group	Percentage of women on deployment	Percentage of women in occupational group	Aviation	9.3%	14.3%	Combat and Security	5.4%	8.7%	Communications, Intelligence and Surveillance	15.7%	23.5%	Engineering, Technical and Construction	3.8%	6.1%	Health	44.7%	50.8%	Logistics, Administration and Support	33.5%	35.2%			
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Logistics, Administration and Support	33.5%	35.2%																										

No.	Key performance indicator	Area of people framework	Progress	Key data												
KPI 11	No significant difference in cultural reporting between women and men	Workforce management	Good: Women and men have similar attitudes to their job and team and felt equally included in the workplace. Women were slightly more positive about senior leadership.	—												
KPI 12	Increase in number of women in leadership positions	Talent and career management; Internal mobility, postings and deployment	Average: The proportion of senior leadership positions occupied by women continues to grow. Women are well represented on command appointments. Women are under-represented on senior decision-making committees.	<div><p>Proportion of senior (O-6 rank and above) or pipeline (O-5 rank) positions occupied by women, 2015–16 to 2017–18</p><table><thead><tr><th>Period</th><th>Senior officers</th><th>Pipeline for senior officers</th></tr></thead><tbody><tr><td>2015–16</td><td>11.7%</td><td>14.5%</td></tr><tr><td>2016–17</td><td>12.2%</td><td>14.9%</td></tr><tr><td>2017–18</td><td>13.0%</td><td>15.7%</td></tr></tbody></table></div>	Period	Senior officers	Pipeline for senior officers	2015–16	11.7%	14.5%	2016–17	12.2%	14.9%	2017–18	13.0%	15.7%
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ATTRACTION AND RECRUITMENT

Deputy Maritime Logistics Officer
Lieutenant Rebecca Avila on
HMAS Canberra during
Exercise Ocean Explorer.

Chapter 1: Attraction and recruitment

We will know when we have reached success in gender diversity and inclusion in attraction and recruitment when:

- the number of women recruited is at or above the number required to meet each Service's 2023 female participation targets
- women remain in recruitment pathways at similar rates to men
- women's satisfaction with the recruitment process is comparable to that of men.

Increasing the participation of women in the ADF ensures that Defence secures the best possible talent available. As competition for talented workers intensifies in the wider job market, the ADF must draw on and develop a broader talent pool to enhance its operational effectiveness. The attraction and recruitment of women is the critical first phase of the employment life cycle. This enhances the talent pool from which the ADF can build its capability and draw operational resources.

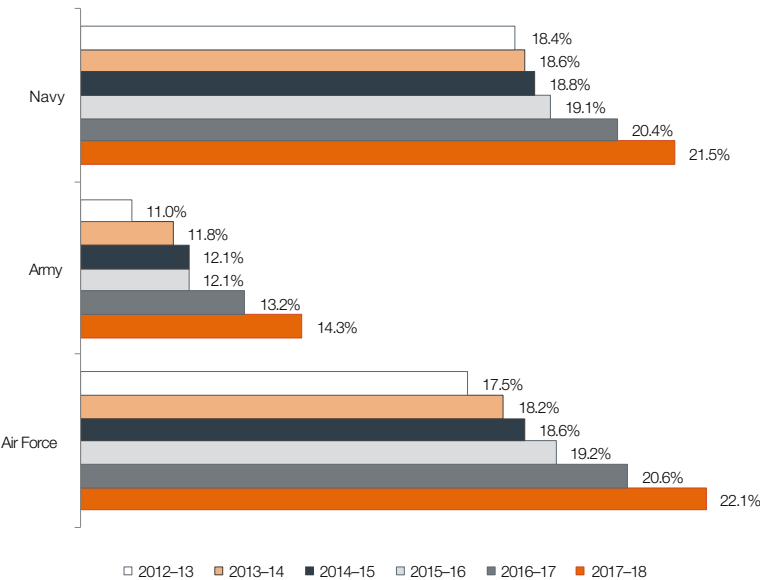
This chapter outlines participation rates in 2017–18, recruitment strategies targeting women, and the enlistment process.

Female participation in the Australian Defence Force

Each of the Services has set female participation targets to be achieved by 2023. These are 25 per cent for the Navy, 15 per cent for the Army and 25 per cent for the Air Force.

Figure 1 shows that female participation in each Service has grown steadily since the inaugural Women in the ADF Report in 2012–13. The overall female participation rate in 2017–18 was 17.9 per cent.¹

Figure 1: Female participation rates by Service, 2012–13 to 2017–18



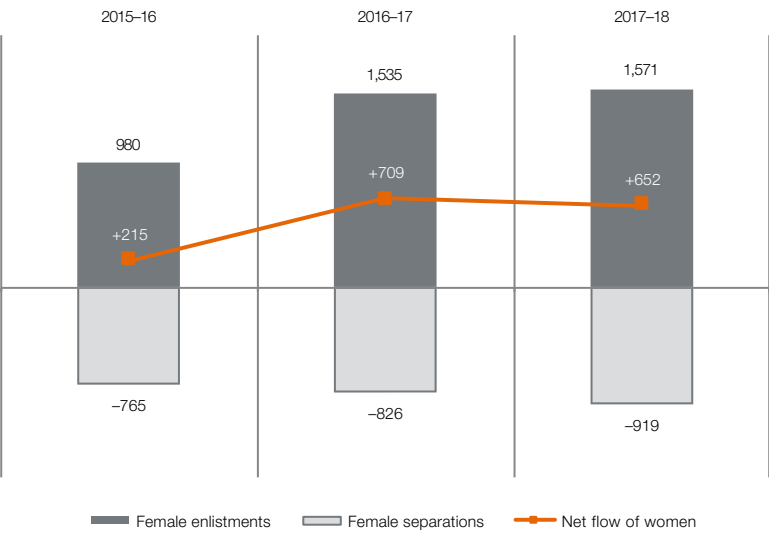
This upward trend suggests that participation targets will be met if recruitment and retention efforts are sustained. This will strengthen the ADF's capability by accessing a wider and more diverse talent pool.

¹ See Table B-1: ADF Permanent Force by gender, rank and Service, as at 30 June 2018.

Net flow of women

Figure 2 compares total female ADF enlistments with total female separations for the previous three financial years. A positive net flow indicates that there are more women in the ADF that year compared with the previous year.

Figure 2: **Net flow of women in the ADF (enlistments to separations), 2015–16 to 2017–18**



For each of the past three years, there were consistently more women enlisting in the ADF than separating.² This is primarily because of focused recruitment strategies, as large increases in enlistments offset moderate increases in separations. Both recruitment and retention are critical to increasing female participation in the ADF. Defence should sustain its efforts in retaining personnel to ensure that the ADF minimises the loss of trained and skilled members.

Targets for female recruitment

In 2017–18, the three Services set a total recruitment target of 2,372 women across the Permanent and Reserve Forces, and 1,849 women were recruited. This target fulfilment of 78.0 per cent is a 10.4 per cent improvement on the previous financial year.

Defence Force Recruiting (DFR) uses research insights to develop advertisement campaign materials. Materials showcase current serving women who find their roles enriching and satisfying and whose profiles are similar to those of Defence's target audience. DFR messaging is also adapted to suit the specific needs of women and address barriers that women may face when considering an ADF career.

Targeted recruitment will broaden Defence's access to the considerable skills and capabilities in the Australian community.

Service initiatives to attract and recruit women

The Services continue to implement a number of initiatives to attract and recruit women into the ADF. These initiatives differ slightly between the Services. Further details about each Service's initiatives are available in Annex A.

² See Table B-2: Comparison of ADF Permanent Force enlistments and separations by gender and Service, 2015–2018.

The Services use female role models in media campaigns to provide potential candidates with insight into the non-traditional career opportunities available to women. Targeted recruitment models and media campaigns also present the ADF as an attractive career option.

Each Service has its own Gap Year program. Female participation in Gap Year programs has grown from last year. Gap Years and experiential camps allow potential candidates to gain positive exposure to ADF careers, without further obligation. Some Gap Year participants do join the ADF Permanent Force.³

Female recruitment targets boost female participation, especially in employment categories where they are under-represented. Occupational segregation is explored more fully in Chapter 6.

Specialist recruiting teams provide guidance, mentoring and assistance to female candidates. They help to retain women in the recruitment process—this is crucial to increasing overall female participation.

Each Service is monitoring the effects of a reduced initial minimum period of service on increased recruitment. These reductions are primarily used for workgroups where it is difficult to attract candidates. Although the majority of these workgroups are not gender-specific, as at 30 June 2018 there were eight categories with a reduced period of service available to women only.

Conversion ratios from YOU to enlistment

Candidates processed by DFR pass through several stages of the recruitment process. After applying to Defence, candidates attend a Your Opportunities Unlimited (YOU) session at a DFR Centre. There they complete initial medical and aptitude tests and undertake career coaching. Subsequent stages involve further medical, psychological, fitness and job-specific assessments before official enlistment or appointment into one of the three Services.⁴

Not all candidates who attend YOU sessions will enlist. Conversion ratios from YOU sessions to enlistment measure the number of candidates who attend YOU sessions for every one enlistee produced at the end of this process.

For every one ADF enlistee in 2017–18, the numbers of YOU session attendees were as shown in Table 1.

Table 1: **Conversion ratios for women and men (YOU session to enlistment), 2017–18**

OFFICER ENTRY	Women	Men
Navy	5.6	5.9
Army	9.0	5.9
Air Force	8.9	17.4

GENERAL ENTRY	Women	Men
Navy	5.5	5.3
Army	6.5	5.6
Air Force	7.6	12.0

Conversion ratios should not be compared between genders, Services and avenues of entry. They depend on a range of factors outside of Defence’s control. Candidates may change job preferences, withdraw from the recruitment process altogether or be withdrawn if they do not meet entry standards.

The popularity of job roles differs between women and men. Popular jobs create more competition and so have higher conversion ratios. Other factors influencing the ratios include role-specific entry standards such as aptitude, medical, fitness and education criteria.

3 See Table B-72: ADF Permanent Force prior service enlistments by gender, Service and avenue of entry, 2017–18.

4 More information about the ADF recruitment process is available at defencejobs.gov.au/joining/how-to-join/recruitment-process.

Satisfaction with the recruitment process

As in previous years, ADF women were slightly more satisfied with the recruitment process than men, although the differences are small (73.5 per cent compared with 70.4 per cent for the total ADF).⁵

Positive experiences in the recruitment process contribute to increased retention in recruitment pathways, although the data is only available for people who have successfully enlisted in the ADF and excludes those who dropped out of the recruitment process before enlistment.

Enlistments into the ADF Permanent Force

Enlistments into the ADF Permanent Force remained steady from last year, with 1,571 women enlisting in 2017–18.⁶ Defence broadly groups entry into three modes: Officer, General entry—technical, and General Entry—non-technical.

Figures 3 to 5 show the proportion of women, compared with men, enlisting in each mode since 2012–13.

Figure 3: Proportion of female enlistments in each Service for Officer entry, 2012–13 to 2017–18

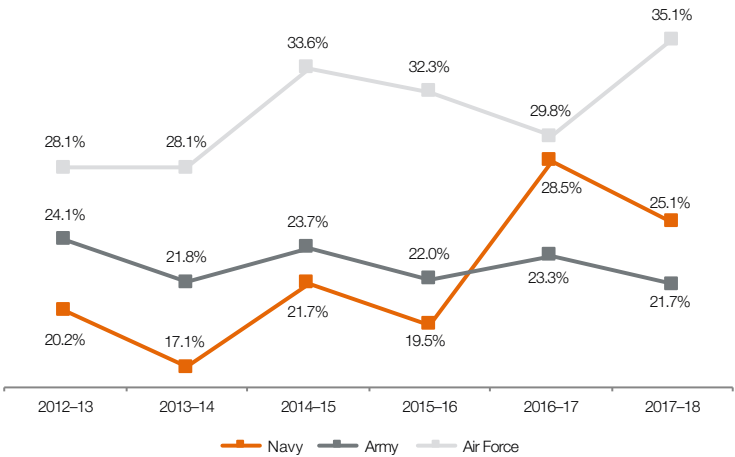
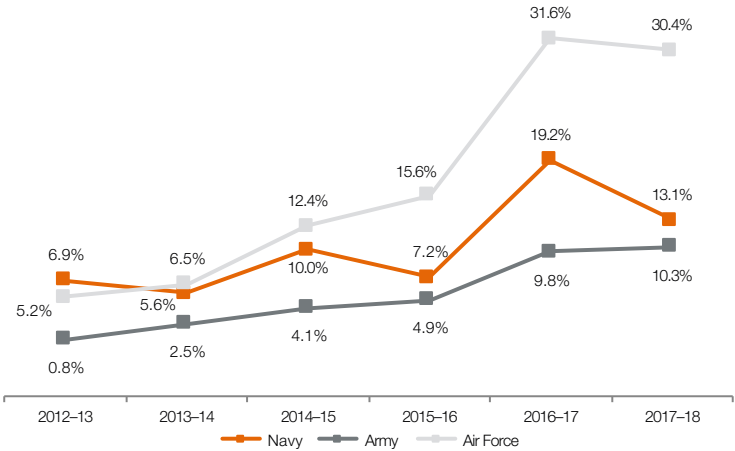
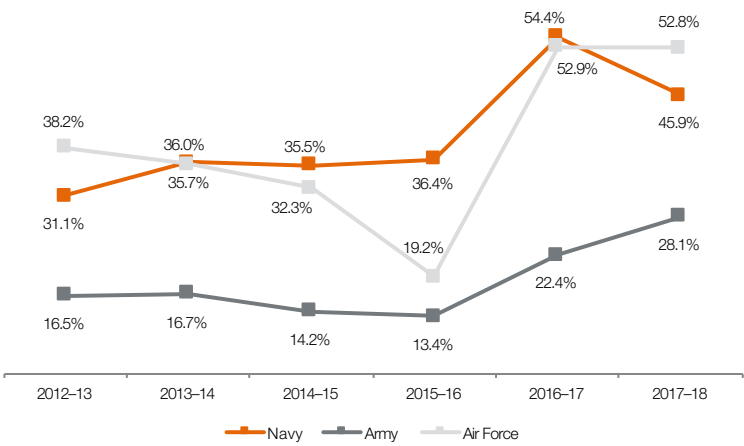


Figure 4: Proportion of female enlistments in each Service for General entry—technical, 2012–13 to 2017–18



5 See Table B-3: Satisfaction with the recruitment process by gender and Service, 2017.
6 See Table B-4: ADF Permanent Force enlistments (all avenues of entry) by gender and Service, 2017–18.

Figure 5: **Proportion of female enlistments in each Service for General entry—non-technical, 2012–13 to 2017–18**



Since 2012–13, proportionally more women in each mode enlist in the ADF, except for Army officers. In the future, this will have a positive impact on the proportion of women in the ADF, especially in technical occupational groups where they are currently under-represented.

Prior service enlistments are explored in more detail in Chapter 7.

Progress towards success

Since 2013, Defence has significantly increased the proportion of women in the ADF through targeted attraction and recruitment strategies. Based on current recruiting achievements, the Services are likely to meet their respective female participation targets by 2023.

Defence recognises the importance of improving gender diversity in employment roles with low female representation to strengthen the capability of those occupational groups. The Services focus recruitment efforts on increasing female participation in these roles.

Improving gender diversity in recruitment pathways allows the ADF to draw on a wider selection of skills and perspectives to improve and sustain its capability.



TRAINING, EDUCATION,
LEARNING AND
DEVELOPMENT

Australian Army Groundcrewman Mission Support
Trooper Rebecca Draheim conducts diagnostic
checks on a Multi Role Helicopter (MRH90) aircraft
after a familiarisation training mission for the
2018 Commonwealth Games.

Chapter 2: Training, education, learning and development

We will know we have reached success in gender diversity and inclusion in training, education, learning and development when:

- women successfully complete initial training at a rate comparable to men
- women participate in Defence-sponsored education at a rate comparable to men.

Training, education, learning and development are vital for ADF members to develop the military, professional and leadership skills to fulfil the broad range of roles available to them. These opportunities, from initial training to professional courses and qualifications that advance skills and capabilities, are central to a career in the ADF.

Supporting personnel to successfully complete training and development opportunities enables members to fully participate and flourish in the ADF. Gender differences in completion rates may suggest underlying biases in how personnel are supported.

Initial-entry training completion rates

New recruits are inducted into the ADF through initial-entry training. This training is physically and mentally demanding. Some recruits are unable to complete their training for a variety of reasons.

Training completion rates are calculated from the cohort of new recruits who were due to complete their training in 2017–18 (for officer and other rank training) or 2017 (for the Australian Defence Force Academy (ADFA)).

Officer and other rank completion rates

Officer completion rates were similar for women and men. Overall, a high proportion of officer trainees completed their initial-entry training (87.8 per cent for women; 81.9 per cent for men), but the Army recorded a lower overall completion rate than the other two Services (66.7 per cent for women; 65.8 per cent for men).⁷

For other ranks, a high proportion of both women and men completed initial-entry training (91.9 per cent for women; 90.2 per cent for men).⁸

For both rank groups and genders, voluntary withdrawal was the most common reason for non-completion, although the total number of non-completions was small.

Australian Defence Force Academy graduates

ADFA provides an undergraduate pathway into the ADF. ADFA is a tri-Service military education and leadership training establishment that operates in partnership with the University of New South Wales. ADFA-trained graduates have the appropriate knowledge, skills and attitudes required for junior officers in the ADF.⁹

In 2014, ADFA implemented a series of initiatives and program changes in response to the Australian Human Rights Commission's *Review into the Treatment of Women at the Australian Defence Force Academy: Phase 1 Report* (2011). These included a more rigorous staff selection process, a student mentoring program, improved recruiting and a new military education and training program.

⁷ See Table B-5: Initial-entry officer training completion rates by gender and Service, 2017–18; and Table B-6: Reasons for non-completion of initial-entry officer training by gender and Service, 2017–18.

⁸ See Table B-7: Initial-entry other ranks training completion rates by gender and Service, 2017–18; and Table B-8: Reasons for non-completion of initial-entry other rank training by gender and Service, 2017–18.

⁹ More information about the Australian Defence Force Academy is available at defence.gov.au/ADFA/About/Default.asp.

Comparable proportions of women and men completed ADFA training in 2017 (53.6 per cent for women; 55.7 per cent for men). The reason for not completing training is not always known. However, of the known reasons, women were more likely to resign or be discharged for medical reasons than men. Men were more likely to have advanced standing than women—that is, they were more likely to have previous study credit from an eligible university program transferred to their current degree program.¹⁰

Education programs

Members across the Services can pursue tertiary education opportunities through the Defence Assisted Study Scheme, ADFA postgraduate study and the Chief of Defence Force (CDF) Fellowship.

The percentage of offers to applications and participation rates varies for each Service and education program. Overall, there are no gender differences.¹¹

Members self-select into education programs or apply for consideration for the CDF Fellowship, so Defence has limited control over applications to study. The majority of ADF members of both genders felt that they had sufficient access to learning and development opportunities.¹²

Other Service-administered education programs

Each of the Services provides additional education programs to support members throughout their careers in the ADF. Figures relating to each Service's education programs by gender are available in Annex B, Tables B-12 to B-14.

Navy

The Rear Admiral Holthouse Memorial Fellowship fosters independent debate on engineering issues. It is funded by Industry Defence and Security Australia Limited.

Army

The Army offers three education programs through the Chief of Army Scholarships. The Strategic Scholar is for a Colonel (O-6) to attend Johns Hopkins University. The Army Foundation Scholarship is awarded to members from Sergeants (E-6) to Lieutenant Colonels (O-5) for academic research. The Trooper Jonathan Church Ethical Soldier Award fully funds members from Privates (E-2) to Captains (O-3) to complete an intensive overseas study tour of an Australian campaign.

In 2017–18, women were awarded two of the seven scholarships.

Air Force

The Chief of Air Force Fellowship is selected from Flight Sergeant (E-8) to Wing Commander (O-5) applicants. It enables personnel to develop a broad understanding of air power strategy and national security issues; and enhances the candidate's capacity to contribute directly to the air power debate in Australia.

The Sir Richard Williams Research Fellowship supports the Air Power Scholar PhD program, which commenced in 2016–17.¹³

¹⁰ See Table B-9: Commencements and completions of ADFA undergraduate degrees by gender and Service, 2017; and Table B-10: Reasons for non-completion of ADFA undergraduate degrees by gender and Service, 2017.

¹¹ See Table B-11: ADF education sponsorship (applications, offers and participation) by gender and Service, 2017–18.

¹² The Defence YourSay survey measures attitudes and experiences relating to topics such as Defence and ADF culture, leadership and management, work-life balance and working conditions.

¹³ More information on the Sir Richard Williams Foundation is available at williamsfoundation.org.au.

Progress towards success

There are no significant differences in training completion rates for women and men, and a high proportion of ADF members completed initial-entry training. More course non-completions for both genders were voluntary withdrawals than other reasons.

The ADF and each Service offer several self-selected education opportunities for ADF members to pursue further development. Women and men access these at similar rates.



INTERNAL MOBILITY, POSTINGS AND DEPLOYMENT

3

Royal Australian Air Force Leading Aircraftwoman Abbey Patterson, of the Expeditionary Airbase Operations Unit, is deployed to Australia's main air operations base in the Middle East region on Operation ACCORDION.

Chapter 3: Internal mobility, postings and deployment

We will know we have reached success in gender diversity and inclusion in internal mobility, postings, and deployment when:

- women are proportionally posted to command appointments proportionally to men
- women are deployed on operations proportionally to men.

Postings and deployments are an integral part of military life. Harnessing diversity of thought and experiences is important for the ADF to achieve operational success. Integrating a gender perspective into operational planning, execution and international engagement also provides the ADF with a tactical edge over our adversaries.

Defence continues to support the *Australian National Action Plan on Women, Peace, and Security 2012–18*, which implements the United Nations Security Council Resolution 1325. This resolution recognises that security, stability and peace can only be achieved through a gender-inclusive approach to conflict resolution and peace building. The plan details what Australia will do, domestically and internationally, to integrate a gender perspective into its peace and security efforts; protect women's and girls' human rights; and promote women's participation in conflict prevention, management and resolution. Defence is responsible for implementing 17 of the 24 actions in this plan, and ADF women are playing a more prominent and influential role in operations.

Postings, deployments and command appointments are also key milestones in an individual ADF member's career progression. In particular, command appointments are promotional gateways for senior ranks in the ADF.

This chapter examines career management through postings, command appointments and deployments.

Postings

Defence members are posted regularly for the provision of ADF capability. It is Defence policy that postings aim to balance both ADF requirements and the individual member's career and personal preferences.¹⁴

Women and men are equally satisfied that the ADF considers their family circumstances in postings, with only a minority being dissatisfied.¹⁵

Command appointments and Defence attachés

Selection for command and sub-unit command appointments is a key career milestone across the three Services. Those in command appointments have the authority and responsibility to use resources effectively and direct military forces to achieve missions. Defence attachés are diplomatic representatives who build military-to-military relationships between nations and facilitate Defence policy objectives overseas.

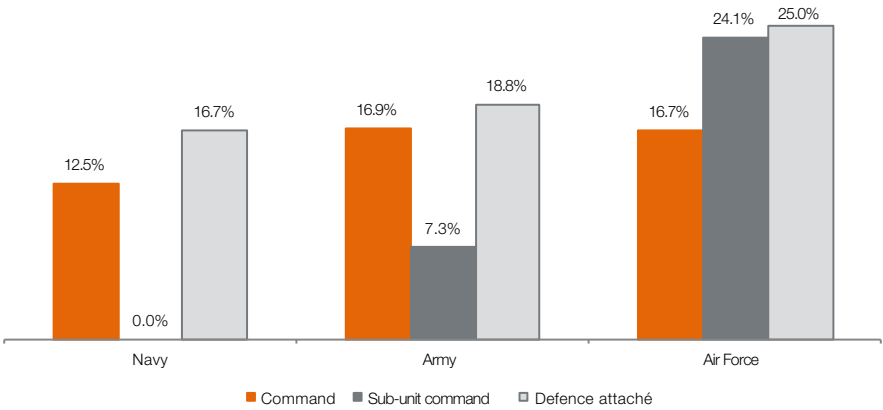
Figure 6 shows the proportion of women in key appointments in 2017–18.¹⁶

¹⁴ More information about the ADF posting of Defence members is available in the *Military Personnel Policy Manual*, Part 6, Chapter 1, at defence.gov.au/PayandConditions/ADF/Resources/MILPERSMAN.pdf.

¹⁵ The Defence YourSay survey measures attitudes and experiences relating to topics such as Defence and ADF culture, leadership and management, work-life balance and working conditions.

¹⁶ See Table B-15: Command appointments by gender and Service, 2017–18, for figures and each Service's eligibility requirements for command appointments.

Figure 6: **Proportion of women in key appointments for each Service, 2017–18**



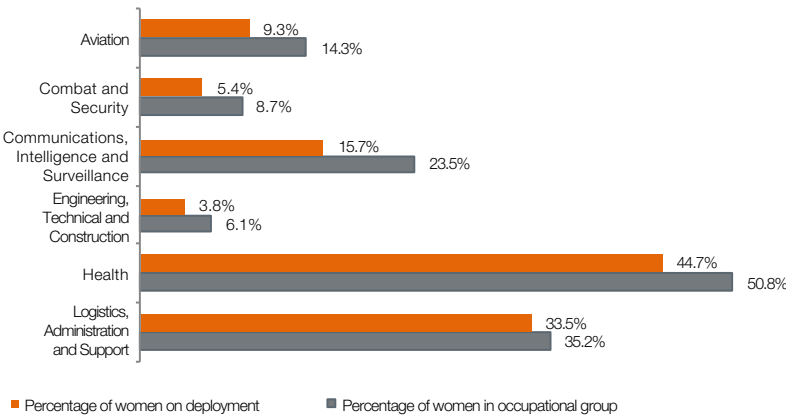
Broadly, command appointments are for the O-5 to O-6 ranks, and sub-unit command appointments are drawn from the O-4 and O-5 ranks. Women make up 15.2 per cent of the O-5 to O-6 ranks and 17.1 per cent of the O-4 to O-5 ranks.¹⁷ Women are generally well represented in command positions relative to their participation rates.

Eligibility for each type of appointment differs between the Services. Selections are not based on rank alone; they also consider factors such as experience, qualifications and whether the member has indicated interest in consideration for the appointment. For the Navy, sub-unit commands are not a designated progression path towards command positions or promotion. Many Army sub-unit command positions are in specialisations previously not open to women, so the proportion of women in these positions is low given their current low representation overall. It is therefore difficult to compare gender representation in key appointments across the Services.

Women on deployment

For each occupational group, female representation on deployment is slightly lower than female participation rates in each group.¹⁸ Figure 7 shows the percentage of female representation on deployment in 2017–18.

Figure 7: **Percentage of women deployed by occupational group for the total ADF, 2017–18**



¹⁷ For comparison, the proportions of women at the O-5–O-6 ranks in the Navy, Army, Air Force and total ADF are 15.0%, 13.2%, 18.0% and 15.2% respectively. The proportions of women at the O-4–O-5 ranks in the Navy, Army, Air Force and total ADF are 18.1%, 14.9%, 19.8% and 17.1% respectively.

¹⁸ See Table B-16: ADF Permanent Force deployments by gender, Service, and occupational group, 2017–18.

Figure 8 shows how personnel are distributed amongst occupational groups. The Combat and Security group and Engineering, Technical and Construction group were deployed most in 2017–18, and relatively few women are in these groups compared with other occupational groups.

Figure 8: **Distribution of ADF women on deployment and overall by occupational group compared with the distribution of deployed personnel, 2017–18¹⁹**

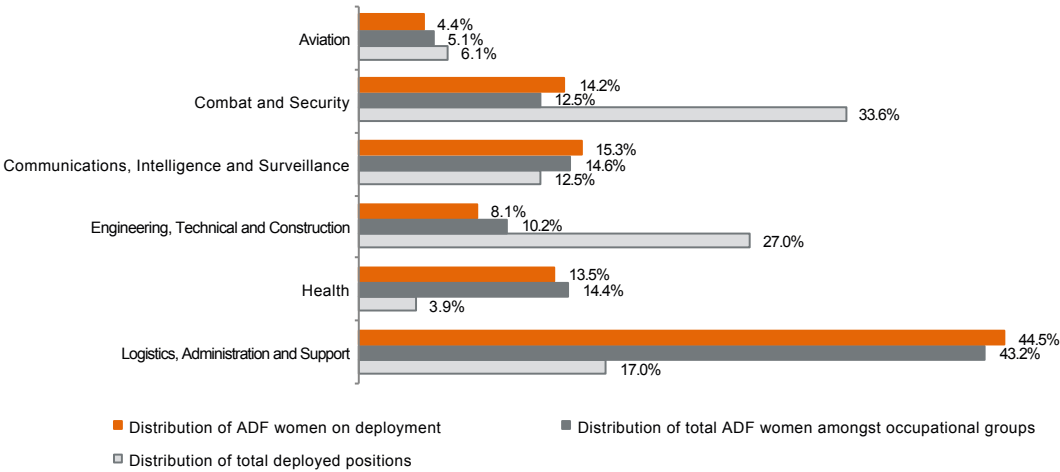
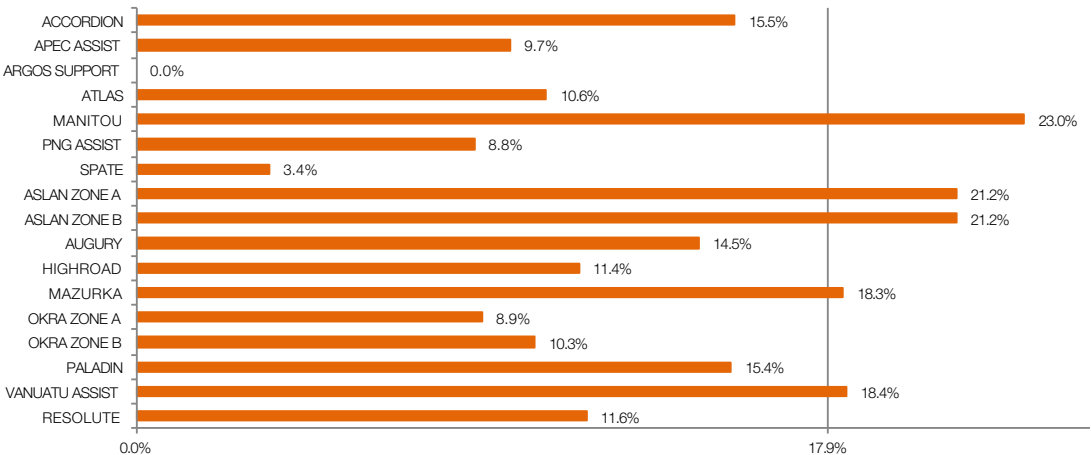


Figure 9 shows the percentage of women deployed on each operation and compares this to the overall female participation rate.²⁰ The number of personnel deployed varies significantly between operations, so there is also high variation in the proportions of women deployed.

Figure 9: **Percentage of women deployed on each operation for the total ADF, 2017–18**



Selection for deployment is based on mission-specific requirements and whether the member has indicated a willingness to be deployed. Mission host nations’ cultural considerations and occupational group requirements can restrict the proportion of women deployed in each Service.

19 Personnel who are not allocated to any occupational group are excluded from the percentages.

20 See Table B-17: ADF Permanent Force deployments by gender, Service and operation, 2017–18.

An Army soldier on deployment to Afghanistan

On deployment on Operation HIGHROAD, Corporal Moira Walker is the commander of a female force protection node providing security for female mentors of Afghan National Army instructors at the Marshal Fahim National Defence University institutions.

Her contribution to Operation HIGHROAD's success enables the ADF to achieve its commitment to the NATO-led Resolute Support mission, helping Afghan security forces and institutions to develop the capacity to defend Afghan and protect its citizens in a sustainable manner.

Corporal Moira Walker of Task Group Afghanistan's Force Protection Element is a Signals Detachment Commander with 3rd Combat Signals Regiment, based at Lavarack Barracks in Townsville.

Progress towards success

The proportion of women selected for command appointments is comparable to female participation rates at the relevant ranks.

Relative to female participation rates in each occupational group, women are slightly under-represented on deployment compared with men. The discrepancies are moderate.



TALENT AND CAREER MANAGEMENT

4

Able Seaman Communication and
Information Systems Kelan Nona relays
Morse code from HMAS Anzac during her
South East Asia deployment.

Chapter 4: Talent and career management

We will know we have reached success in gender diversity and inclusion in talent and career management when:

- women are promoted at the same rate as men
- women are provided with equal opportunity to develop as leaders and to prepare for promotion
- there is at least one female representative on all promotion boards
- an increasing proportion of women are involved in mentoring, sponsorship, and networking programs
- women are able to achieve their full potential through the removal of barriers to reaching the most senior leadership positions
- the contributions of women and men are valued and recognised equally
- the differences between women's and men's pay, from structural factors in the ADF, decrease.

One of Defence's identified priorities for diversity and inclusion is ensuring women are equally supported as men to progress through the ranks and eventually to be proportionally represented in supervisory, management and senior leadership positions.

Defence implements many initiatives to improve female members' readiness and competitiveness for promotion. It is also working towards removing barriers to women's participation in senior leadership and unconscious bias on promotions boards.

This chapter examines Defence initiatives for ensuring that women are equally competitive as men for career advancement.

Promotions

To be considered eligible for promotion, ADF members need a minimum level of experience in each rank, provide unrestricted service and complete promotion course prerequisites. In some cases, promotion boards or personnel advisory committees determine a member's merit and potential relative to other members. Provided there is a position available, members who are found suitable are promoted in the order of merit.

Each Service has different ways of finding members who are eligible and suitable for promotion. The proportions of personnel eligible, found suitable and promoted also vary between occupational groups. Overall, women who are found suitable are not disadvantaged in being chosen for promotion when compared with men.²¹ Table 2 shows the percentage of female and male candidates promoted compared with those found eligible and suitable.

Table 2: Proportion of female and male promotions out of those found eligible and suitable for promotion, 2017–18

Eligibility and suitability for promotion	Navy (%)	Army (%)	Air Force (%)
Percentage of female candidates who were found suitable out of those eligible for promotion	94.4	40.9	23.9
Percentage of male candidates who were found suitable out of those eligible for promotion	87.9	51.8	23.0
Percentage of female candidates who were promoted out of those found suitable	21.9	79.2	61.4
Percentage of male candidates who were promoted out of those found suitable	19.0	67.7	45.9

²¹ For figures and explanations relating to the numbers of members eligible to be presented to a promotion board, ranked suitable and promoted by occupational group in 2017–18 for each Service, see Tables B-19–B-21. See also Table B-18: ADF Permanent Force substantive promotions by gender, rank and Service, 2017–18.

Time in previous rank

ADF members must spend a minimum time in rank before they are eligible for promotion.

Comparing the time that women and men had spent in their previous rank before they were promoted in 2017–18, both genders generally have similar tenure before promotion, although there is variation between different ranks. It is difficult to compare the data at the higher officer ranks (O-8 and above), as there were no female promotions to those levels in 2017–18.²²

Tenure in rank for promotions is compared with tenure for separations in Chapter 5.

Promotional gateway courses and leadership development

The Australian Defence College has three centres that train current and future military leaders.²³ Attendance at one of these centres is either a promotional gateway or a significant leadership development opportunity, and the Services recognise the value of these courses in enhancing officers' competitiveness for promotion. Although each Service has unique policies regarding eligibility for these courses, in general they are aimed at the Major (E) (O-4) rank to the Colonel (E) (O-6) rank.²⁴

Considerations for course selection and promotional gateways are merit based and gender neutral, but diversity is an active cultural consideration. This ensures the competitive pool remains as broad as possible to harness diverse talent.

The proportion of women on placements or appointments is comparable to the proportion of women who were eligible. For other rank promotion courses, nearly all women across all Services completed these courses. The ADF is successfully providing eligible women with the opportunity to advance their careers, and this will have a positive impact on future gender representation in senior roles.

Mentoring, networking and sponsorship

Following recommendations from the Australian Human Rights Commission's *Review into the Treatment of Women in the Australian Defence Force: Phase 2 Report* (2012), the Services have implemented many mentoring initiatives to provide continued support to both women and men. These programs are beneficial to all ADF personnel but are especially important to facilitate women's integration into workplaces where they are under-represented and for women to develop their full potential to increase competitiveness.

Internal programs include workshops, training, summits and forums for women to develop networks and discuss workforce management issues. Through these, the Services can support the specific needs of women, particularly those in male-dominated environments. Leadership programs build management skills and a culture of professional development.

External partnerships and sponsorships allow women to build their experiences and knowledge in industry. They are also opportunities for the Services to present themselves as an attractive career option.

In 2017–18, Defence increased participation rates or expanded the reach of mentoring, networking and sponsorship programs. Support for women in the workplace will have positive impacts on retention and leadership capability and diversity.

Each Service's programs and Defence's organisation-wide initiatives are listed below. Details about each program, including participation rates for 2017–18, are available in Annex A.

²² See Table B-22: Median time in previous rank (years) by gender and Service, 2017–18.

²³ The Australian Defence College website has more information about the Australian Command and Staff College, Capability and Technology Management College, and Centre for Defence and Strategic Studies, at defence.gov.au/ADC/.

²⁴ For figures and details about eligibility for promotional gateway courses and command appointments for each Service and rank group, see Tables B-23–B-28.

Defence

- Diversity and Inclusion Speaker Series (formerly the Women's Speaker Series)
- Australian Institute of Company Directors (AICD) partnership for board readiness

Progress towards equal female representation on Government boards

Defence is committed to enabling its women to sit on Government boards. Noting the requirement for Government members to be certified, Defence People Group has established a pilot program through the AICD to train and certify women in Defence in both the ADF and Australian Public Service components. Twenty-five women in middle to senior management positions will complete the AICD course between August 2018 and April 2019.

Defence is also establishing an internal register for certified women in Defence. Boards that are seeking new members will be able to access this register. This dual strategy will build Defence's talent pool of board-ready women and make it easier for boards to seek qualified women for vacant positions.

Navy

- Women in Engineering Mentoring Program, part of The Future Through Collaboration (TFTC) Program
- Navy Mentoring Program
- Navy women's networking forums
- Diversity Reference Group—Women
- Navy Leadership Coaching Program
- Minerva Network sponsorship to mentor professional sportswomen

Chief Petty Officer Leonie Hunter on the TFTC Program

'I am looking forward to spending the year exploring my own personal and professional growth. I see it as an opportunity to develop, maintain, and improve on a number of skills first introduced to me by Navy-facilitated courses. This is a great opportunity to meet and network with a number of talented Defence Industry men and women on the same journey, hear their similar challenges, and fresh ideas for ways ahead.'

Chief Petty Officer Leonie Hunter will be a mentee on the TFTC Program in 2018.

Army

- Informal mentoring relationships, supported by the Chief of Army's directive to create a leadership environment of increased mentoring and positive leadership role modelling
- Army Regional People Forum, Regional Gender and Diversity Councils, Army Gender and Diversity Executive Council
- Army Industry and Corporate Development Program
- Group and Individual Executive Coaching Program (new in 2018)
- Chief Executive Women's Leadership Program sponsorship
- Great Leaders Are Made program sponsorship

Brigadier Leigh Wilton on the Army coaching and leadership programs

'I am lucky enough to have been afforded opportunities to participate in Army leadership programs, and I have found the programs to be invaluable and the overall experience rewarding. Engagement with the programs allowed me to set aside time for personal reflection and critical analysis which, in my mind, is necessary for improving leadership at the strategic level.

The experience has reinforced to me the benefits of seeking further learning whenever the circumstances allow, and I would recommend these programs to others.'

Air Force

- Women's Integrated Networking Groups (WINGs)
- WINGs Technical Network (TECHNET)
- Specialist career manager—pilot
- Air Force women's professional development opportunities
- Women in Aviation Aerospace Australia partnership
- Australian Women Pilots' Association sponsorship
- Leadership Exchange Program
- Sponsorship to complete a Certificate IV in Workplace and Business Coaching
- Executive Leadership Coaching Program

Group Captain Jules Adams on the Air Force's mentoring and networking programs

'Over the years, I have built and maintained strong professional networks across a diverse range of postings, and I have been mentored by a number of inspirational leaders. My first posting to Canberra not only provided me with a unique insight to Air Force Headquarters and strategic-level decision-making but also exposed me to a network of senior officers who have continued to sponsor (and, in some cases, mentor) me in successive appointments.

During my command appointment, I was part of the inaugural Executive Leadership Coaching Program, which improved my self-awareness and changed my approach to setting and achieving goals. The program allowed me to visualise what was possible beyond my own unit and prompted me to extend my influence further than I had originally imagined.'

Group Captain Jules Adams, CSC, is currently appointed as the inaugural Deputy Chief of Staff to the Australian Defence Force Headquarters in Canberra.

Career management

Good career management is vital for retention and advancement. Each Service is committed to supporting its members throughout their career and life stages.

Navy

To increase career satisfaction, the Navy has made it a priority to enable flexible work practices. This initiative benefits both genders but can especially assist with retaining women in the workforce. The Navy is committed to increasing acceptance among both genders of flexible working practices. These are discussed more in Chapter 6.

Army

Career Management—Army has increased its communication with Army members through career advisor tours, presentations, meetings with commanders and chains of command, emails and phone calls. The Army recognises that increased knowledge allows its members to have better control over their careers.

Air Force

Personnel Branch—Air Force conducts a base visit program annually. The 2018 visit promoted discussion on Air Force's future workforce requirements and flexible employment opportunities for both women and men. It also allowed members to meet with Personnel Branch staff.

All Air Force members have unrestricted access to their career managers, from whom they can receive advice on their career preferences.

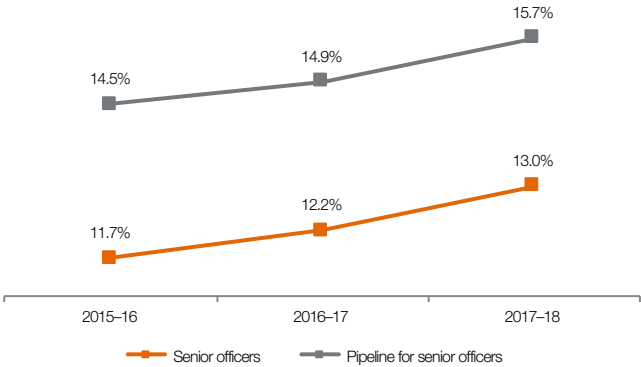
The Air Force is committed to enhancing the career progression and retention of women by encouraging members to consider flexible employment opportunities and engaging with women at critical times in their careers or during periods of maternity leave.

Women in senior leadership positions

The ADF considers senior leaders to be at the Colonel (E) (O-6) rank and above. The pipeline for senior leadership is the Lieutenant Colonel (E) (O-5) rank.

Defence is progressing towards increased female representation in senior leadership. Although there are proportionally fewer women in senior or pipeline positions than men, the gender balance amongst these positions has improved over time. Figure 10 shows the percentage of women in senior or pipeline positions from 2015–16 to 2017–18.

Figure 10: **Proportion of senior (O-6 rank and above) or pipeline (O-5 rank) positions occupied by women, 2015–16 to 2017–18**



Slightly more officers of both genders occupied senior or pipeline positions in 2017–18 than in previous years, as Figure 11 shows.

Figure 11: **Proportion of women and men in senior (O-6 rank and above) or pipeline (O-5 rank) positions for the total ADF, 2015–16 to 2017–18**

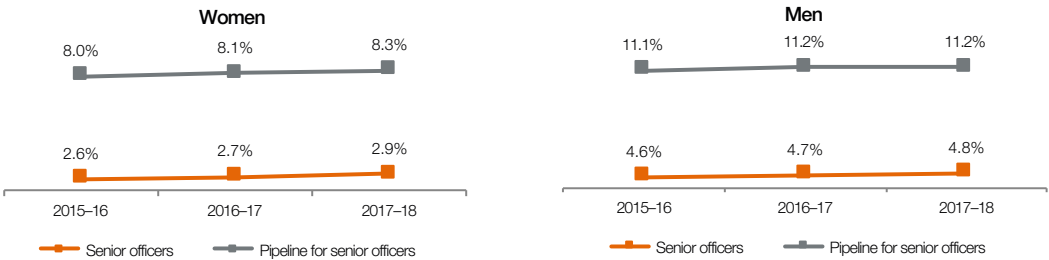
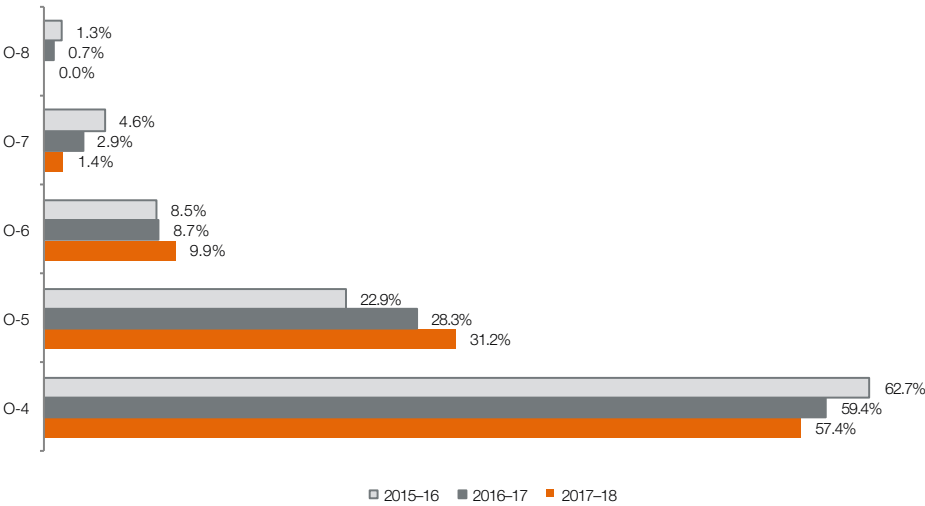


Figure 12 shows female officer promotions to each rank as a proportion of female promotions to other officer ranks for the last three financial years. Although proportionally fewer women were promoted to the O-7 and O-8 ranks this year, more were promoted to the O-5 pipeline and O-6 ranks. If these women continue to be supported in their professional development, female representation at senior levels is likely to continue to improve in future years.

Figure 12: **Proportion of female officer promotions at each rank for the total ADF, 2015–16 to 2017–18**²⁵



Addressing cultural barriers to achieving proportional representation of women in senior leadership positions

Each Service implements initiatives to increase the proportion of women in senior leadership positions. Structural factors such as occupational segregation and mechanisms to achieve work–life balance also affect the proportion of women in senior leadership positions. These are explored further in Chapter 6.

Navy

The Navy recognises that clarifying the distinction between mandatory and desirable promotion requirements will enable senior leadership to be drawn from a wider range of career paths and talents. Flexible career paths and talent management will achieve greater female representation at senior ranks.

To address the under-representation of the Navy’s senior women on Defence boards, the Navy supports the AICD program for board readiness.

Army

The Army expects that increased recruiting and retention will increase the proportion of women in senior ranks in due course. It has also employed other initiatives, such as reducing rigidity in the career management system, emphasising the role of diversity as a capability multiplier and removing unconscious bias in the promotion process.

Air Force

The Air Force works with career managers to explore the effect of unconscious bias in decision-making and has delivered unconscious bias workshops to all promotion board members, including those responsible for selecting senior leadership positions.

²⁵ The O-9 and O-10 ranks are not shown as there were no women promoted to these ranks in the last three financial years.

Valuing our members—honours and awards

Defence rewards excellence and outstanding service through honours, awards and commendations.²⁶

Table 3 shows the gender breakdown of personnel who received honours and awards in each Service in 2017–18.²⁷

Table 3: **Proportion of women and men who received honours and awards, 2017–18**

Service	Women (%)	Men (%)
Navy	18.9	81.1
Army	11.8	88.2
Air Force	20.5	79.5

The proportion of women receiving honours and awards is comparable to the female participation rate in each Service.²⁸ This suggests that the ADF is successfully demonstrating that it values the contribution of women equally to that of men.

Representation of women on promotion boards

It is Defence policy to have female representation on all promotion boards in the Navy and Air Force and on personnel advisory committees for the Army. In 2017–18, this was achieved for all of these except Army other ranks, where 59.6 per cent of those boards had female representation.²⁹ Given that the Army has a lower proportion of women compared with the other Services, committee membership places a significant demand on the time of the female workforce. Therefore, it is not always possible to achieve female representation. Female representation on boards for Army other ranks increased by 4.1 percentage points from 2016–17 and, as the proportion of Army women increases, the Army's ability to meet the female representation target will continue to improve.

In the Navy, the policy applies to every officer and sailor promotion board, as well as selection boards for command and charge appointments and Warrant Officer tier selections.

The Army's personnel advisory committees now include a mix of genders, work roles, subject-matter expertise and work histories and an external-to-Army representative. Committee members undertake unconscious bias training to improve their ability to identify leadership potential across a broader range of talents and give greater consideration to the caring responsibilities of both women and men. This has produced a greater appreciation of the level of diversity amongst officers that is needed to deliver the Army's future capability.

The Air Force also includes an independent, non-job-specific member on all promotion boards and an independent non-Air Force member for Group Captain (O-6) promotion boards.

Representation of women on Defence senior decision-making committees

The ADF plays a critical role in redressing the fact that women are still largely excluded from formal decision-making processes to prevent, manage and resolve conflict.³⁰

ADF membership on Defence senior decision-making committees is largely limited to the most senior positions in the ADF, such as the three Chiefs of Service, the Chief and Vice Chief of the Defence Force and the Chief of Joint

26 More information about Defence Honours and Awards is available at defence.gov.au/Medals/.

27 Only non-operational honours and awards are tabulated.

28 See Table B-29: ADF honours and awards by gender and Service, 2017–18.

29 See Table B-30: Number and proportion of promotion boards with at least one female board member by Service and rank group, 2017–18.

30 As indicated in the *Australian National Action Plan on Women, Peace, and Security 2012–18* and the Australian Human Rights Commission's *Review into the Treatment of Women in the Australian Defence Force: Phase 2 Report* (2012), pages 54–55.

Capabilities. Due to this structure, ADF women continue to be extremely under-represented on these committees. Six of the 11 committees continue to have no female ADF members. There are also few non-ADF women overall compared with men.³¹ This trend is unlikely to change in the foreseeable future, and, until it does, Defence will continue to fall short of its 40:40:20 gender balance target.³²

To increase diversity on senior decision-making committees, Defence should consider ways to harness the perspectives of more women. Strategic leadership shapes ADF and Defence culture, so it requires diverse perspectives to operate effectively.

Gender pay audit

The difference between women's and men's average salaries is of national interest in measuring gender inequality.

In Defence, women and men are paid equally for the same occupation, rank level and tenure. Gender discrepancies are due to structural factors and not pay inequity. Given these structural factors, the average ADF woman is paid 8.2 per cent less than the average ADF man.³³ The national pay gap as at August 2018 is 14.6 per cent.³⁴

The main reasons for the ADF's gender pay gap are as follows:

- Some of the highest ranks in the ADF are currently only occupied by men.
- There are fewer women in better remunerated occupations.
- Women have served for less time than men.

Defence is addressing these by:

- ensuring women have the same opportunities to reach the senior ranks as men (Chapter 4)
- encouraging women to work in non-traditional employment roles (Chapter 6)
- facilitating the retention of women in the ADF (Chapter 5).

Progress towards success

The proportion of women in senior leadership is slowly increasing. We expect this to continue in future years. Women are promoted at a rate that is in line with the pool of candidates found suitable.

ADF women access professional development opportunities at a similar rate to men. The Services have also taken steps to remove cultural barriers that may prevent women from reaching senior leadership. This will enable women to advance to the senior ranks when they are ready.

Defence recognises women's and men's contributions to the ADF equally through the distribution of honours and awards.

While most promotion boards have at least one female representative, women are still under-represented on senior decision-making committees. They have fewer opportunities to shape ADF culture and direction. This will continue unless the composition of membership for these committees changes.

³¹ See Table B-31: Representation of women on Defence senior decision-making committees, as at 31 March 2018.

³² The 40:40:20 gender balance target refers to 40 per cent women, 40 per cent men and 20 per cent either women or men.

³³ See Table B-32: Difference between women's and men's pay in the ADF by rank and Service, as at 30 June 2018.

³⁴ More information on the Workplace Gender Equality Agency's calculations on the gender pay gap is available at wgea.gov.au/sites/default/files/gender-pay-gap-statistic.pdf.



5

RETENTION

Australian Army Signaller Abbey Hughes is deployed as a guardian angel to Qargha, Afghanistan, protecting mentors who work with female staff at the Afghan National Army Officer Academy.

Chapter 5: Retention

We will know we have reached success in gender diversity and inclusion in retention when:

- women are retained in the ADF at the same rate as men
- the gap between female and male time in service (upon separation) is reduced
- women and men are retained at the same rate after maternity and parental leave.

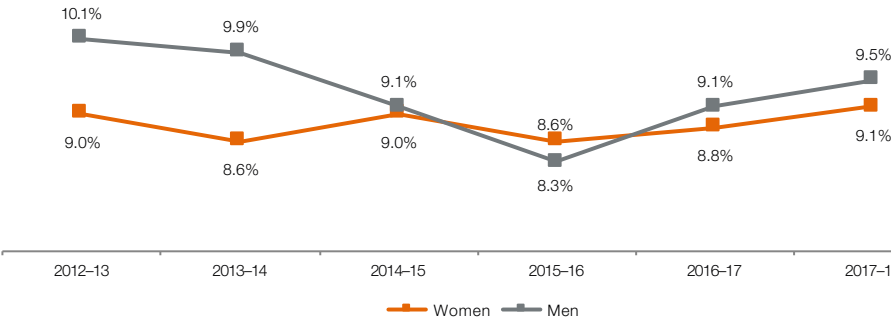
To improve overall female participation in the ADF and representation in senior leadership, women must be retained at the same rate as men. This chapter examines separations to identify any gender differences and to understand why people leave the ADF. This will help Defence to build targeted policies and processes to ensure greater female retention.

Defence understands that responding flexibly to the needs of its members throughout their career and life stages is also critical to retention. This is explored further in Chapter 6.

Separation rates and types

Women and men are separating from the ADF at similar rates. Members of both genders at other ranks separated at a higher rate than officers.³⁵ Separation rates have remained fairly stable over time. Figure 13 shows female and male separation rates from 2012–13 to 2017–18.

Figure 13: Female and male separation rates for the total ADF, 2012–13 to 2017–18



Separations are classified as voluntary, involuntary, age retirement, or occurring during training. Voluntary separations were the most common separation type for both women and men, accounting for approximately half of all separations, as Figure 14 shows.³⁶ The distribution of separation types has remained consistent over time.

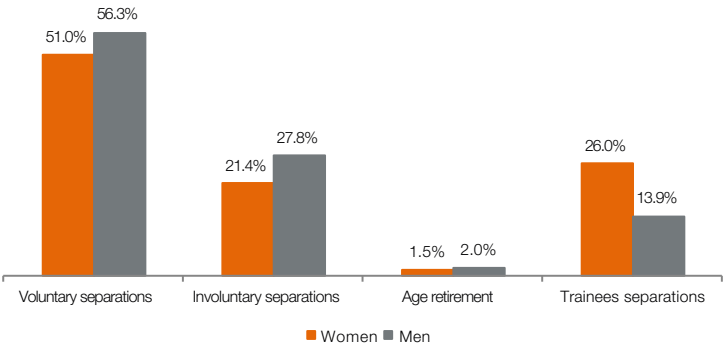
The proportion of voluntary separations is consistent with the broader Australian workforce; more people left their job voluntarily than involuntarily in the 12 months prior to February 2018.³⁷

³⁵ See Table B-33: ADF Permanent Force 12-month rolling separation rates by gender, rank group and Service, as at 30 June 2018; and Table B-35: Number of ADF Permanent Force separations by gender, rank and Service, 2017–18.

³⁶ See Table B-36: Number of ADF Permanent Force separations by gender, Service and type of separation, 2017–18.

³⁷ Of all women who left their job, 69.0 per cent did so for voluntarily reasons compared with 63.1 per cent of men and 66.0 per cent of total persons. Australian Bureau of Statistics, Participation, Job Search and Mobility, Australia, February 2018 (cat. no. 6226.0).

Figure 14: **Distribution of separations by separation type for the total ADF, 2017–18**



For senior officers (O-6 rank and above), involuntary separations or age retirements were more common.³⁸ Senior other rank members (E-8 and above) were more likely to voluntarily separate.³⁹ There were no differences in the distribution of separation types between women and men.

Reasons for leaving the ADF

In 2017–18, more personnel left the ADF voluntarily compared with other separation types. Identifying any gender differences in the reasons why members choose to leave can help Defence to develop targeted strategies to improve retention.

Table 4 shows the top 10 reasons for women and men leaving Defence.

Table 4: **Top 10 reasons for leaving Defence, 2017–18**

Number	Top 10 reasons for women	Top 10 reasons for men
1	To make a career change while still young enough	To make a career change while still young enough
2	Impact of job demands on family/personal life	Better career prospects in civilian life
3	Desire for less separation from family	Limited opportunities in my present Category/Corps/ Mustering/Specialisation/Primary qualification
4	Lack of job satisfaction	Desire to stay in one place
5	Low morale in my work environment	Low morale in my work environment
6	Better career prospects in civilian life	Selections or promotions not based entirely on merit
7	A desire for more challenging work	Lack of job satisfaction
8	Desire to stay in one place	Desire for less separation from family
9	General dissatisfaction with Service life	Impact of job demands on family/personal life
10	Desire to live in a particular location	Feel there is a lack of opportunities for career development

The top reason for both women and men suggests that some attrition is natural, as members want to make career changes for personal reasons.

Women appear to be more affected than men by strains in balancing work and personal commitments, although the differences in counts for women are small.⁴⁰ The ADF is committed to implementing initiatives to help members achieve work–life balance. These initiatives are described in Chapter 6.

38 Involuntary separations include members who are medically unfit, are unsuitable for further duty, died while serving or were part of a ‘Command-initiated transfer to the Reserves’.

39 See Table B-34: ADF Permanent Force 12-month rolling separation rates by gender, rank (O-5 and above, E-8 and above) and Service, as at 30 June 2018; and Table B-37: Number of ADF Permanent Force separations by gender, rank (O-5 and above, E-8 and above), Service and type of separation, 2017–18.

40 For the number of women and men citing each reason, see Table B-38: Top 10 reasons for leaving the ADF by gender, 2017.

Time in rank and service upon separation

Women are currently serving for less time than men. To improve female participation and, eventually, representation at senior levels, it is vital that Defence encourages women to serve in the ADF for longer periods.

Women who are separating generally spend less time in rank than men, as Figures 15 and 16 show.⁴¹ For both officers and other ranks, this is especially pronounced at higher levels.

Figure 15: Median time in rank upon separation for officers (years) for the total ADF, 2017–18⁴²

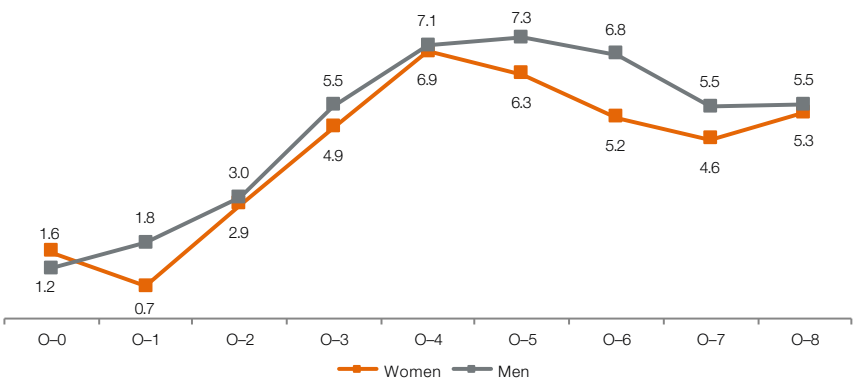
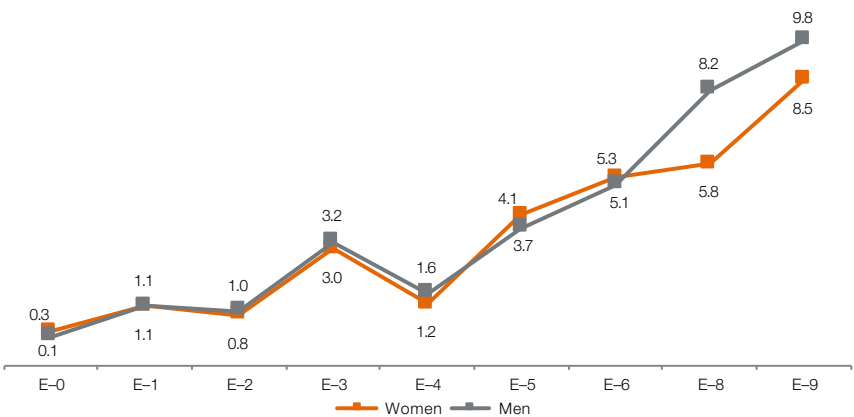


Figure 16: Median time in rank upon separation for other ranks (years) for the total ADF, 2017–18⁴³



Comparing separations and promotions, separating female officers spent less time in rank than women who were promoted out of the same rank in 2017–18. Separating and promoted male officers generally spent similar times in rank. For other ranks, most separating members of both genders spent less time in rank than those who were promoted.⁴⁴ This may suggest that, at least for women, workplace or personal factors, rather than dissatisfaction with promotion opportunities, are the cause of separations.

41 See Table B-39: Median time in rank (years) upon separation by gender, rank and Service, 2017–18.

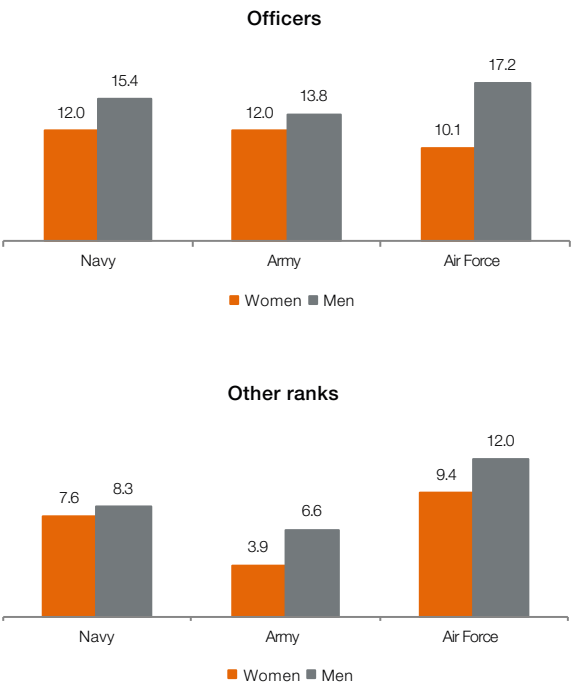
42 O-9 and O-10 are excluded from this graph, as there were no members at these ranks who separated in 2017–18.

43 E-7 is excluded from this graph, as there was only one member at the E-7 rank (an Army-only rank) who separated in 2017–18. E-10 is excluded from this graph, as there were no separating members at this rank.

44 For a comparison to the median time in rank for promoted personnel, see Table B-22: Median time in previous rank (years) by gender and Service, 2017–18.

At separation, for all Services and rank groups, women's careers in the ADF are also shorter than men's.⁴⁵

Figure 17: **Median time in service (years) at time of separation for officers and other ranks for each Service, 2017–18**



Although separating women spend less time in rank and service than separating men, both genders are serving for longer in 2017–18 than previously. Figures 18 and 19 show the median time in service over the last three financial years, with lines of best fit showing the general direction of these over time. While median time in service has fluctuated, it is increasing over the years, except for Army women in other ranks. However, the increase for female officers is smaller than for male officers.

45 See Table B-40: Median time in service (years) upon separation by gender, rank group and Service, 2017–18.

Figure 18: Median time in service (years) for female officers and other ranks for each Service, 2015–16 to 2017–18

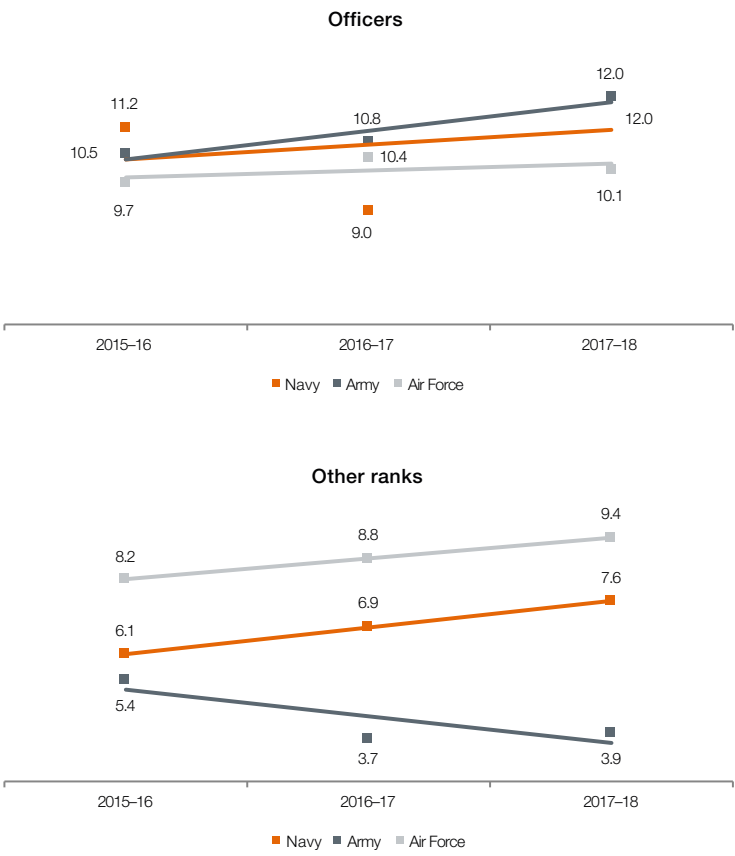
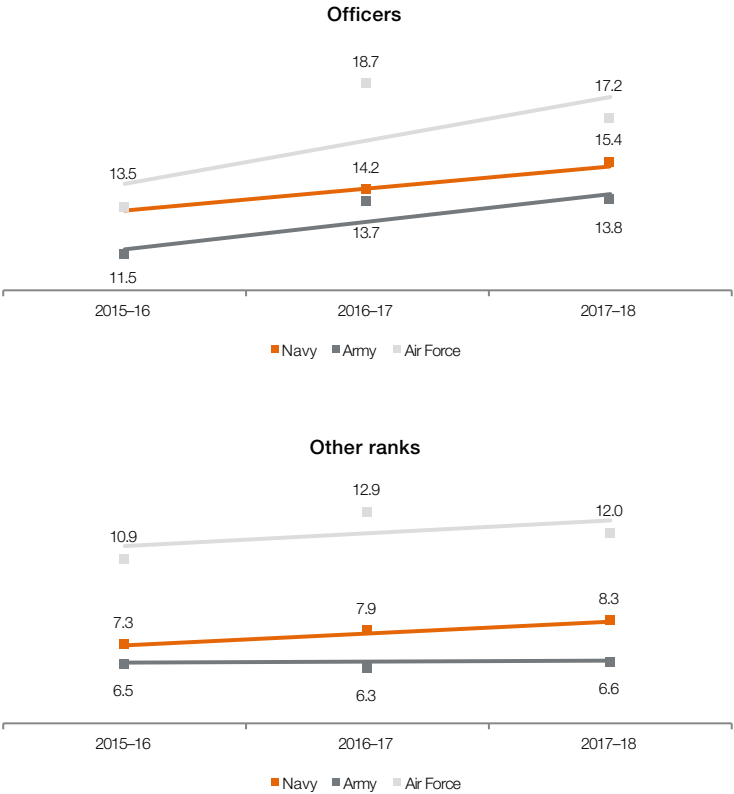


Figure 19: **Median time in service (years) for male officers and other ranks for each Service, 2015–16 to 2017–18**



The Total Workforce Model, discussed in Chapter 7, encourages longer service by providing members with the flexibility to balance their military careers with personal obligations. We expect the time in rank and service to continue to increase in future as a result of this initiative. The Total Workforce Model may be especially beneficial for women and could close the gap between women’s and men’s median time in the ADF.

Maternity and parental leave

In addition to the Australian Government’s Paid Parental Leave Scheme, Defence offers both paid and unpaid maternity and parental leave. This recognises the physical aspects of the later stages of pregnancy and childbirth and allows time for recovery and the care of a newborn or newly adopted dependent child.⁴⁶

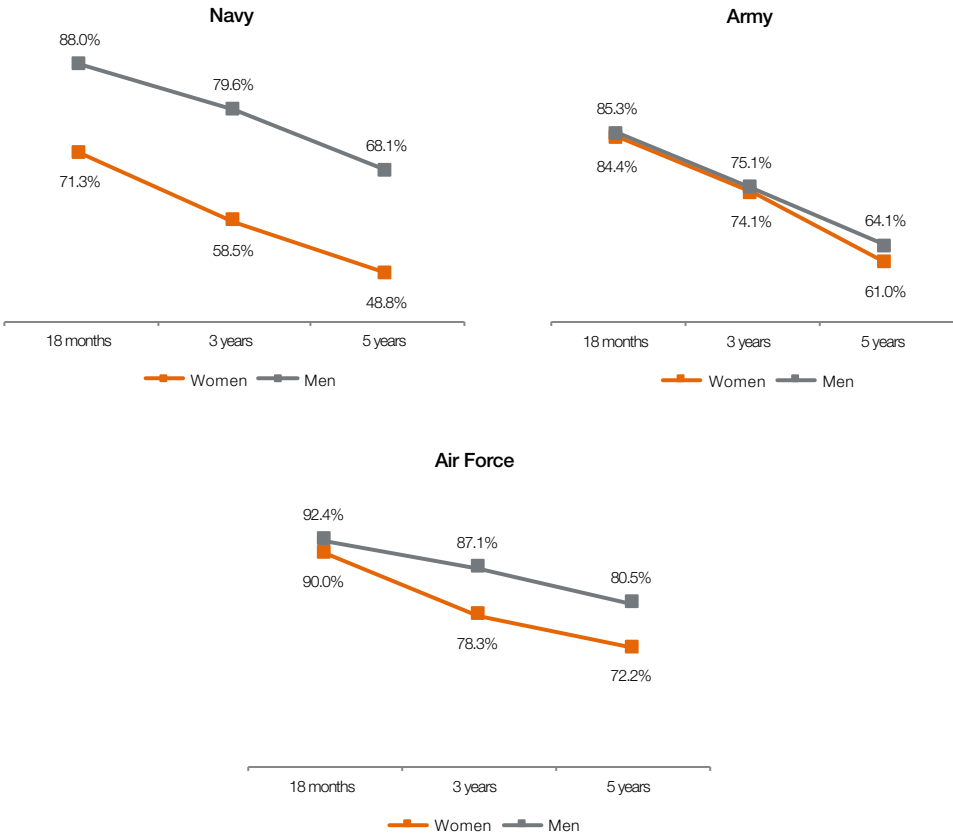
The duration of paid maternity leave is 14 weeks and that of paid parental leave is two weeks. Using unpaid leave for the remainder, a member can take maternity leave for up to 52 weeks or parental leave for up to 66 weeks. In 2017–18, women used a mix of paid and unpaid components, but nearly all men used the paid component only.⁴⁷ This suggests that women are temporarily suspending their careers for longer than men.

⁴⁶ Maternity and parental leave policies are described in the *ADF Pay and Conditions Manual*, Chapter 5, Parts 6–7, at defence.gov.au/PayandConditions/.

⁴⁷ For figures relating to the commencement of maternity or parental leave for each Service, see Tables B-41–B-46.

Figure 20 shows retention of personnel after taking a period of paid maternity or parental leave.

Figure 20: **Proportion of ADF members retained 18 months, three years and five years after a period of paid maternity or parental leave, commencing 1 July 2012 – 30 June 2013**



Women were retained at a lower rate than men, especially in the Navy. This difference was pronounced for other ranks, while differences for officers were smaller.⁴⁸ Five years after commencing maternity or parental leave, more officers than other ranks were retained. This is consistent with general separation patterns between rank groups.

Retention declines at roughly the same rate over the five-year period for all genders and Services. While there are pronounced gender differences and retention rates at 18 months, retention patterns are fairly predictable once personnel have returned from the leave.

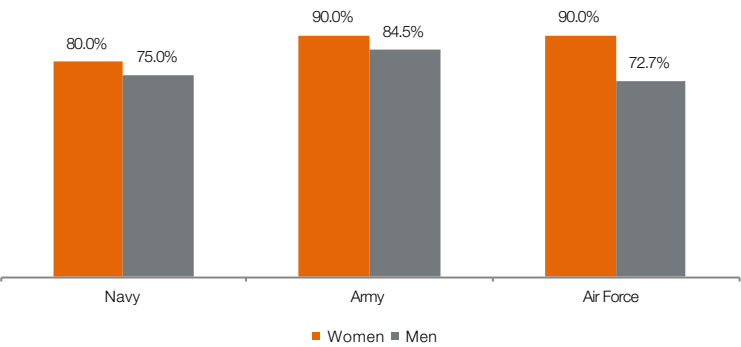
⁴⁸ For figures relating to the retention (18 months, three years and five years) after maternity or parental leave for each Service, see Tables B-47–B-55.

Career breaks

Current Defence policy does not specifically offer members career breaks, but members are able to use other leave types to take an extended break from active duty. For this report, a return from a career break is defined as three months of active duty following a continuous period of leave of three months or more.⁴⁹

Women are retained at a higher rate than men after a career break.⁵⁰ Figure 21 shows the percentage of women and men retained after a career break in 2017–18.

Figure 21: **Proportion of women and men retained after a career break for the ADF Permanent Force, 2017–18**



Progress towards success

Women separate from the ADF at the same rate as men. However, they are serving for less time than men, especially at higher ranks.

Defence has introduced the Total Workforce Model to assist its members to balance job and personal demands. This encourages longer service. Both women and men are indeed serving for longer in 2017–18 than in previous years.

Women are retained at a lower rate than men after paid maternity or parental leave, although the decline in retention rates over a five-year period is mostly equivalent between women and men. Women are retained at a higher rate following a career break.

49 Leave types included in this definition are annual leave, leave without pay and long service leave. Leave types excluded are maternity and parental leave. Leave dates were taken to be 1 July 2017 to 31 March 2018.

50 For figures relating to retention after career breaks for each Service, see Tables B-56–B-58.



WORKFORCE MANAGEMENT

Wing Commander Kylie Green, Commanding Officer of No. 295 Squadron provides feedback during the debrief to nations participating in Exercise Cope North on their efforts for the Humanitarian Assistance Disaster Relief element.

Chapter 6: Workforce management

We will know we have reached success in gender diversity and inclusion in workforce management when:

- women and men are proportionally represented across occupations
- the proportion of women transferring out of occupational groups where they are under-represented is comparable to that of other occupational groups
- use of flexible work practices meets the 2 per cent target for each Service
- women and men feel equally supported by and included in Defence, including family support.

Defence has implemented a number of workforce management practices to work towards a gender-equal workplace. These include removing gender restrictions in all occupational groups and increasing flexible employment options.

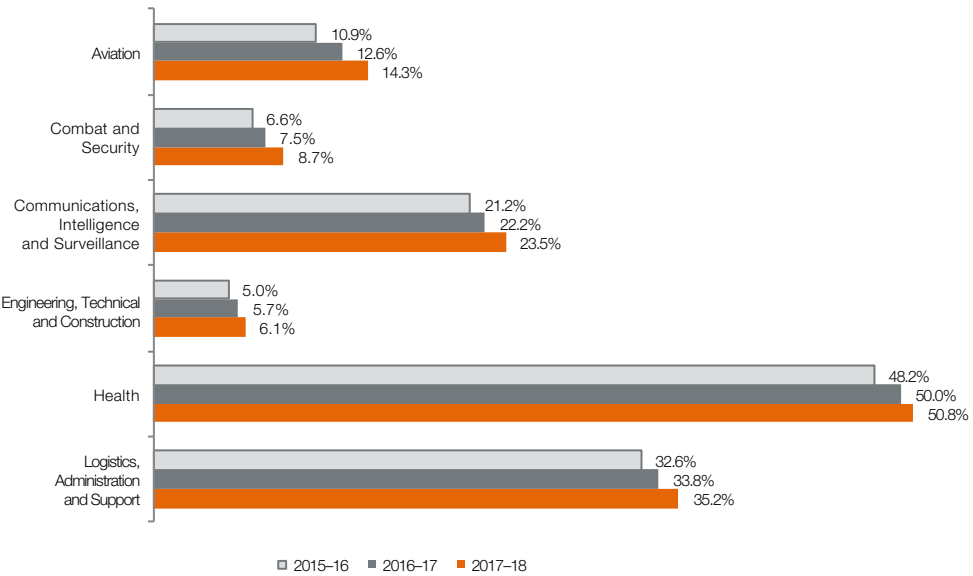
Continual improvements to workforce management practices will maintain Defence's position as a competitive employer of choice. Supporting personnel to balance their career and other responsibilities is critical to retention, which in turn strengthens workforce capability.

This chapter examines occupational segregation and mechanisms to support work-life balance.

Occupational segregation

Defence is committed to improving the proportion of women in those occupational groups where they are currently under-represented. Although women are still over-represented in health and logistics roles and under-represented in combat and engineering roles, Figure 22 shows that there have been increasing proportions of women in each occupational group over the last three financial years.⁵¹

Figure 22: Representation of women in occupational groups for the total ADF, 2015-16 to 2017-18



⁵¹ See Table B-59: ADF Permanent Force by gender, occupational group, rank group and Service, as at 30 June 2018.

The distribution of women and men in occupational groups varies for each Service. Generally, the majority of women are in health and logistics roles. Men are clustered in engineering and combat roles. Figures 23 to 25 show the distribution of men and women in occupational groups in each Service.

Figure 23: **Distribution of Navy women and men across occupational groups, 2017–18**

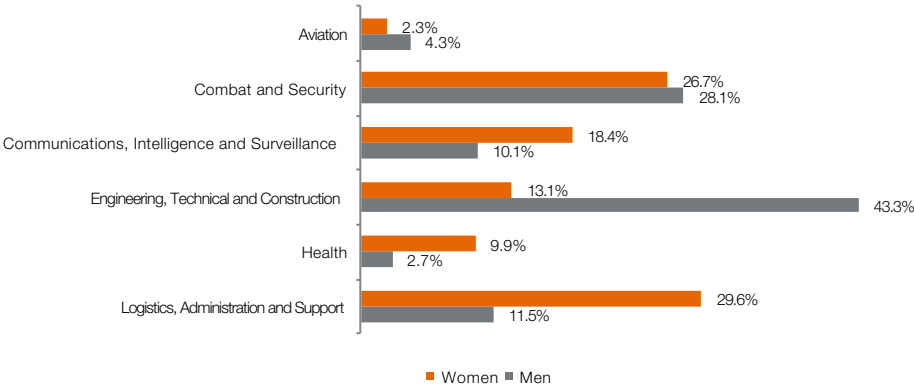


Figure 24: **Distribution of Army women and men across occupational groups, 2017–18**

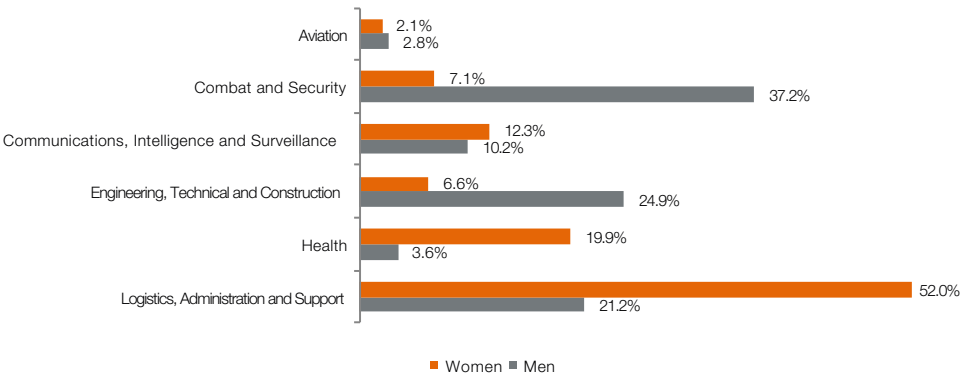
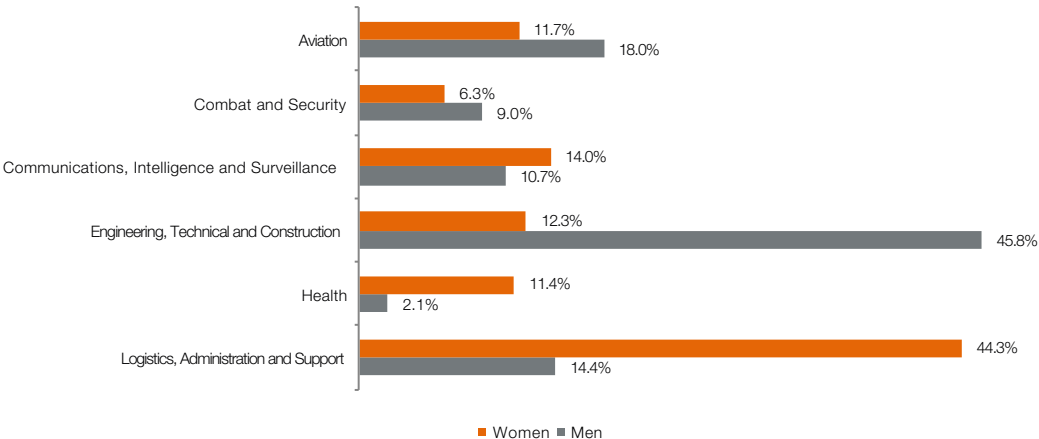


Figure 25: **Distribution of Air Force women and men across occupational groups, 2017–18**



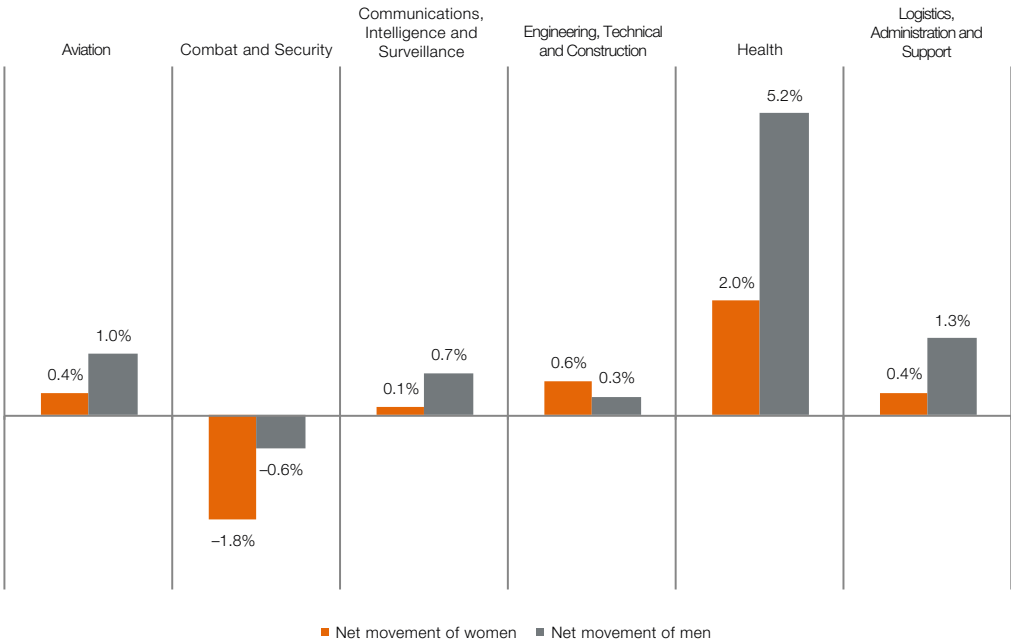
For some occupational groups, equal gender representation will take some time to be achieved. We expect that women’s participation in those areas will continue to increase in future years from sustained targeted recruitment and gradual increases in the number of women in combat roles following the removal of gender restrictions in 2016.

Transfers between occupational groups

Defence needs to grow extensively in some areas, such as the shipbuilding and cyber workforces, to meet future capability requirements. With increased competition for these skills in the broader workforce, Defence must be able to draw and retain this capability from the widest talent pool possible. Gender diversity is crucial to this.

Figure 26 shows that the Combat and Security group is losing more personnel than it is gaining. This is especially pronounced for women, who are already under-represented in this group. For all other occupational groups, more women and men are joining than leaving.⁵²

Figure 26: Net movement of women and men in each occupational group as a percentage of gender representation in that occupational group, 2017–18

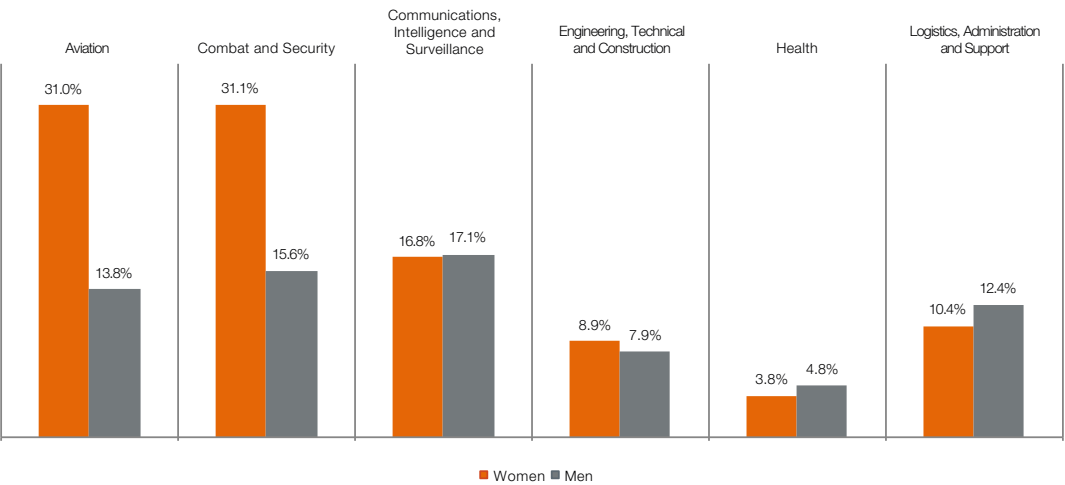


Members leaving an occupational group may be transferring to another group or separating from Defence. Most personnel who left their occupational group in 2017–18 separated rather than transferred.⁵³ Figure 27 shows the number of transfers as a percentage of total personnel leaving that group. Compared with men, women in the Aviation group and Combat and Security group were more likely to transfer to other occupational groups than separate. Their vital skills and capabilities are at least retained within the ADF.

52 For figures relating to transfers into and out of occupational groups by gender and Service for 2017–18, see Tables B-60–B-61.

53 See Table B-62: Transfers out of occupational groups with reason for transfer by gender and Service, 2017–18.

Figure 27: **Members transferring to other occupational groups as a proportion of all members who left that occupational group, 2017–18**



Service initiatives to address occupational segregation

Navy

The Navy has established female recruiting targets for occupational groups with less than 15 per cent female participation while also maintaining female proportions in other groups. The Navy is revising career continuums, offering leadership and networking opportunities and providing tailored career management for women, especially for those proceeding on and returning from maternity leave. Female participation rates have already exceeded female recruiting targets for the majority of the Navy workforce.

The Navy is currently examining any barriers to achieving increased female representation in workgroups such as Clearance Divers.

Army

The Army has focused its efforts on increasing the overall representation of women through targeted recruiting and retention initiatives. It is expected that, by increasing overall representation, a platform will be provided for future initiatives to attract additional women into non-traditional employment categories, such as combat roles. The Army has also introduced reduced initial minimum periods of service for some non-traditional employment categories.

All Army corps and employment categories use physical employment standards as the minimum physical level required for Army members to effectively perform their duties. These ensure that women and men, regardless of occupation, are capable of performing to the same physical standard.

Air Force

The Air Force's Project Winter steers women into roles with historically low female representation (primarily aircrew, engineering and technical roles) through specialist recruitment teams, reductions to return-of-service obligations, and strategies to support the workforce.

The Air Force is also providing tailored career management for women, especially for those proceeding on and returning from maternity leave. The Air Force develops career management strategies for women in aviation roles during career points that have large impacts on retention decisions.

The Air Force's leadership and networking opportunities assist women in aircrew, engineering and technical roles by providing a wider network to these women in groups with low female representation.

Flexible work arrangements

Defence recognises that allowing personnel to balance their work and personal obligations is critical for retention.⁵⁴ It is committed to having the structures, systems and processes in place to allow people to balance these responsibilities throughout their career.

Supporting work-life balance is especially important for gender diversity. Family and caregiving responsibilities can affect women more than men, disproportionately impacting on the individual's career as well as Defence capability.

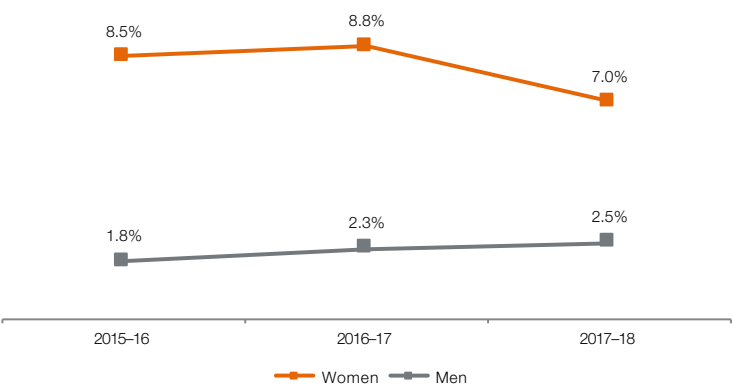
Each Service has established a target of 2 per cent of the trained permanent (including continuous full-time service) workforce using flexible work arrangements. The Navy and Air Force already exceed this target.⁵⁵ Table 5 shows the percentage of women and men using flexible work arrangements in 2017–18.

Table 5: Proportion of women and men using flexible work arrangements, 2017–18

Service	Women (%)	Men (%)	Total (%)
Navy	8.2	5.0	5.8
Army	2.6	0.9	1.1
Air Force	11.9	4.5	6.0

More women than men use flexible work arrangements, although this decreased in 2017–18. However, Figure 28 shows that the proportion of men using flexible work arrangements has increased over time. As both genders continue to benefit from these mechanisms, workplace flexibility will be increasingly accepted and will reduce the stereotype that these arrangements are only for women or caregivers.

Figure 28: Proportion of ADF women and men using flexible work arrangements, 2015–16 to 2017–18



Members may also access informal flexible work arrangements within their local workgroup, so more members than documented here are choosing to work flexibly.

Defence also offers the Total Workforce Model, which provides more enduring flexible employment options that will allow Defence to draw on both the Permanent and Reserve workforce more effectively. It is explored further in Chapter 7.

⁵⁴ Defence policy around flexible work arrangements, including the types of arrangements available, is described in the *Military Personnel Policy Manual*, Part 7, Chapter 1, at defence.gov.au/PayandConditions/ADF/Resources/MILPERSMAN.pdf.

⁵⁵ For figures relating to formal flexible work arrangements by gender and rank as at 30 June 2018 for each Service, see Tables B-63–B-65.

Navy's flexible work initiatives to enhance career advancement and support personnel

The Navy no longer requires a reason for applying for flexible work arrangements. This is to remove the misconception that these arrangements are only for parents and caregivers or are predominately aimed at women. The Navy encourages all members to work flexibly if they wish.

Promotion courses are being redeveloped to incorporate flexible study modes, allowing members to access courseware from any device with an internet connection and at any time. Courses will also reduce the residential component to minimise a member's separation from their family. The first course to transition to flexible delivery commenced in September 2018.

Several Navy establishments are now equipped with family accommodation, so members can bring children while attending promotion courses.

As distance education becomes the norm, the Navy intends that online course facilitators will work increasingly from home at times that are convenient to them.

The Royal Australian Naval College introduced job-sharing arrangements for course officers. The first course officer to work on a permanent part-time basis in a job-sharing arrangement has now been working in the role for six months. This has allowed the member to successfully combine work with family life.

Women's experience

Women feeling equally supported as men in the ADF can positively impact their participation, engagement and retention in Defence.

The Defence YourSay survey measures attitudes and experiences relating to topics such as Defence and ADF culture, leadership and management, and working conditions.

Women and men were equally and moderately satisfied with their job, level of morale and workgroup. Both genders were positive about their immediate supervisor.

ADF women were more positive than men in their views of senior leadership, particularly in steering Defence in the right direction.

Women and men felt equally included in the workplace, with only a very small proportion not feeling like an accepted part of their team or not feeling included in most work activities.

Only a small proportion of ADF members did not feel a sense of belonging or were not proud to be a member of their Service, with no significant gender differences.

Childcare assistance

Defence understands that the need to balance work and dependant care responsibilities can have an impact on retention. Defence is committed to assisting employees to achieve this balance through quality childcare access. The 2015 Defence Census results indicated that ADF members with children used childcare centres more than other care arrangements.⁵⁶

The Defence Community Organisation provides priority access to 17 long day care and four out-of-school-hours centres to Defence members. It also provides individual case management to support ADF families' childcare needs

⁵⁶ The results of the Defence Census are available in the *Defence Census 2015 Public Report*, at defence.gov.au/defencecensus/_Master/docs/Defence-Census-2015-Public-Report.pdf. The *Women in the ADF Report 2016–17* also reported the Defence Census results on page 63 and in Tables A75–A78.

when they move to a new area or change their work or care arrangements—for example, when they return from maternity leave.⁵⁷

Recognised relationships

Defence recognises that inter-Service couples have the same career management and co-location expectations as other serving spouses and interdependent couples. The ADF accommodates members' needs where possible.⁵⁸

When a military member is posted, sometimes families choose to remain in their current location for family stability. This arrangement is called 'Member With Dependant (Unaccompanied)' or MWD(U). Benefits of MWD(U) include enabling children to stay at their school, which some families find beneficial during the critical school years, and allowing partners to keep their current job. MWD(U) also facilitates access to local support networks and allows an ADF member's family to maintain consistent access to health care.⁵⁹

MWD(U) accounts for 11.0 per cent of arrangements for female members with dependants and 12.6 per cent for male members with dependants. Navy men were the most likely to be unaccompanied than accompanied (20.3 per cent unaccompanied) compared with both genders in other Services.⁶⁰

Progress towards success

Women and men are still clustered in traditionally 'feminine' and 'masculine' occupations respectively. Defence is demonstrating significant effort to increase the proportion of women in employment roles where they are under-represented, with early success. This will positively impact on capability in these groups.

More women and men are transferring into occupational groups than out, except in the Combat and Security group, which lost more members than it gained.

Women and men have similar attitudes regarding job and team satisfaction, and both genders identify positively as Defence members and feel equally included in the workplace. Women are slightly more positive about Defence senior leadership.

The Navy and Air Force are exceeding their targets for use of flexible work arrangements. More men are using flexible work arrangements than in previous years, which will increase its acceptance in the workplace.

The Defence Community Organisation provides information, advice and resources to support military families, particularly those needing childcare services or experiencing postings.

⁵⁷ Further information on Defence Community Organisation's childcare assistance programs is available at defence.gov.au/DCO/Family/Kids/Childcare.asp.

⁵⁸ It is Defence policy that career management agencies assess the feasibility of co-location for inter-Service couples on posting. Where this is not possible, Defence offers other options, including flexible work and leave arrangements. For more information, refer to 'Posting of Inter-Service Couples in the Australian Defence Force' in the *Military Personnel Policy Manual*, Part 6, Chapter 2, at defence.gov.au/PayandConditions/ADF/Resources/MILPERSMAN.pdf. For figures relating to members in a Defence-recognised relationship with another permanent serving member as at 30 June 2018 for each Service, see Tables B-66–B-68.

⁵⁹ Benefits that a member's dependants can receive while the member is on MWD(U) are outlined in the *ADF Pay and Conditions Manual*, Chapter 8, Part 3, Division 2, at defence.gov.au/PayandConditions/. The reasons cited here were significant in families' decisions to use MWD(U) arrangements, according to the 2015 ADF Families Survey, at defence.gov.au/dco/_master/documents/publications/adf-families-survey.pdf.

⁶⁰ See Table B-69: Members With Dependants and Members With Dependants (Unaccompanied) by gender, rank group and Service, as at 30 June 2018.



TRANSITION AND RE-ENGAGEMENT

7

Able Seaman Communication and Information Systems
Melissa Van Der Ley is serving on board HMAS Darwin for
Indo-Pacific Endeavour 2017, in South East Asia.

Chapter 7: Transition and re-engagement

We will know we have reached success in gender diversity and inclusion in transition and re-engagement when:

- equal proportions of women and men transfer to the Reserves and continue to provide service to the ADF after transition from permanent service
- a proportional amount of women and men with prior service are enlisting in the ADF Permanent Force.

Allowing members to balance the demands of military and personal life is integral to retaining personnel. The introduction of the ADF Total Workforce Model in 2016 was a significant achievement in providing members the flexibility to move between Service Categories on a continuum with varying degrees of obligation.⁶¹

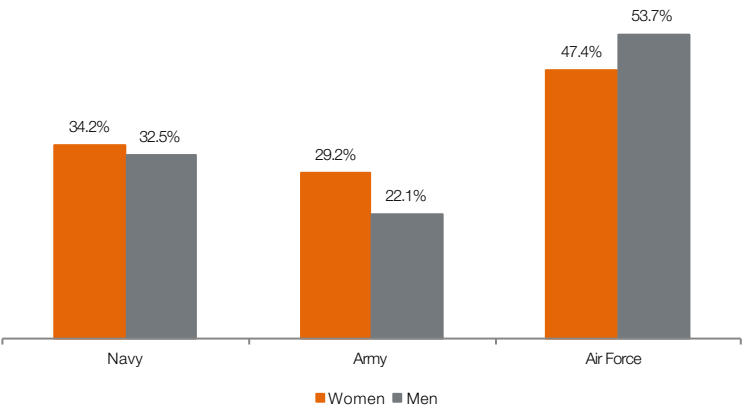
The Total Workforce Model will be fully implemented by the end of 2018. It replaces the distinction between the Permanent Force and the Reserve Force with a more fluid model that facilitates the movement of members between Service Categories.

This chapter examines the proportion of women and men who transfer from Service Categories 6–7 (equivalent to the Permanent Force) to Service Categories 3–5 (equivalent to the active Reserve Force) and continue to render ADF service.⁶² It also examines the re-engagement of members to the ADF Permanent Force.

Transfers between Service Categories

Of the members who separated from the ADF in 2016–17, 30.3 per cent transferred to Service Categories 3–5 (the active Reserve Force); and 51.1 per cent of these members rendered service in 2017–18.⁶³ Overall, slightly more women transferred to these categories and rendered service. However, there is variation between the Services, as Figures 29 to 31 show.

Figure 29: Proportion of separating ADF Permanent Force members who transferred to Service Categories 3–5, 2016–17

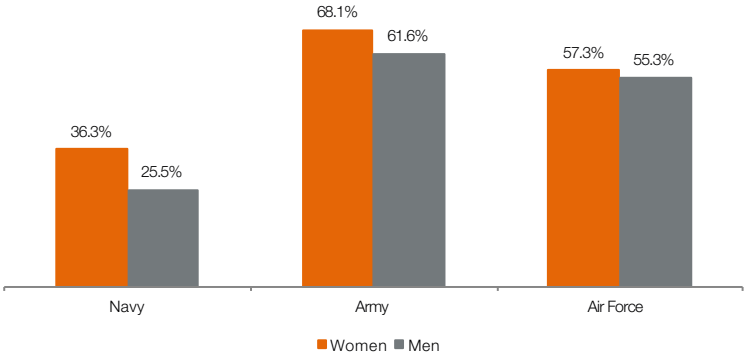


61 The ADF Total Workforce Model—Service Spectrum is described in the *Military Personnel Policy Manual*, Part 2, Chapter 5, at defence.gov.au/PayandConditions/ADF/Resources/MILPERSMAN.pdf.

62 The policy of Resignation and Transfer to the Reserve is described in the *Military Personnel Policy Manual*, Part 10, Chapter 3, at defence.gov.au/PayandConditions/ADF/Resources/MILPERSMAN.pdf.

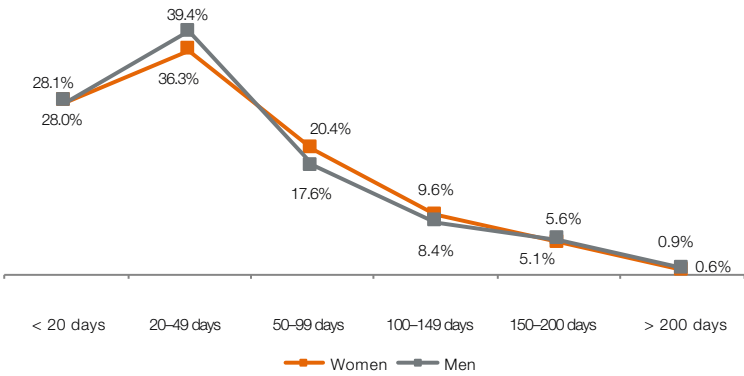
63 For figures relating to transfers to Service Categories 3–5, rendering service, and number of attendance days for transfers to these categories, see Tables B-70–B-71.

Figure 30: **Proportion of ADF transfers to Service Categories 3–5 in 2016–17 who rendered service in 2017–18**



Women and men rendered a similar number of days of service in 2017–18, as Figure 31 shows.

Figure 31: **Distribution of ADF women and men (who transferred to Service Categories 3–5 in 2016–17 and rendered service in 2017–18) by category of attendance days, 2017–18**



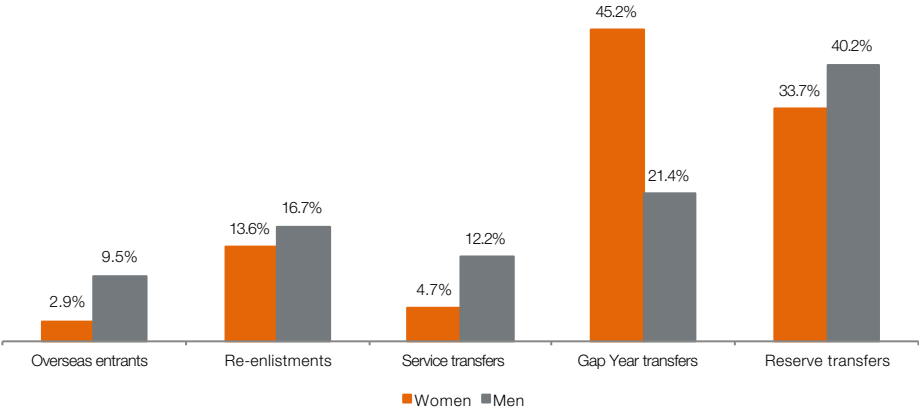
Attitudinal data suggests that flexible service under the Service Spectrum may have a positive impact on women’s decisions to remain in the ADF.⁶⁴ Reserve Service Categories represent a source of personnel who may have otherwise left Defence but who can now continue to contribute to ADF capability.

Prior service enlistments

The enlistment of former ADF members decreases Defence’s reliance on ab initio recruitment only and can improve diversity by providing opportunities to recruit women at different entry points. In 2017–18, 19.6 per cent of all Permanent Force enlistments were prior service enlistments. Women made up 27.2 per cent of prior service enlistments, which is much greater than the overall proportion of women in the ADF Permanent Force (17.9 per cent). Figure 32 shows prior service enlistment distribution for 2017–18.

⁶⁴ The Defence YourSay survey measures attitudes and experiences relating to topics such as Defence and ADF culture, leadership and management, work–life balance and working conditions.

Figure 32: Distribution of prior service enlistments by type, for the total ADF Permanent Force, 2017–18



For both women and men, Gap Year transfers and transfers from Reserve Service Categories formed the majority of prior service enlistments. A considerable number of women and men who were no longer serving also re-enlisted in the Permanent Force.⁶⁵

Progress towards success

Both women and men are using Total Workforce Model options, and about half of the personnel who transferred to Reserve Service Categories rendered service in 2017–18. There is considerable benefit in utilising the skills and experience of these members who may have otherwise left Defence.

A considerable number of enlistments were prior service enlistments, and proportionally more women with prior service enlisted in the ADF Permanent Force compared with women’s overall participation rates. Gap Year transfers, transfers from Reserve Service Categories, and re-enlistments of former ADF members provide an alternative source of capability to ab initio recruitment.

65 See Table B-72: ADF Permanent Force prior service enlistments by gender, Service and avenue of entry, 2017–18.

A close-up, profile shot of a woman with light brown hair and blue eyes, looking out towards the left. She is wearing a green military uniform. The background is dark and out of focus, showing another person in a white uniform. A semi-transparent white banner is overlaid across the middle of the image, containing the word 'CONCLUSION' in orange capital letters.

CONCLUSION

Private Shannon Smith aboard an LCM8 (Landing Craft Mechanised) which supported amphibious landing training, launched from HMAS *Adelaide* in Tonga, during Indo-Pacific Endeavour 2018.

Conclusion

Defence has implemented many initiatives to improve gender diversity and inclusion in the ADF. These initiatives support women through all stages of the employment life cycle and are showing a positive effect.

Areas where Defence is tracking very well include progress towards female participation targets by 2023 and members' use of formal flexible work arrangements.

The proportion of women in senior leadership and in occupational groups with low female representation is higher in 2017–18 than in previous years, but these continue to be areas that Defence should prioritise. Occupational segregation can affect female representation in other areas, such as on deployment, in command appointments, in international representation and in senior leadership.

ADF women continue to be extremely under-represented on senior decision-making committees. They have fewer opportunities to shape Defence culture through these committees.

Following maternity or parental leave, women are retained at a lower rate than men. The implementation of the Total Workforce Model, as well as other flexible work arrangements, may assist with retaining women who have caring responsibilities. The Services are also working towards minimising negative stereotypes about flexible work and women's career pathways.

If Defence sustains its efforts and initiatives then women's participation, experience and representation at all levels of the ADF are likely to continue to improve.



ANNEX

SERVICE INITIATIVES TO ATTRACT,
RECRUIT AND SUPPORT WOMEN

Air Combat Group Personnel Capability
Specialist Corporal Bailey McDonnell at
work in Air Combat Group Headquarters,
RAAF Base Williamtown.

Annex A: Service initiatives to attract, recruit and support women

Service initiatives to attract and recruit women

Navy

Female recruitment targets

All Navy positions are open to women. The Navy has implemented minimum female recruiting targets, particularly for employment workgroups with less than 15 per cent female representation.

Specialist recruiting teams

The Navy has a number of positions embedded in Defence Force Recruiting Centres around Australia, with the purpose of attracting, mentoring and recruiting female candidates. The Navy has requested that Defence Force Recruiting encourage women to consider the wide variety of roles involving science, technology, engineering and mathematics (STEM) in order to facilitate growth in technical trades.

Media

The Women in the Navy website profiles job workgroups with low female representation. It features current serving female members who are excelling in their role, which gives potential candidates a direct insight into the career opportunities available to women, particularly in non-traditional roles.⁶⁶

The Navy Diversity and Inclusion team ensures that there is a steady stream of articles published internally and externally that feature diverse groups, including women. In these articles, Navy women relate their experiences of Navy life, an event they are engaged in or their achievements.

Service obligations

Female sailors can enlist with a reduced initial minimum period of service (IMPS) of two years for the following workgroups: Marine Technician, Electronic Technician, Aviation Technician Aircraft and Aviation Technician Avionics. As at 30 June 2018, 34 out of 71 female technical sailors recruited since this initiative was implemented have opted to enlist under reduced IMPS. It will be some time before the Navy can assess the effect of the reduced IMPS on female retention.

Experiential camps and work experience

The Navy is working closely with the Defence Work Experience Program to provide opportunities for young women to gain exposure to the Navy through work experience, technical and leadership camps, and Women in Aviation camps.

A number of these programs were facilitated in 2017–18. These work experience programs focus on attracting young women to the technical trades, aviation, boatswains mate and submariner roles in the Navy.

Gap Year

Navy Gap Year applications routinely exceed targets, with offers distributed on merit. All recruitment targets were achieved in 2017–18, and women accounted for 55 of the 100 positions.

⁶⁶ The Women in the Navy website is available at navy.defencejobs.gov.au/about-the-navy/women-in-the-navy.

Army

Specialist recruiting teams

The Army continues to use specialist recruiting teams to target female recruitment. They primarily source and mentor female candidates and provide subject-matter expertise on recruitment pathways and Army-specific initiatives to recruit women into the ADF.

Media

Showcasing Army women was a continuing focus for all media platforms in 2017–18. The Army released its brand campaign 'This is my Army', which prominently featured a number of women. This campaign will be expanded in 2019 to include an additional two women in non-traditional employment trades.

Ongoing marketing was targeted at women—for example, by using female-targeted digital and social media campaigns, female influencers, and female-specific language in job platforms and recruitment apps.

Female soldiers at key careers expos provided an opportunity for potential female recruits to engage with current serving women.

Service obligations

The Army continues to use a two-year IMPS to attract women into selected employment categories, including Armoured Cavalry, Combat Engineers, Artillery Observers and Infantry Soldiers. Ongoing monitoring may result in employment categories being added to attract women into other non-traditional roles or to balance intake.

Gap Year

The 2017 Army Gap Year had 30 per cent female participation. Participants trained and worked across six employment categories: Rifleman, Unit Quartermaster, Command Support Clerk, Driver, Artilleryman and Artillery Air Defender.

The 2018 Gap Year program has 34 per cent female participation. It also introduced an officer pathway: 47 per cent of positions were awarded on merit to women who are training as Army Reserve officers during their Gap Year.

Air Force

Female recruitment targets

The Air Force has established female recruiting targets in employment categories with traditionally low representation of women (predominately engineering, technical and aircrew workforces). The Air Force achieved strong recruiting success in 2017–18—98.2 per cent of initial-entry recruiting targets were achieved. The Air Force met all directed female recruiting targets—47.5 per cent of initial-entry targets were women (40.5 per cent officers; 51.5 per cent airmen and airwomen).

Specialist recruiting teams

The Air Force has a number of positions embedded in Defence Force Recruiting Centres around Australia to provide guidance, mentoring and assistance to women before and during the recruitment process. These teams have proven highly effective in managing expectations and retaining women during the recruitment phase, especially in employment roles where it has been difficult to attract women.

Media

'PropElle' is a guide to assist women who are navigating the Air Force Officer Aviation recruitment path. The guide was updated in 2018. It contains practical advice to support female candidates through the recruitment process by

preparing them for aptitude testing, interviews and the Aviation Screening Program and to meet physical fitness standards.

Graduate Pilot Scheme

The Graduate Pilot Scheme is a targeted recruitment model to encourage women who are pursuing careers as civilian pilots and studying a Bachelor of Aviation degree at civilian universities to consider Air Force careers.

Service obligations

In 2017–18, the Air Force achieved female initial-entry enlistment targets, partially due to reductions in initial minimum periods of service. Two hundred and sixteen women were enlisted in musterings (162 more than the target) and 98 female officers were appointed (68 more than the target).

To substantially improve historically poor recruitment of Direct Entry Pilots, the Air Force is taking a special temporary measure to recruit Direct Entry Pilots (including the Graduate Pilot Scheme), where women and men will have different service obligations. This will only be maintained for as long as necessary. Thirteen female Direct Entry Pilots were appointed under the reduced IMPS. Early indications are that the reduced IMPS, in conjunction with the Graduate Pilot Scheme, is effective. However, it will be some time before the Air Force can assess longer-term retention and overall improvement to gender balance.

Experiential camps

The Air Force's experiential camp is designed to raise the Air Force's profile as an employer of choice for women. The Flight Camp and Tech Camp provide hands-on learning opportunities for women aged between 16 and 24 years. Women experience a week of positive, tailored work experiences in non-traditional employment like Air Force Officer Aviation, technical and engineering roles. They engage with current serving women working in those roles, gain an understanding of Air Force, life and develop fitness and leadership and participate in adventurous training.

Fourteen young women attended the 2018 Flight Camp at RAAF Pearce. Twenty young women attended the Technical Camp at RAAF Wagga Wagga. Participants gave significant positive feedback and stated their intention to pursue a career in the Air Force. Some of these participants have already begun the application process through Defence Force Recruiting.

Gap Year

The Air Force Gap Year provides candidates with an experiential three-phase program of initial military training, initial employment training and a placement in one of the Air Base Protection, Aircraft Support Technician, Crew Attendant, Personnel Capability Specialist or Supply employment groups, according to the candidate's preference.

Sixty-seven of the 140 Gap Year targets in 2017–18 were filled by women (47.8 per cent). Seventeen of the 36 Aircraft Support Technicians were women (47.2 per cent), representing a positive trend for women in non-traditional employment roles.

Mentoring, networking and sponsorship programs

Defence

Diversity and Inclusion Speaker Series

In 2018, Defence People Group rebranded the Women's Speaker Series as the Diversity and Inclusion Speaker Series. The Women's Speaker Series hosted 10 successful events in 2017–18, including to full auditoriums. Rebranding broadens the reach of this series to an even wider audience, better representing Defence's diverse community.

With the launch of the next iteration of the *Pathway to Change: Evolving Defence Culture* strategy and its focus on capability through inclusion, the new speaker series shifts the focus from being gender specific to including speakers addressing all diversity groups. The new series will reflect different themes within our diversity groups and be conducted nationwide. The series is open to all women and men from both the ADF and Australian Public Service. Speaker topics in 2018 have included flexible work and fostering the future of STEM.

Australian Institute of Company Directors partnership

Defence is committed to supporting the Government's target of 50 per cent female representation on Government boards. Defence acknowledges the capability, productivity and decision-making benefits that gender diversity brings.

Defence has engaged the Australian Institute of Company Directors to train up to 25 ADF and the Australian Public Service women. The pilot program allows Defence to trial the quality of the course and provide recommendations for future use across the wider organisation.

Navy

Women in Engineering Mentoring Program

The Navy continues to support the Women in Engineering Mentoring Program under the Defence Industry initiative The Future Through Collaboration (TFTC). As of 2017, this includes technicians and engineers in Defence and in industry.⁶⁷

The program ensures that Navy women in non-traditional employment roles are supported and can develop professionally through the mentoring relationship. This allows women in these roles to feel valued and that they are making a significant contribution to the Navy. Participation in the program is a key driver to achieving an integrated, diverse, resilient and deployable workforce that has the skills and competencies to deliver the Navy's warfighting efforts.

Navy Mentoring Program

The Navy Mentoring Program has been developed to ensure that mentoring relationships become an integral part of strengthening relationships across the Navy. All Navy promotion courses have a component on mentoring skills embedded in the program. Mentoring workshops are interactive and provide every attendee with the opportunity to conduct a mentoring session, have the experience of being mentored and observe a mentoring session. Each course builds on the core knowledge of basic mentoring skills by providing additional advanced mentoring skills appropriate to rank and experience.

Navy women's networking forums

The Navy continues to provide networking forums at various locations, including the Australian Defence Force Academy; the Submarine Force; and HMAS *Canberra*, HMAS *Arunta*, HMAS *Harman*, HMAS *Cerberus*, HMAS *Albatross* and HMAS *Creswell*.

⁶⁷ More information on The Future Through Collaboration initiative is available at tftc.net.au.

Diversity Reference Group—Women

The Diversity Reference Group—Women is chaired by the Navy Women's Strategic Advisor and includes women and men from a broad cross-section of the Navy. It is an internal community ensuring that the concerns of Navy women are heard and understood by senior leadership. The reference group provides an extensive range of views that are crucial to diversity and inclusion planning and programming. Participants can engage with diversity topics and provide grassroots feedback on issues and challenges.

Navy Leadership Coaching Program

The Navy Leadership Coaching Program is designed to improve the effectiveness of the Navy's leaders by collaborating with them to take action and fast-track their professional development and personal growth. Approximately 70 women, ranging in rank from Leading Seaman to Commodore, participated in this program in 2017–18.

Minerva Network sponsorship

The Minerva Network aims to develop a network of experienced businesswomen to mentor professional sportswomen as they navigate challenges on and off the field.⁶⁸ The Navy provides the opportunity for its female athletes to attend Minerva's networking events and workshops. These women's professional development benefits from external networking and mentorship, and the Navy benefits from increased skills, capabilities and cognitive diversity to deliver its warfighting efforts.

Army

Informal mentoring relationships

The Army continues to support and encourage organic mentoring relationships.

In 2016, the Chief of Army directed the Army to create a leadership environment where mentoring and positive leadership role models support the development of subordinates.

Army Regional People Forum, Regional Gender and Diversity Councils, Army Gender and Diversity Executive Council

The Army Regional People Forum continues to provide both women and men with support on a variety of workforce management topics such as flexible work arrangements, work–life balance, Army culture, recruitment and retention, removal of gender restrictions, and physical employment standards.

The forum includes presentations from subject-matter experts, panel discussions and small workgroups.

Since 2014, feedback from the forum has informed discussions and recommendations at the Regional Gender and Diversity Councils and the Army Gender and Diversity Executive Council. Through these councils, regional issues can be progressed through to the strategic leadership of the Army.

Army Industry and Corporate Development Program

The Army Industry and Corporate Development Program allows a small number of personnel to pursue external-to-Army career placements of up to 12 months. This provides future Army leaders with exposure to inclusive, diverse and successful leadership and management practices in high-performing industry and corporate organisations. This exchange of ideas, knowledge and skills contributes to the development of a diverse and inclusive group of strategic leaders in the Army.

In 2017–18, one woman and two men were participating in this development program.

⁶⁸ More information on the Minerva Network is available at minervanetwork.com.au/about-us.

Group and Individual Executive Coaching Program (new in 2018)

The Army's Group and Individual Executive Coaching Program is designed to improve the skills and leadership of the Army's current and future senior officers. It provides leaders with much-needed space for personal reflection and renewal and an opportunity to think deeply about their own leadership philosophy, leadership practice, professional mastery and ongoing professional development. Importantly, participants can reflect on the Army's leadership needs in the current and emerging strategic, joint and integrated environment.

In 2017–18, eight of 24 participants were women.

Chief Executive Women's Leadership Program sponsorship

The Army's engagement with the Chief Executive Women's Leadership Program enhances Army women's leadership potential in future employment. The Army sponsored seven participants in 2017–18, bringing them together with other women in senior leadership from a diverse range of industries and sectors.⁶⁹

Great Leaders Are Made program sponsorship

The Great Leaders Are Made (GLAM) program develops and empowers highly talented women and enhances their management and leadership skills, particularly in a male-dominated environment. The Army sponsored seven participants in 2017–18.⁷⁰

Air Force

Women's Integrated Networking Groups (WINGs)

The Women's Integrated Networking Groups (WINGs) program encourages networking between Air Force women of all ranks and employment categories.

Guest speakers from both Defence and external organisations speak with Air Force women about their careers. WINGs also allows women to discuss issues affecting them in the workplace and build valuable networks. The program is in place at 13 Air Force locations.

The Air Force has also established a mentoring program at two locations. One is at a training establishment; it allows trainee officers to match with currently serving female officers in their specialisation. The other is a three-month mentoring program at an operational base. The Air Force also offers a separate mentoring program for the female pilot workforce. Based on the success of these programs, the Air Force is considering formally extending them to other bases and regions.

WINGs technical network (TECHNET)

TECHNET, a supplementary network of the WINGs program, addresses the needs of women in non-traditional employment roles, particularly non-commissioned women in technical trades. Given the very low representation of female technicians, especially at senior management level, TECHNET offers women the opportunity to seek advice and mentoring from experienced women, focusing on the unique and sometimes difficult career and workplace challenges for women in these roles.

The program draws on information from the many seminars, summits and conferences focusing on women in aviation or in STEM that may be relevant for Air Force women in similar employment groups. TECHNET groups meet as required, and a quarterly newsletter provides opportunities for role modelling, celebrating achievements, professional development and creating a sense of belonging.

69 More information on the Chief Executive Women's Leadership Program is available at cew.org.au.

70 More information on the Great Leaders Are Made program is available at avrilhenry.com/services/glam.

TECHNET supports women

No. 2 Operational Conversion Unit at Williamstown brings its women together on a regular basis. Its success in supporting women is attributed to having male 'champions of change' leading the way and creating an environment, for both women and men, where supporting each other is everyday business.

While these groups are not always visible, it is the support given behind the scenes that makes the biggest difference. Access to a safe environment, whether it is within a workplace or on the end of the phone, has been instrumental in retaining women in these roles.

The shared experience and stories of career challenges and successes create a wealth of knowledge that ultimately benefits not only the female technical workforce but also the entire organisation.

Specialist career manager – pilot

Specialist career managers oversee female pilot career management from a strategic perspective, providing subject-matter expert feedback on balancing organisation and member needs. This role will also develop mid-level retention initiatives for the female pilot workforce.

Air Force women's professional development opportunities

Air Force women can participate in professional development opportunities, such as attending conferences or workshops. In 2018, the Air Force is providing professional speaking workshops at various bases for serving women.

Women in Aviation Aerospace Australia partnership

The Air Force partnership with Women in Aviation Aerospace Australia has supported over 20 events, six summits on gender diversity, and various networking events since 2014.

This partnership enables the Air Force to network with women involved or interested in the industry and presents the Air Force as an attractive career option.⁷¹

Australian Women Pilots' Association sponsorship

The Air Force sponsors membership for all female Air Force pilots of the Australian Women Pilots' Association. These pilots can engage with their counterparts in industry, offering professional growth and the opportunity to be involved in their programs and events.⁷²

The Air Force encourages young women to pursue flying careers through two sponsored scholarships open to women under the age of 24 years. For the past six years, the Air Force has sponsored the Formation or Aerobatic Endorsement Scholarship and the Australian Women Pilots' Association Navigation Component Scholarship.

Currently, 38 female pilots are sponsored members of this association. Senior female pilots actively assist junior female pilots to ensure they also have access to this opportunity.

Leadership Exchange Program

The Leadership Exchange Program is a professional development workshop aimed at enhancing individual leadership effectiveness. The program is open to various ranks, occupations and Australian Public Service and Reserves equivalents. This allows participants to learn from the diverse leadership experience of others. The program focuses on four leadership pillars: self-awareness and self-development, communication, assertiveness, and leading teams.

⁷¹ More information on the Women in A/AA is available at aviationaerospace.org.au/pages/women-in-aaa.

⁷² More information on the Australian Women Pilots' Association is available at awpa.org.au.

For the 2017–18 Leadership Exchange Program, women represented 102 out of 332 nominations (30.7 per cent) and 43 out of 144 participants (29.8 per cent).

Sponsorship to complete a Certificate IV in Workplace and Business Coaching

The Leadership Coaching Program aims to instil a coaching culture within the Air Force. By building behaviours that embrace resilience, agility, innovation, empowerment and acceptable risk-taking, the Air Force can drive its personnel capability towards a fifth-generation Air Force and meet the Chief of Air Force's intent and the Air Force People Capability vector within the Air Force Strategy 2017–27.

The Air Force sponsors selected personnel through a Certificate IV in Workplace and Business Coaching. These certified members then provide one-to-one coaching and a one-day coaching workshop to other Air Force members. Since commencement in May 2015, 135 Air Force members have been accredited, of whom 33 per cent are women. Coaching has been embraced within the Air Force, with 29 per cent of Air Force members having participated in this training.

Executive Leadership Coaching Program

The Air Force engages Hudson Global Resources to provide an Executive Leadership Coaching Program for identified talented female Air Force officers. This program empowers and supports women to thrive in a male-dominated environment, gives participants a sense of value in their role and position in the Air Force, and ensures talented women receive the resources and opportunities needed to progress to leadership positions.



B

ANNEX

WORKFORCE DATA TABLES

Able Seaman Boatswains Mate Kaylin Coleman conducts her role as an upper deck lookout aboard HMAS Warramunga as the ship sails back to Australia after completing her deployment to Operation MANITOU in the Middle East region.

Annex B: Workforce data tables

Table B-1: ADF Permanent Force by gender, rank and Service, as at 30 June 2018

Rank	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
O-10	–	–	–	–	–	–	–	–	–	–	1	100.0	–	–	1	100.0
O-9	–	–	3	100.0	–	–	2	100.0	–	–	2	100.0	–	–	7	100.0
O-8	–	–	13	100.0	1	5.6	17	94.4	2	18.2	9	81.8	3	7.1	39	92.9
O-7	7	17.1	34	82.9	9	14.8	52	85.2	2	5.4	35	94.6	18	12.9	121	87.1
O-6	18	13.8	112	86.2	27	13.5	173	86.5	21	14.0	129	86.0	66	13.8	414	86.3
Subtotal ADF senior leaders	25	13.4	162	86.6	37	13.2	244	86.8	25	12.4	176	87.6	87	13.0	582	87.0
O-5	63	15.3	348	84.7	87	13.2	574	86.8	101	19.1	427	80.9	251	15.7	1,349	84.3
O-4	154	19.6	633	80.4	288	15.5	1,569	84.5	235	20.1	934	79.9	677	17.8	3,136	82.2
O-3	284	23.2	940	76.8	271	15.0	1,538	85.0	447	24.3	1,393	75.7	1,002	20.6	3,871	79.4
O-2	76	23.7	245	76.3	286	24.7	870	75.3	196	28.8	484	71.2	558	25.9	1,599	74.1
O-1	8	20.5	31	79.5	1	20.0	4	80.0	84	20.6	324	79.4	93	20.6	359	79.4
O-0	95	24.2	298	75.8	146	19.8	591	80.2	124	35.5	225	64.5	365	24.7	1,114	75.3
Total officers	705	21.0	2,657	79.0	1,116	17.2	5,390	82.8	1,212	23.4	3,963	76.6	3,033	20.2	12,010	79.8
E-10 and E-9	18	7.8	212	92.2	75	11.3	586	88.7	67	11.7	505	88.3	160	10.9	1,303	89.1
E-8 and E-7	110	11.2	873	88.8	184	9.6	1,729	90.4	108	14.2	653	85.8	402	11.0	3,255	89.0
E-6	206	15.0	1,164	85.0	277	11.6	2,109	88.4	283	17.1	1,373	82.9	766	14.2	4,646	85.8
E-5 and E-4	492	21.1	1,839	78.9	740	12.7	5,084	87.3	443	19.5	1,826	80.5	1,675	16.1	8,749	83.9
E-3	832	21.6	3,028	78.4	899	10.6	7,576	89.4	613	21.1	2,288	78.9	2,344	15.4	12,892	84.6
E-2	271	40.6	396	59.4	417	20.4	1,629	79.6	209	43.2	275	56.8	897	28.1	2,300	71.9
E-1 and E-51	255	36.8	437	63.2	360	22.3	1,254	77.7	153	43.1	202	55.9	768	28.9	1,893	71.1
E-0	45	29.0	110	71.0	216	38.1	351	61.9	77	55.4	62	44.6	338	39.3	523	60.7
Total other ranks	2,229	21.7	8,059	78.3	3,168	13.5	20,318	86.5	1,953	21.4	7,184	78.6	7,350	17.1	35,561	82.9
Total permanent ADF	2,934	21.5	10,716	78.5	4,284	14.3	25,708	85.7	3,165	22.1	11,147	77.9	10,383	17.9	47,571	82.1

Source: Defence HR system.

Notes:

For this report, ADF senior leaders refer to members at O-6 rank and above. The pipeline for senior leadership roles includes those members at O-5 rank.

E-4 and E-7 are Army-only ranks.

Figures for the Air Force rank of Non-Commissioned Officer Cadet (E-51) are included with E-1 figures.

Percentages are expressed out of the total number of women and men at that rank in that Service. Percentages may not sum due to rounding.

A list of rank equivalencies for each Service is available in Annex C.

Table B-2: Comparison of ADF Permanent Force enlistments and separations by gender and Service, 2015–2018

Year	Navy women (enlistments)	Navy women (separations)	Navy women— net flow	Army women (enlistments)	Army women (separations)	Army women— net flow	Air Force women (enlistments)	Air Force women (separations)	Air Force women— net flow	ADF women (enlistments)	ADF women (separations)	ADF women— net flow
2015–16	271	226	+45	462	391	+71	247	148	+99	980	765	+215
2016–17	382	266	+116	774	387	+387	379	173	+206	1,535	826	+709
2017–18	401	257	+144	785	481	+304	365	181	+204	1,571	919	+652

Year	Navy men (enlistments)	Navy men (separations)	Navy men— net flow	Army men (enlistments)	Army men (separations)	Army men— net flow	Air Force men (enlistments)	Air Force men (separations)	Air Force men— net flow	ADF men (enlistments)	ADF men (separations)	ADF men— net flow
2015–16	882	853	+29	2,982	2,574	+408	594	615	-21	4,458	4,042	+416
2016–17	593	1,075	-482	2,808	2,685	+122	526	684	-157	3,927	4,444	-517
2017–18	860	1,011	-151	2,303	2,776	-473	503	783	-280	3,666	4,570	-904

Source: Defence HR system.

Notes:

Enlistment figures are for all modes of entry, including ab initio enlistments and prior service enlistments. Prior service enlistments include overseas transfers. Reserve transfers, Service transfers, re-enlistments and ADF Gap Year transfers. For 2016–17, there was one gender X enlistment, so the total number of enlistments for both genders for that year was 5,463.

Table B-3: Satisfaction with the recruitment process by gender and Service, 2017

Satisfaction with recruitment process	Navy women (%)	Navy men (%)	Army women (%)	Army men (%)	Air Force women (%)	Air Force men (%)	ADF women (%)	ADF men (%)
Respondents answering 'Satisfied' or 'Very satisfied' to the survey question: Overall, how would you rate your recruitment experience?	78.0	71.8	71.2	72.9	70.6	63.5	73.5	70.4

Source: YourSay Starting at Defence Survey, 2017.

Notes:
Figures are for the ADF Permanent Force only.

Table B-4: ADF Permanent Force enlistments (all avenues of entry) by gender and Service, 2017–18

Enlistment type	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Officer entry	60	179	106	383	117	216	283	778
General entry—technical	51	339	29	253	34	78	114	670
General entry—non-technical	290	342	650	1,667	234	209	1,174	2,218
Total	401	860	785	2,303	385	503	1,571	3,666

Source: Defence HR system.

Notes:

Figures in this table count Permanent Force members enlisted from all sources, including ab initio enlistments and prior service enlistments. Prior service enlistments include overseas transfers, Reserve transfers, Service transfers, re-enlistments and ADF Gap Year transfers.

Table B-5: Initial-entry officer training completion rates by gender and Service, 2017–18

Commencements and completions	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Number of officers that commenced courses with a completion date in 2017–18	59	158	51	281	112	296	222	735
Number of officers that completed those courses in 2017–18	55	148	34	182	106	272	195	602
Percentage that completed those courses in 2017–18	93.2	93.7	66.7	64.8	94.6	91.9	87.8	81.9

Source: Navy, Army, Air Force.

Notes:

Figures are for the ADF Permanent Force only.

Figures relate to all ab initio officers within 2017–18. Only officer enlistees at the O-0 rank are considered for the purpose of the data.

Completion in this context means that the member has been promoted to O-1 (or above) and is regarded as having completed initial-entry training. It does not mean that the member has completed category/trade training, so in a military sense these members could still be part of the training force.

Table B-6: Reasons for non-completion of initial-entry officer training by gender and Service, 2017–18

Reason for non-completion	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
Failed course	–	–	4	40.0	4	25.0	7	8.0	–	–	–	–	4	15.4	11	9.1
Withdrawal (Compassionate or medical)	1	25.0	1	10.0	1	6.3	9	10.3	–	–	–	–	2	7.7	10	8.3
Withdrawal (Disciplinary)	1	25.0	4	40.0	–	–	–	–	–	–	–	–	1	3.8	4	3.3
Withdrawal (Other)	2	50.0	1	10.0	11	68.8	71	81.6	6	100.0	24	100.0	19	73.1	96	79.3
Exempted	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Waived	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total	4	100.0	10	100.0	16	100.0	87	100.0	6	100.0	24	100.0	26	100.0	121	100.0

Source: Navy, Army, Air Force.

Notes:

Figures are for the ADF Permanent Force only.

Figures relate to all ab initio officers within 2017–18. Only officer enlistees at the O-0 rank are considered for the purpose of the data.

Completion in this context means that the member has been promoted to O-1 (or above) and is regarded as having completed initial-entry training. It does not mean that the member has completed category/trade training, so in a military sense these members could still be part of the training force.

Army figures classified as 'Involuntary separations' can relate to 'Failed course' or 'Withdrawal (Disciplinary)'. They have been included in the figures for 'Failed course'.

Army figures do not sum to the total provided in the previous table. As at 30 June 2018, there were one Army woman and 12 Army men still in training. Members can remain in training after they were due to complete if they became injured or had other concessions during the course of their training.

Percentages are expressed out of the total non-completions for that gender and Service.

Percentages may not sum due to rounding.

Table B-7: Initial-entry other ranks training completion rates by gender and Service, 2017–18

Commencements and completions	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Number of other ranks that commenced courses with a completion date in 2017–18	381	605	638	1,798	228	221	1,247	2,624
Number of other ranks that completed those courses in 2017–18	356	556	568	1,599	222	213	1,146	2,368
Percentage that completed those courses in 2017–18	93.4	91.9	89.0	88.9	97.4	96.4	91.9	90.2

Source: Navy, Army, Air Force.

Notes:

Figures are for the ADF Permanent Force only.

Figures relate to all ab initio sailors, soldiers and airmen/airwomen within 2017–18. Only enlistees at the E-0 rank are considered for the purpose of the data.

Completion in this context means that the member has been promoted to E-1 (or above) and is regarded as having completed initial-entry training. It does not mean that the member has completed category/trade training, so in a military sense these members could still be part of the training force.

Table B-8: Reasons for non-completion of initial-entry other rank training by gender and Service, 2017–18

Reason for non-completion	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
Failed course	–	–	–	–	21	32.3	31	15.7	–	–	–	–	21	21.6	31	12.7
Withdrawal (Compassionate or medical)	–	–	13	33.3	13	20.0	51	25.8	1	16.7	–	–	14	14.4	64	26.1
Withdrawal (Disciplinary)	3	11.5	7	17.9	–	–	7	3.5	–	–	–	–	3	3.1	14	5.7
Withdrawal (Other)	23	88.5	19	48.7	31	47.7	109	55.1	5	83.3	8	100.0	59	60.8	136	55.5
Exempted	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Waived	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total	26	100.0	39	100.0	65	100.0	198	100.0	6	100.0	8	100.0	97	100.0	245	100.0

Source: Navy, Army, Air Force.

Notes:

Figures are for the ADF Permanent Force only.

Figures relate to all ab initio sailors, soldiers, and airmen/airwomen within 2017–18. Only enlistees at the E-0 rank are considered for the purpose of the data.

Completion in this context means that the member has been promoted to E-1 (or above) and is regarded as having completed initial-entry training. It does not mean that the member has completed category/trade training, so in a military sense these members could still be part of the training force.

Navy figures do not sum to the total provided in the previous table, as the current Navy Recruit School tracking system does not allow data to be collected for members who were removed from training awaiting administrative action and consequent termination from the Navy.

Army figures do not sum to the total provided in Table B-7, as five Army women and one Army man are still in training. Members can remain in training after they were due to complete if they became injured or had other concessions during the course of their training.

Percentages are expressed out of the total non-completions for that gender and Service.

Percentages may not sum due to rounding.

Table B-9: Commencements and completions of ADFA undergraduate degrees by gender and Service, 2017

Commencements and completions	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Engineering degree commencements	5	17	3	21	5	42	13	80
Other degree commencements	14	33	21	89	21	44	56	166
Total number of Officer Training College Program commencements	19	50	24	110	26	86	69	246
Number that graduated	13	26	11	56	13	55	37	137
Percentage that graduated	68.4	52.0	45.8	50.9	50.0	64.0	53.6	55.7

Source: Australian Defence Force Academy.

Notes:

Figures include ADFA students who commenced a four- or five-year undergraduate engineering degree in 2013 (Army Engineers) or 2014 (Navy and Air Force Engineers) or a three-year non-engineering undergraduate degree (in Arts, Business, Information Technology, Science or Technology) in 2015 and were due to complete their degree in 2017.

Figures include students who commenced a degree but were removed from the Officer Training College Program early, as they had advanced standing and were therefore managed as advanced students. These are recorded as non-completions in this table.

Students who transferred Services during the course of their degree are recorded against the Service they were in upon graduation. For non-completions, they are recorded against the Service they were in at the time they were deemed to have not completed their degree.

Figures include ab initio recruits and Navy Officer Year One Midshipmen only. Figures exclude international students.

Table B-10: Reasons for non-completion of ADFA undergraduate degrees by gender and Service, 2017

Reason for non-completion	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Amy women (number)	Amy women (%)	Amy men (number)	Amy men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
Provisional graduate	–	–	1	4.2	2	15.4	18	33.3	–	–	–	–	2	6.3	19	17.4
Resigned	–	–	1	4.2	5	38.5	13	24.1	7	53.8	5	16.1	12	37.5	19	17.4
Medical discharge	2	33.3	–	–	1	7.7	2	3.7	2	15.4	–	–	5	15.6	2	1.8
Military discharge	–	–	–	–	–	–	2	3.7	3	23.1	5	16.1	3	9.4	7	6.4
Graduate status withheld	–	–	1	4.2	1	7.7	3	5.6	–	–	–	–	1	3.1	4	3.7
Advanced standing	3	50.0	12	50.0	–	–	3	5.6	–	–	17	54.8	3	9.4	32	29.4
Other	1	16.7	9	37.5	4	30.8	13	24.1	1	7.7	4	12.9	6	18.8	26	23.9
Total	6	100.0	24	100.0	13	100.0	54	100.0%	13	100.0	31	100.0	32	100.0	109	100.0

Source: Australian Defence Force Academy.

Notes:

Figures include ADFA students who commenced a four- or five-year undergraduate engineering degree in 2013 (Army Engineers) or 2014 (Navy and Air Force Engineers) or a three-year non-engineering undergraduate degree (in Arts, Business, Information Technology, Science or Technology) in 2015 and were due to complete their degree in 2017.

Students who transferred Services during the course of their degree are recorded against the Service they were in upon graduation. For non-completions, they are recorded against the Service they were in at the time they were deemed to have not completed their degree.

Figures include ab initio recruits and Navy Officer Year One Midshipmen only. Figures exclude international students.

'Provisional graduate' refers to students who have medical restrictions and/or are on command management for reasons beyond their control. These students may reach graduation status.

'Medical discharge' includes deceased students.

'Graduation status withheld' refers to students who have disciplinary issues or single-Service training failures outstanding, or are a subject short of their degree. These students may reach graduation status.

'Advanced standing' refers to students who commenced a degree but who were removed from the Officer Training College Program early, as they had advanced standing and were therefore managed as advanced students and did not complete the military education and training program.

'Other' refers to students whose reason for non-completion is not known in the system, as these students are listed as only 'Did not graduate'.

Percentages are expressed out of the total non-completions for that gender and Service.

Percentages may not sum due to rounding.

Caution should be applied when interpreting this data due to the difficulty in extracting and classifying the figures.

Table B-11: ADF education sponsorship (applications, offers and participation) by gender and Service, 2017–18

ADF Education Assistance Scheme	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
DASS—Number of applications	73	159	456	1,131	248	468	777	1,758
DASS—Number of offers	61	130	332	720	203	421	596	1,271
DASS—Percentage of offers to applications	83.6	81.8	72.8	63.7	81.9	90.0	76.7	72.3
DASS—Participation as at 30 June 2018	53	121	243	466	181	379	477	966
DASS—Participation rate against offers (%)	86.9	93.1	73.2	64.7	89.2	90.0	80.0	76.0
ADFA postgraduate—Number of applications	53	272	11	51	83	244	147	567
ADFA postgraduate—Number of offers	42	217	4	28	77	230	123	475
ADFA postgraduate—Percentage of offers to applications	79.2	79.8	36.4	54.9	92.8	94.3	83.7	83.8
ADFA postgraduate—Participation as at 30 June 2018	40	202	4	28	69	199	113	429
ADFA postgraduate—Participation rate against offers (%)	95.2	93.1	100.0	100.0	89.6	86.5	91.9	90.3
CDF Fellowship—Number of applications	—	1	—	4	—	—	—	5
CDF Fellowship—Number of offers	—	—	—	—	—	—	—	—
CDF Fellowship—Percentage of offers to applications	—	—	—	—	—	—	—	—
CDF Fellowship—Participation as at 30 June 2018	—	—	—	—	—	—	—	—
CDF Fellowship—Participation rate against offers (%)	—	—	—	—	—	—	—	—

Source: Navy, Army, Air Force and Australian Defence College.

Notes:

Figures are for the ADF Permanent Force only.

'DASS' refers to the Defence Assisted Study Scheme.

'CDF Fellowship' refers to the Chief of Defence Force Fellowship.

'ADFA' refers to the Australian Defence Force Academy.

Figures for the Chief of Defence Force Fellowship relate to the 2018 calendar year. No fellowship was awarded for 2018.

For the Navy, figures for both DASS and ADFA postgraduate are for Semester 1, 2018. Including figures for both semesters would result in an overcount, as many members studied in both semesters.

For the Air Force, DASS data incorporates funded and unfunded approvals in the total number of offers.

For the Air Force, ADFA postgraduate covers the 2018 calendar year as at 23 July 2018.

Table B-12: Navy education programs (applications, offers and participation) by gender, 2017–18

Education program	Navy women	Navy men
Rear Admiral Holthouse Memorial Fellowship—Number of applications	–	7
Rear Admiral Holthouse Memorial Fellowship—Number of offers	–	1
Rear Admiral Holthouse Memorial Fellowship—Participation (as at 30 June 2018)	–	1
Civil Schooling Scheme—Number of applications	11	19
Civil Schooling Scheme—Number of offers	6	8
Civil Schooling Scheme—Participation (as at 30 June 2018)	4	5
Women in Masters of Business Administration—Number of applications	–	–
Women in Masters of Business Administration—Number of offers	–	–
Women in Masters of Business Administration—Participation (as at 30 June 2018)	2	–

Source: Navy.

Notes:

Figures are for the ADF Permanent Force only.

Two Navy members have continued their studies for the Women in Masters of Business Administration program in 2018. No further applications were received for this program.

Civil Schooling Scheme figures are for study commencing in 2018.

Table B-13: Army education programs (applications, offers and participation) by gender, 2017–18

Education program	Army women	Army men
Long-term training—overseas (Officers)—Number of applications	2	34
Long-term training—overseas (Officers)—Number of offers	2	25
Long-term training—overseas (Officers)—Participation (as at 30 June 2018)	2	25
Long language training (Officers)—Number of applications	4	36
Long language training (Officers)—Number of offers	3	29
Long language training (Officers)—Participation (as at 30 June 2018)	3	29
Long-term civil schooling (Officers)—Number of applications	11	47
Long-term civil schooling (Officers)—Number of offers	9	42
Long-term civil schooling (Officers)—Participation (as at 30 June 2018)	10	56
Certificate IV in Screen and Media (Journalism) (Other ranks)—Number of applications	1	1
Certificate IV in Screen and Media (Journalism) (Other ranks)—Number of offers	–	–
Certificate IV in Screen and Media (Journalism) (Other ranks)—Participation (as at 30 June 2018)	–	–
Graduate Diploma of Geodetic Information Science (Other ranks)—Number of applications	–	1
Graduate Diploma of Geodetic Information Science (Other ranks)—Number of offers	–	1
Graduate Diploma of Geodetic Information Science (Other ranks)—Participation (as at 30 June 2018)	–	1
Masters of Systems Engineering (Electronic Warfare) (Other ranks)—Number of applications	1	3
Masters of Systems Engineering (Electronic Warfare) (Other ranks)—Number of offers	–	–
Masters of Systems Engineering (Electronic Warfare) (Other ranks)—Participation (as at 30 June 2018)	–	–
Masters of Cyber Security (Other ranks)—Number of applications	–	2
Masters of Cyber Security (Other ranks)—Number of offers	–	–
Masters of Cyber Security (Other ranks)—Participation (as at 30 June 2018)	–	–

Source: Army.

Notes:

Figures are for the ADF Permanent Force only.

Figures are for the 2018 calendar year.

Other rank educational opportunities are corps- and trade-specific and therefore are only available to a very limited number of other rank members. For example, the Graduate Diploma of Geodetic Information Science is only available to Sergeant–Warrant Officer Class Two Royal Australian Engineers (Geospatial Intelligence Technicians). The Masters of Cyber Security is only available to Sergeant–Warrant Officer Class Two Royal Australian Signals Corps.

Table B-14: Air Force education programs (applications, offers and participation) by gender, 2017–18

Education program	Air Force women	Air Force men
Chief of Air Force Fellowship—Number of applications	–	3
Chief of Air Force Fellowship—Number of offers	–	1
Chief of Air Force Fellowship—Participation (as at 30 June 2018)	–	1
Sir Richard Williams Research Fellowship—Number of applications	1	8
Sir Richard Williams Research Fellowship—Number of offers	–	1
Sir Richard Williams Research Fellowship—Participation (as at 30 June 2018)	–	1

Source: Air Force.

Notes:
Figures are for the ADF Permanent Force only.

Table B-15: Command appointments by gender and Service, 2017–18

Appointment type	Navy women	Navy men	Amy women	Amy men	Air Force women	Air Force men	ADF women	ADF men
Command	1	7	15	74	19	95	35	176
Sub-unit command	–	13	19	240	21	66	40	319
Defence attaché	1	5	3	13	1	3	5	21

Source: Navy, Army, Air Force.

Notes:

Figures are for the ADF Permanent Force only.

Command appointments in the Navy refer to commanding officers of major fleet units and shore establishments. These appointments are at the Commander (O-5) and Captain (O-6) ranks. Shore command is of a non-seagoing unit typically responsible for training or base support functions to deployed or operational assets.

Navy sub-unit command appointments refer to commanding officers of minor war vessels, executive officers and heads of department of major fleet units, and executive officers of shore establishments. These appointments are generally at the Lieutenant Commander (O-4) level.

Army members selected for Defence attachés represent the Chief of Army and Chief of the Defence Force to the host nation's military and supporting government apparatus.

Air Force command appointments are selected at the Air Force Command Selection Board. Sub-unit command and Defence attaché positions for Squadron Leaders (O-4) and Wing Commanders (O-5) are selected at the Combined Selection Board. Selections for Defence attaché positions for Group Captains (O-6) and Air Commodores (O-7) are nominated by the Chief of Air Force with endorsement from the Chief of the Defence Force.

Table B-16: ADF Permanent Force deployments by gender, Service and occupational group, 2017–18

Occupational group	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)	Total deployed (number)	Total deployed (%)
Aviation	2	0.6	30	1.8	13	2.1	100	1.9	45	11.5	453	20.2	60	4.4	583	6.3	643	6.0
Combat and Security	132	38.6	604	36.8	44	7.0	2,552	47.4	17	4.4	216	9.6	193	14.2	3,372	36.4	3,565	33.5
Communications, Intelligence and Surveillance	49	14.3	157	9.6	101	16.1	666	12.4	58	14.9	291	13.0	208	15.3	1,114	12.0	1,322	12.4
Engineering, Technical and Construction	39	11.4	610	37.1	31	4.9	1,173	21.8	40	10.3	972	43.3	110	8.1	2,755	29.7	2,865	26.9
Health	19	5.6	41	2.5	111	17.7	147	2.7	53	13.6	38	1.7	183	13.5	226	2.4	409	3.8
Logistics, Administration and Support	101	29.5	191	11.6	327	52.2	733	13.6	177	45.4	275	12.2	605	44.5	1,199	12.9	1,804	17.0
Senior officers	–	–	9	0.5	–	–	15	0.3	–	–	1	0.0	–	–	25	0.3	25	0.2
Total	342	100.0	1,642	100.0	627	100.0	5,386	100.0	390	100.0%	2,246	100.0	1,359	100.0%	9,274	100.0	10,633	100.0

Source: Defence HR system.

Notes:

Although current Army operational positions have no gender restrictions, 31 per cent of those positions are restricted to officers in the arms corps, which have relatively low proportions of women at this stage.

In the Air Force, six positions in the Middle East region are designated as male-only due to host nation requirements. All other positions are open to female members.

Percentages are expressed out of the total deployed for that gender and Service.

Percentages may not sum due to rounding.

A list of the occupations in each occupational group is available in Annex C.

Table B-17: ADF Permanent Force deployments by gender, Service and operation, 2017-18

Operation name	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
ACCORDION	59	231	160	1,064	156	752	375	2,047
APEC ASSIST	1	1	2	17	–	10	3	28
ARGOS SUPPORT	–	–	–	–	–	3	–	3
ATLAS	3	33	89	819	13	33	105	885
MANITOU	83	274	10	28	9	40	102	342
PNG ASSIST	–	–	6	70	1	3	7	73
SPATE	–	5	–	–	1	23	1	28
ASLAN ZONE A	–	2	4	17	3	7	7	26
ASLAN ZONE B	–	2	4	17	3	7	7	26
AUGURY	95	435	25	273	15	85	135	793
HIGHROAD	7	20	75	754	44	201	126	975
MAZUKRA	1	4	9	35	7	37	17	76
OKRA ZONE A	1	13	82	959	49	371	132	1,343
OKRA ZONE B	–	11	73	865	78	438	151	1,314
PALADIN	–	4	2	14	2	4	4	22
VANUATU ASSIST	27	116	8	43	1	1	36	160
RESOLUTE	236	1,417	16	88	35	673	287	2,178
Total number deployed	513	2,568	565	5,063	417	2,688	1,495	10,319
Percentage deployed	4.3	21.7	4.8	42.9	3.5	22.8	12.7	87.3

Source: Defence HR system.

Notes:

Although current Army operational positions have no gender restrictions, 31 per cent of those positions are restricted to officers in the arms corps, which have relatively low proportions of women at this stage.

In the Air Force, six positions in the Middle East region are designated as male-only due to host nation requirements. All other positions are open to female members.

Percentages are expressed out of the total ADF personnel (women and men) deployed.

Percentages may not sum due to rounding.

Table B-18: ADF Permanent Force substantive promotions by gender, rank and Service, 2017–18

Rank	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
O-10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
O-9	–	–	–	–	–	–	1	100.0	–	–	1	100.0	–	–	2	100.0
O-8	–	–	3	100.0	–	–	5	100.0	–	–	1	100.0	–	–	9	100.0
O-7	2	22.2	7	77.8	–	–	16	100.0	–	–	6	100.0	2	6.5	29	93.5
O-6	4	14.8	23	85.2	6	15.8	32	84.2	4	12.9	27	87.1	14	14.6	82	85.4
O-5	11	20.4	43	79.6	10	12.3	71	87.7	23	30.7	52	69.3	44	21.0	166	79.0
O-4	16	14.8	92	85.2	27	14.5	159	85.5	38	24.8	115	75.2	81	18.1	366	81.9
Total promoted to officer ranks E-10 and E-9	33	16.4	168	83.6	43	13.1	284	86.9	65	24.3	202	75.7	141	17.7	654	82.3
E-8	3	9.7	28	90.3	11	13.8	69	86.3	10	17.9	46	82.1	24	14.4	143	85.6
E-6	17	22.1	60	77.9	15	9.1	149	90.9	14	13.2	92	86.8	46	13.3	301	86.7
E-5 and E-4	34	19.8	138	80.2	36	11.8	268	88.2	41	26.1	116	73.9	111	17.5	522	82.5
Total promoted to other ranks	104	22.9	351	77.1	241	13.8	1,510	86.2	82	25.7	237	74.3	427	16.9	2,098	83.1
Total promotions	158	21.5	577	78.5	303	13.2	1,996	86.8	147	23.0	491	77.0	608	16.6	3,064	83.4
	191	20.4	745	79.6	346	13.2	2,280	86.8	212	23.4	693	76.6	749	16.8	3,718	83.2

Source: Defence HR system.

Notes:

Figures in this table show the number of ADF Permanent Force members (trained force only) promoted to each rank in 2017–18.

Only promotions to ranks where merit selection applies are shown. These are promotions to the officer ranks of O-4 and above, and promotions to other ranks of E-4 and above.

E-4 is an Army-only rank.

Percentages are expressed out of the total number of women and men promoted to that rank in that Service.

Percentages may not sum due to rounding.

A list of rank equivalencies for each Service is available in Annex C.

Table B-19: Navy members eligible to be presented to a promotion board, ranked suitable and promoted, by occupational group, 2017-18

Occupational group	Eligible women (number)	Women who were found suitable (number)	Eligible women who were found suitable (%)	Promoted women (number)	Suitable women who were promoted (%)	Eligible men (number)	Men who were found suitable (number)	Eligible men who were found suitable (%)	Promoted men (number)	Suitable men who were promoted (%)
Aviation	54	51	94.4	11	21.6	746	657	88.1	56	8.5
Combat and Security	370	340	91.9	84	24.7	1,716	1,555	90.6	353	22.7
Communications, Intelligence and Surveillance	238	237	99.6	43	18.1	498	466	93.6	105	22.5
Engineering, Technical and Construction	130	115	88.5	19	16.5	1,969	1,640	83.3	328	20.0
Health	115	107	93.0	25	23.4	98	89	90.8	26	29.2
Logistics, Administration and Support	473	453	95.8	103	22.7	798	711	89.1	104	14.6

Source: Navy.

Notes:

Figures relate to all Service Categories, including those representing the Reserve Force. This is because a member's Service Category is not given to the promotion board; therefore, selections are made without consideration of their Service Category.

Figures for officers relate to the outcomes of the 2017 Qualifications-Based Boards.

Members who are found suitable are those who have achieved all their category qualifications, so all members can achieve suitability at any time.

For Petty Officers and Chief Petty Officers, the number of women eligible is equivalent to the number of women who submitted a request to be considered for promotion.

Junior sailors are not considered by a formal board process, so they are all considered eligible.

A list of the occupations in each occupational group is available in Annex C.

Table B-20: Army members eligible to be presented to a promotion board, ranked suitable and promoted, by occupational group, 2017–18

Occupational group	Eligible women (number)	Women who were found suitable (number)	Eligible women who were found suitable (%)	Promoted women (number)	Suitable women who were promoted (%)	Eligible men (number)	Men who were found suitable (number)	Eligible men who were found suitable (%)	Promoted men (number)	Suitable men who were promoted (%)
Aviation	2	2	100.0	1	50.0	56	30	53.6	12	40.0
Combat and Security	12	6	50.0	1	16.7	742	357	48.1	160	44.8
Communications, Intelligence and Surveillance	31	22	71.0	20	90.9	225	117	52.0	103	88.0
Engineering, Technical and Construction	3	3	100.0	3	100.0	301	237	78.7	191	80.6
Health	71	31	43.7	25	80.6	131	45	34.4	33	73.3
Logistics, Administration and Support	269	48	17.8	42	87.5	872	223	25.6	134	60.1
Generalist service officers	70	57	81.4	49	86.0	593	481	81.1	386	80.2
Specialist service officers	44	34	77.3	20	58.8	118	69	58.5	45	65.2
Pathway officers	4	4	100.0	3	75.0	43	36	83.7	16	44.4

Source: Army.

Notes:

Figures are for the ADF Permanent Force only.

Figures for male and female soldiers are based on personnel advisory committees conducted between August and October 2016. This is the cohort of personnel who were promoted at the start of 2018.

Army officers are defined by two career streams (Generalist service officer and Specialist service officer), not by occupational groups.

Officer promotion figures relate to promotions in the 2017–18 financial year that may have resulted from personnel advisory committees earlier than the financial year.

A list of the occupations in each occupational group is available in Annex C.

Table B-21: Air Force members eligible to be presented to a promotion board, ranked suitable and promoted, by occupational group, 2017–18

Occupational group	Eligible women (number)	Women who were found suitable (number)	Eligible women who were found suitable (%)	Promoted women (number)	Suitable women who were promoted (%)	Eligible men (number)	Men who were found suitable (number)	Eligible men who were found suitable (%)	Promoted men (number)	Suitable men who were promoted (%)
Aviation	113	21	18.6	11	52.4	918	155	16.9	30	19.4
Combat and Security	27	11	40.7	5	45.5	527	165	31.3	65	39.4
Communications, Intelligence and Surveillance	133	42	31.6	20	47.6	363	120	33.1	61	50.8
Engineering, Technical and Construction	122	18	14.8	17	94.4	3,403	677	19.9	259	38.3
Health	148	41	27.7	24	58.5	85	17	20.0	8	47.1
Logistics, Administration and Support	758	178	23.5	114	64.0	988	312	31.6	240	76.9

Source: Air Force.

Notes:

Figures are for the ADF Permanent Force only.

A list of the occupations in each occupational group is available in Annex C.

Table B-22: Median time in previous rank (years) by gender and Service, 2017–18

Rank	Navy		Army		Air Force		ADF	
	women	men	women	men	women	men	women	men
O-9	–	–	–	–	–	–	–	–
O-8	–	–	–	4.2	–	6.4	–	5.3
O-7	–	4.0	–	6.5	–	4.0	–	5.4
O-6	6.4	4.9	–	5.0	–	4.9	6.4	5.0
O-5	5.8	8.0	6.8	7.0	8.0	6.9	7.0	7.0
O-4	6.6	8.0	6.0	6.0	8.4	9.0	8.0	7.5
E-9	–	–	–	–	–	–	–	–
E-8	5.8	9.3	7.0	7.0	6.0	7.5	7.0	8.0
E-6	7.0	7.9	5.0	6.0	8.7	9.0	7.0	7.0
E-5 and E-4	6.2	5.8	5.0	5.0	6.0	7.0	6.0	5.8

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Times are shown for the previous rank, where it has been assumed that the previous rank is one rank below the current rank. Occasionally, a member may be promoted to more than one rank above.

E-4 is an Army-only rank.

A list of rank equivalencies for each Service is available in Annex C.

Table B-23: Navy officer promotional gateway courses and command appointments by gender, 2017–18

Course or appointment	Total personnel in the competitive pool (number)	Women in the competitive pool (number)	Women in the competitive pool (%)	Total placements or appointments (number)	Women on placements or appointments (number)	Women on placements or appointments (%)
Australian Command and Staff College		Not quantifiable		25	3	12.0
Centre for Defence and Strategic Studies		Not quantifiable		–	–	–
Capability and Technology Management College		Not quantifiable		10	2	20.0
Command appointments (Captain/Commander)		Not quantifiable		–	–	–
Charge appointments (Lieutenant Commander and Commander)		Not quantifiable		79	18	22.8

Source: Navy.

Notes:

Figures are for the ADF Permanent Force only.

The Australian Command and Staff College, Centre for Defence and Strategic Studies, Capability and Technology Management College, and charge appointments for Lieutenant Commanders are no longer Navy promotional gateway courses.

Selection for the Australian Command and Staff College and the Centre for Defence and Strategic Studies is competitive. It is open to those officers and senior Warrant Officers who have achieved their relevant career requirements and who have shown leadership potential.

Table B-24: Navy other ranks promotional gateway courses by gender, 2017–18

Course or appointment	Total personnel on the course (number)	Women on the course (number)	Women on the course (%)	Total course completions (number)	Women who completed (number)	Women who completed (%)
Promotion to Leading Seaman course	576	124	21.5	558	123	99.2
Promotion to Petty Officer course	240	52	21.7	237	52	100.0
Promotion to Chief Petty Officer course	100	22	22.0	101	22	100.0
Promotion to Warrant Officer course	35	2	5.7	35	2	100.0

Source: Navy.

Notes:

Figures are for the ADF Permanent Force only.

The Navy has a promotion course for each rank commencing at the Leading Seaman (E-5) level, and all personnel must hold currency in the Navy Leadership Development workshops.

All sailors must complete a promotion course in addition to any specialist, trade or professional courses.

Navy personnel can nominate for promotion courses, but not all nominated personnel may attend the course. The difference between nomination and attendance is usually due to whether the member can be released.

Table B-25: Army officer promotional gateway courses and command appointments by gender, 2017–18

Course or appointment	Total personnel in the competitive pool (number)	Women in the competitive pool (number)	Women in the competitive pool (%)	Total placements or appointments (number)	Women on placements or appointments (number)	Women on placements or appointments (%)
Australian Command and Staff College	159	19	11.9	69	9	13.0
Centre for Defence and Strategic Studies	47	5	10.6	13	2	15.4
Capability and Technology Management College	38	3	7.9	26	3	11.5
Command appointments	131	22	16.8	44	7	15.9
Charge appointments	–	–	–	–	–	–

Source: Army.

Notes:

Figures are for the ADF Permanent Force only.

Completion of the Centre for Defence and Strategic Studies is not normally a prerequisite for promotion to Brigadier on the Command and Leadership pathway.

Table B-26: Army other ranks promotional gateway courses by gender, 2017–18

Course or appointment	Total personnel on the course (number)	Women on the course (number)	Women on the course (%)	Total course completions (number)	Women who completed (number)	Women who completed (%)
Joint Warrant Officers course	18	–	–	18	–	–
Subject 1 for Sergeant course	346	46	13.3	341	46	100.0

Source: Army.

Notes:

Figures are for the ADF Permanent Force only.

Subject 1 for Sergeant is a prerequisite for promotion to Sergeant for all Army trades. In addition, each trade has one or more trade-specific promotion training requirements.

Table B-27: Air Force officer promotional gateway courses and command appointments by gender, 2017–18

Course or appointment	Total personnel in the competitive pool (number)	Women in the competitive pool (number)	Women in the competitive pool (%)	Total placements or appointments (number)	Women on placements or appointments (number)	Women on placements or appointments (%)
Australian Command and Staff College	973	197	20.2	37	7	18.9
Centre for Defence and Strategic Studies	145	21	14.5	8	3	37.5
Capability and Technology Management College	287	27	9.4	4	–	–
Command appointments (Wing Commander)	306	70	22.9	52	10	19.2
Charge appointments (Group Captain)	156	21	13.5	23	4	17.4

Source: Air Force.

Notes:

Figures are for the ADF Permanent Force only.

The competitive pool for the Australian Command and Staff College includes Squadron Leaders (O-4) with greater than two years of seniority, with effect from 1 January 2018, who have not completed these courses.

The competitive pool for the Centre for Defence and Strategic Studies includes Group Captains (O-6) who have not completed these courses.

The Capability and Technology Management Program is a Squadron Leader (O-4) course; however, members from Flight Lieutenant (O-3) to Wing Commander (O-5) can be placed on the course. Accordingly, it is difficult to define the competitive pool.

The competitive pool for command appointments includes Wing Commanders (O-5), excluding those who have already held an O-5 command position (repeat command tours are unlikely).

The competitive pool for charge appointments includes Group Captains (O-6), excluding those who have already held an O-6 command position (repeat command tours are unlikely).

Table B-28: Air Force other ranks promotional gateway courses by gender, 2017–18

Course or appointment	Total personnel on the course (number)	Women on the course (number)	Women on the course (%)	Total course completions (number)	Women who completed (number)	Women who completed (%)
Joint Warrant Officers course	3	1	33.3	3	1	100.0

Source: Air Force.

Notes:

Figures are for the ADF Permanent Force only.

The Joint Warrant Officers course is conducted once per calendar year, with eight positions allocated to the Air Force. Selection for this course is conducted via Warrant Officer talent management in conjunction with Warrant Officers selected for tier progression to Wing, Base, or Group Warrant Officer positions (Tiers B and C).

Table B-29: ADF honours and awards by gender and Service, 2017–18

Honours and awards	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Conspicuous Service Cross (CSC) (non-operational)	3	6	8	18	3	7	14	31
Conspicuous Service Medal (CSM) (non-operational)	5	9	1	16	3	12	9	37
Total of Conspicuous Service Decorations (non-operational)	8	15	9	34	6	19	23	68
Australia Day Medalion	7	37	11	79	13	45	31	161
Defence Commendation—Gold level	1	11	2	12	2	26	5	49
Defence Commendation—Silver level	3	12	12	62	5	33	20	107
Defence Commendation—Bronze level	4	14	35	135	8	36	47	185
Total of Defence Commendations	8	37	49	209	15	95	72	341
Defence Long Service Medal	93	408	154	957	118	504	365	1,869
First Clasp to the Defence Long Service Medal	60	281	90	598	85	312	235	1,191
Second Clasp to the Defence Long Service Medal	28	136	55	480	46	210	129	826
Australian Defence Medal	391	1,636	778	6,242	358	1,299	1,527	9,177

Source: Directorate of Honours and Awards.

Notes:

Figures for campaign and long service awards are based on the approval date.

Only non-operational honours and awards are shown. Women are less likely to be eligible for operational awards due to being historically precluded from combat roles; therefore, operational awards should not be compared between genders. Effective from 2016, all roles have been opened up to women, although there is still low female participation in these roles as at 30 June 2018. We expect the number of women receiving operational honours and awards to increase in future years as more women occupy these roles.

Table B-30: Number and proportion of promotion boards with at least one female board member by Service and rank group, 2017-18

Rank group	Total number of Navy promotion boards	Number of Navy promotion boards with at least one female board member	Percentage of Navy promotion boards with at least one female board member	Total number of Army personnel advisory committees	Number of Army personnel advisory committees with at least one female board member	Percentage of Army personnel advisory committees with at least one female board member	Total number of Air Force promotion boards	Number of Air Force promotion boards with at least one female board member	Percentage of Air Force promotion boards with at least one female board member
Officers	17	17	100.0	18	18	100.0	10	10	100.0
Other ranks	63	63	100.0	171	102	59.6	24	24	100.0

Source: Navy, Army, Air Force.

Notes:

Figures are for the ADF Permanent Force only.

Figures relate to promotion boards as well as boards selecting appointments and postings.

There are 69 Army other rank personnel advisory committees with no female representation. Forty-seven of these had a female delegate deciding on the voting outcomes. Where possible, Army personnel advisory committees will have female representation, depending on availability. Committee membership currently creates significant demand on the female workforce, due to the overall low proportion of women in the Army.

Table B-31: Representation of women on Defence senior decision-making committees, as at 31 March 2018

Committee	ADF women	ADF men	APS women	APS men	Non-Defence women	Non-Defence men	Vacant positions	Total women (%)	Total men (%)	ADF women (%)	ADF men (%)
Defence Committee (DC)	–	2	2	2	–	–	–	33.3	66.7	–	100.0
Chiefs of Service Committee (COSC)	1	7	1	3	–	–	1	16.7	83.3	12.5	87.5
Defence Civilian Committee (DCC)	–	1	4	8	–	–	–	30.8	69.2	–	100.0
Defence Audit & Risk Committee (DARC)	–	1	2	–	2	4	–	44.4	55.6	–	100.0
Enterprise Business Committee	–	5	2	6	–	–	–	15.4	84.6	–	100.0
Investment Committee	–	5	2	7	–	–	–	14.3	85.7	–	100.0
Chief of Navy Senior Advisory Committee (CNSAC)	2	8	–	1	–	–	–	18.2	81.8	20.0	80.0
Chief of Army Senior Advisory Committee (CASAC)	3	10	1	–	–	–	–	26.6	71.4	23.1	76.9
Chief of Air Force Advisory Committee (CAFAC)	4	16	1	–	–	–	–	23.8	76.2	20.0	80.0
Human Resources Development Board	1	6	1	7	–	–	–	13.3	86.7	14.3	85.7
Strategic Command Group	–	10	2	9	–	–	–	9.5	90.5	–	100.0

Source: Defence Human Resource Metrics System.

Notes:

Figures include permanent ADF and Defence Australian Public Service members and permanently invited members only.

As a result of the First Principles Review's recommendations aimed at strengthening the strategic centre, membership of the Defence Committee reduced from 17 to six members from 1 July 2015.

Percentages may not sum due to rounding.

Table B-32: Difference between women's and men's pay in the ADF by rank and Service, as at 30 June 2018

Navy rank	Salary difference for Navy (%)	Army rank	Salary difference for Army (%)	Air Force rank	Salary difference for Air Force (%)
Admiral (O-10)	–	General (O-10)	–	Air Chief Marshal (O-10)	100.0
Vice Admiral (O-9)	100.0	Lieutenant General (O-9)	100.0	Air Marshal (O-9)	100.0
Rear Admiral (O-8)	100.0	Major General (O-8)	–1.6	Air Vice-Marshal (O-8)	–8.4
Commodore (O-7)	–2.5	Brigadier (O-7)	–3.1	Air Commodore (O-7)	–0.1
Captain (O-6)	–1.7	Colonel (O-6)	0.9	Group Captain (O-6)	4.1
Commander (O-5)	2.0	Lieutenant Colonel (O-5)	0.4	Wing Commander (O-5)	2.1
Lieutenant Commander (O-4)	2.3	Major (O-4)	1.8	Squadron Leader (O-4)	6.1
Lieutenant (O-3)	3.6	Captain (O-3)	2.9	Flight Lieutenant (O-3)	9.4
Sub Lieutenant (O-2)	3.6	Lieutenant (O-2)	2.7	Flying Officer (O-2)	3.9
Acting Sub Lieutenant (O-1)	2.0	Second Lieutenant (O-1)	–0.8	Pilot Officer (O-1)	2.2
Midshipman (O-0)	4.2	Officer Cadet (O-0)	2.0	Officer Cadet (O-0)	3.2
Warrant Officer of the Navy (E-10)	100.0	Regimental Sergeant Major of the Army (E-10)	100.0	Warrant Officer of the Air Force (E-10)	100.0
Warrant Officer (E-9)	1.9	Warrant Officer Class One (E-9)	4.1	Warrant Officer (E-9)	5.8
Chief Petty Officer (E-8)	5.6	Warrant Officer Class Two (E-8)	4.9	Flight Sergeant (E-8)	6.0
–	–	Staff Sergeant (E-7)	100.0	–	–
Petty Officer (E-6)	5.1	Sergeant (E-6)	4.1	Sergeant (E-6)	5.1
Leading Seaman (E-5)	3.3	Corporal (E-5)	5.4	Corporal (E-5)	7.4
–	–	Lance Corporal (E-4)	3.5	–	–
Able Seaman (E-3)	3.6	Private Proficient (E-3)	3.5	Leading Aircraftman/woman (E-3)	5.2
Seaman (E-2)	3.1	Private (E-2)	–0.2	Aircraftman/woman (E-2)	–0.1
Seaman Star (E-1)	–1.5	Private Trainee (E-1)	0.6	Aircraftman/woman Trainee (E-1)	0.2
–	–	–	–	Non-commissioned Officer Cadet (E-31)	–4.7

Source: Defence HR system.

Notes:

The salary difference is calculated from the average salary of men at that rank minus the average salary of women at that rank. The difference is expressed as a percentage of the average salary of men at that rank.

Positive numbers indicate that the average salary is higher for men. Negative numbers indicate that the average salary is higher for women. A pay gap of 100.0% indicates that there are no women in those ranks for that Service.

Figures are based on average actual salaries and exclude allowances.

Figures are for the ADF Permanent Force and continuous full-time service ADF members.

Table B-33: ADF Permanent Force 12-month rolling separation rates by gender, rank group and Service, as at 30 June 2018

Service and rank group	Women (%)	Men (%)	Total ADF (%)
Navy officers	5.9	6.8	6.6
Navy other ranks	10.0	10.2	10.2
Total separation rate for Navy	9.0	9.4	9.3
Army officers	8.6	7.3	7.6
Army other ranks	12.7	11.5	11.6
Total separation rate for Army	11.6	10.6	10.8
Air Force officers	4.5	6.9	6.4
Air Force other ranks	6.8	7.0	6.9
Total separation rate for Air Force	5.9	6.9	6.7
ADF officers	6.4	7.1	6.9
ADF other ranks	10.3	10.3	10.3
Total separation rate for ADF	9.1	9.5	9.4

Source: Defence HR system.

Notes:

Separation rates are based on the total Permanent Force, including both the trained and training force.

Table B-34: ADF Permanent Force 12-month rolling separation rates by gender, rank (O-5 and above, E-8 and above) and Service, as at 30 June 2018

Rank	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
O-10	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-
O-8	-	-	55.8% (1)	28.4% (5)	-	28.5% (3)	28.4% (1)	20.2% (6)
O-7	-	8.7% (3)	10.1% (1)	12.3% (6)	33.8% (1)	23.0% (9)	10.5% (2)	14.7% (18)
O-6	-	8.2% (9)	7.9% (2)	8.1% (14)	9.8% (2)	13.2% (17)	6.4% (4)	9.7% (40)
O-5	5.1% (3)	6.1% (21)	12.2% (11)	7.1% (41)	4.4% (4)	7.7% (32)	7.5% (16)	7.0% (94)
E-10	-	-	-	-	-	-	-	-
E-9	10.7% (2)	10.6% (22)	6.7% (5)	10.7% (62)	1.6% (1)	8.9% (45)	5.2% (8)	10.0% (129)
E-8	7.6% (8)	6.6% (58)	7.5% (14)	7.2% (125)	4.5% (6)	6.9% (45)	6.7% (27)	7.0% (228)

Source: Defence HR system.

Notes:

Separation rates are based on the total Permanent Force, including both the trained and training force.

Figures in brackets are the number of separations corresponding to the percentage.

Senior officers are considered to be the O-6 rank and above. The pipeline for senior leadership is considered to be the O-5 rank. Senior other ranks are considered to be the E-8 rank and above.

A list of rank equivalencies for each Service is available in Annex C.

Table B-35: Number of ADF Permanent Force separations by gender, rank and Service, 2017–18

Rank	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
O-10	–	–	–	–	–	–	–	–
O-9	–	–	–	–	–	–	–	–
O-8	–	–	1	5	–	3	1	8
O-7	–	3	1	6	1	9	2	18
O-6	–	9	2	14	2	17	4	40
O-5	3	21	11	41	4	32	18	94
O-4	12	46	24	120	12	69	48	235
O-3	16	66	23	106	19	109	58	281
O-2	3	10	14	14	5	7	22	31
O-1	–	9	–	–	2	6	2	15
O-0	7	17	19	91	8	20	34	128
Total officer separations	41	181	95	397	53	272	189	850
E-10	–	–	–	–	–	–	–	–
E-9	2	22	5	62	1	45	8	129
E-8	8	58	14	125	5	45	27	228
E-7	–	–	–	1	–	–	–	1
E-6	17	96	24	200	27	61	68	357
E-5	43	216	56	390	40	164	139	770
E-4	–	–	12	162	–	–	12	162
E-3	101	343	133	1,069	29	163	263	1,575
E-2	11	28	7	26	7	4	25	58
E-1	10	18	25	130	5	15	40	163
E-0	24	49	110	214	14	14	148	277
Total other ranks separations	216	830	386	2,379	128	511	730	3,720
Total ADF separations	257	1,011	481	2,776	181	783	919	4,570

Source: Defence HR system.

Notes:

Separations are based on the total Permanent Force, including both the trained and training force.

E-4 and E-7 are Army-only ranks.

A list of rank equivalencies for each Service is available in Annex C.

Table B-36: Number of ADF Permanent Force separations by gender, Service and type of separation, 2017–18

Service and separation type	Women (number)	Female separations by type out of total female separations for that Service (%)	Men (number)	Male separations by type out of total male separations for that Service (%)
Navy—Voluntary separations	147	57.2	637	63.0
Navy—Involuntary separations	56	21.8	218	21.6
Navy—Age retirements	1	0.4	29	2.9
Navy—Trainees separations	53	20.6	127	12.6
Total Navy separations	257	100.0	1,011	100.0
Army—Voluntary separations	224	46.6	1,420	51.2
Army—Involuntary separations	92	19.1	863	31.1
Army—Age retirements	8	1.7	40	1.4
Navy—Trainees separations	157	32.6	452	16.3
Total Army separations	481	100.0	2,775	100.0
Air Force—Voluntary separations	98	54.1	517	66.0
Air Force—Involuntary separations	49	27.1	188	24.0
Air Force—Age retirements	5	2.8	24	3.1
Air Force—Trainees separations	29	16.0	54	6.9
Total Air Force separations	181	100.0	783	100.0
Total ADF separations	919	100.0	4,569	100.0

Source: Defence HR system.

Notes:

Percentages may not sum due to rounding.

Table B-37: Number of ADF Permanent Force separations by gender, rank (O-5 and above, E-8 and above), Service and type of separation, 2017–18

Rank and separation type	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
O-8—Voluntary separations	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
O-8—Involuntary separations	—	—	—	—	1	100.0	4	80.0	—	—	3	100.0	1	100.0	7	87.5
O-8—Age retirements	—	—	—	—	—	—	1	20.0	—	—	—	—	—	—	1	12.5
Total O-8 separations	—	—	—	—	1	100.0	5	100.0	—	—	3	100.0	1	100.0	8	100.0
O-7—Voluntary separations	—	—	1	33.3	1	100.0	—	—	—	—	—	—	1	50.0	1	5.6
O-7—Involuntary separations	—	—	2	66.7	—	—	5	83.3	—	—	8	88.9	—	—	15	83.3
O-7—Age retirements	—	—	—	—	—	—	1	16.7	1	100.0	1	11.1	1	50.0	2	11.1
Total O-7 separations	—	—	3	100.0	1	100.0	6	100.0	1	100.0	9	100.0	2	100.0	18	100.0
O-6—Voluntary separations	—	—	5	55.6	1	50.0	3	21.4	—	—	1	5.9	1	25.0	9	22.5
O-6—Involuntary separations	—	—	2	22.2	1	50.0	11	78.6	—	—	13	76.5	1	25.0	26	65.0
O-6—Age retirements	—	—	2	22.2	—	—	—	—	2	100.0	3	17.6	2	50.0	5	12.5
Total O-6 separations	—	—	9	100.0	2	100.0	14	100.0	2	100.0	17	100.0	4	100.0	40	100.0
O-5—Voluntary separations	3	100.0	17	81.0	6	54.5	30	73.2	2	50.0	23	71.9	11	61.1	70	74.5
O-5—Involuntary separations	—	—	2	9.5	3	27.3	7	17.1	—	—	4	12.5	3	16.7	13	13.8
O-5—Age retirements	—	—	2	9.5	2	18.2	4	9.8	2	50.0	5	15.6	4	22.2	11	11.7
Total O-5 separations	3	100.0	21	100.0	11	100.0	41	100.0	4	100.0	32	100.0	18	100.0	94	100.0
E-9—Voluntary separations	1	50.0	12	54.5	5	100.0	43	69.4	1	100.0	27	60.0	7	87.5	82	63.6
E-9—Involuntary separations	1	50.0	8	36.4	—	—	16	25.8	—	—	13	28.9	1	12.5	37	28.7
E-9—Age retirements	—	—	2	9.1	—	—	3	4.8	—	—	5	11.1	—	—	10	7.8
Total E-9 separations	2	100.0	22	100.0	5	100.0	62	100.0	1	100.0	45	100.0	8	100.0	129	100.0
E-8—Voluntary separations	5	62.5	40	69.0	7	50.0	70	56.0	4	80.0	26	57.8	16	59.3	136	59.6
E-8—Involuntary separations	3	37.5	11	19.0	7	50.0	48	38.4	1	20.0	18	40.0	11	40.7	77	33.8
E-8—Age retirements	—	—	7	12.1	—	—	7	5.6	—	—	1	2.2	—	—	15	6.6
Total E-8 separations	8	100.0	58	100.0	14	100.0	125	100.0	5	100.0	45	100.0	27	100.0	228	100.0

Source: Defence HR system.

Notes:

For the purpose of this table, O-9, O-10 and E-10 are not shown, as there were no separations in 2017–18 at these ranks.

Percentages are expressed out of the total number of separations at that rank for that gender and Service.

Percentages may not sum due to rounding.

Senior officers are considered to be the O-6 rank and above. The pipeline for senior leadership is considered to be the O-5 rank. Senior other ranks are considered to be the E-8 rank and above.

A list of rank equivalencies for each Service is available in Annex C.

Table B-38: Top 10 reasons for leaving the ADF by gender, 2017

Number	Top 10 reasons for women	Number of women	Top 10 reasons for men	Number of men
1	To make a career change while still young enough	64	To make a career change while still young enough	258
2	Impact of job demands on family/personal life	57	Better career prospects in civilian life	239
3	Desire for less separation from family	55	Limited opportunities in my present Category/Corps/Mustering/Specialisation/Primary qualification	210
4	Lack of job satisfaction	52	Desire to stay in one place	206
5	Low morale in my work environment	51	Low morale in my work environment	204
6	Better career prospects in civilian life	50	Selections or promotions not based entirely on merit	204
7	A desire for more challenging work	48	Lack of job satisfaction	203
8	Desire to stay in one place	48	Desire for less separation from family	200
9	General dissatisfaction with Service life	47	Impact of job demands on family/personal life	197
10	Desire to live in a particular location	47	Feel there is a lack of opportunities for career development	185

Source: YourSay Leaving Defence Survey, 2017.

Notes:

Figures are for the ADF Permanent Force.

Counts are based on the number of survey respondents who indicated that a given reason was 'Very important' or 'Extremely important' in influencing their decision to leave Defence.

Table B-39: Median time in rank (years) upon separation by gender, rank and Service, 2017–18

Rank	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
O-10	–	–	–	–	–	–	–	–
O-9	–	–	–	–	–	–	–	–
O-8	–	–	5.3	5.7	–	3.4	5.3	5.5
O-7	–	5.2	6.3	5.9	2.8	5.2	4.6	5.5
O-6	–	5.1	6.9	8.1	3.6	6.3	5.2	6.8
O-5	5.8	6.2	8.0	9.5	5.5	4.6	6.3	7.3
O-4	7.4	8.3	7.7	7.6	5.6	4.9	6.9	7.1
O-3	6.1	6.4	3.6	4.7	2.8	5.7	4.9	5.5
O-2	0.6	2.8	3.2	3.4	2.9	1.8	2.9	3.0
O-1	–	1.2	–	–	0.7	2.7	0.7	1.8
O-0	1.0	1.5	1.4	1.0	1.9	1.7	1.6	1.2
E-10 and E-9	10.0	7.3	9.2	8.6	4.1	10.3	8.5	9.8
E-8	5.1	11.3	5.7	7.5	7.6	5.5	5.8	8.2
E-7	–	–	–	22.3	–	–	–	22.3
E-6	3.3	5.3	5.3	4.5	6.2	6.6	5.3	5.1
E-5	4.5	4.3	4.3	3.2	2.9	5.1	4.1	3.7
E-4	–	–	1.2	1.6	–	–	1.2	1.6
E-3	4.1	4.1	2.2	2.7	3.7	5.2	3.0	3.2
E-2	1.0	1.1	0.7	0.7	0.7	1.2	0.8	1.0
E-1 and E-51	0.4	1.1	1.4	1.2	1.6	1.0	1.1	1.1
E-0	0.1	0.2	0.3	0.1	0.2	0.1	0.3	0.1

Source: Defence HR system.

Notes:

E-4 and E-7 are Army-only ranks. There was only one separating Army member at the E-7 rank.

A list of rank equivalencies for each Service is available in Annex C.

Table B-40: Median time in service (years) upon separation by gender, rank group and Service, 2017–18

Service and rank group	Women	Men
Navy officers	12.0	15.4
Navy other ranks	7.6	8.3
Amy officers	12.0	13.8
Amy other ranks	3.9	6.6
Air Force officers	10.1	17.2
Air Force other ranks	9.4	12.0

Source: Defence HR system.

Table B-41: Navy women who commenced at least one period of paid or unpaid maternity leave in 2017–18

Navy rank	Number who took paid maternity leave	Number who took unpaid maternity leave	Percentage who took paid maternity leave	Percentage who took unpaid maternity leave
Admiral (O-10)	–	–	–	–
Vice Admiral (O-9)	–	–	–	–
Rear Admiral (O-8)	–	–	–	–
Commodore (O-7)	–	–	–	–
Captain (O-6)	–	–	–	–
Commander (O-5)	2	–	100.0	–
Lieutenant Commander (O-4)	20	2	90.9	9.1
Lieutenant (O-3)	20	6	76.9	23.1
Sub Lieutenant (O-2)	1	–	100.0	–
Acting Sub Lieutenant (O-1)	–	–	–	–
Midshipman (O-0)	–	–	–	–
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	–	–	–	–
Chief Petty Officer (E-8)	3	1	75.0	25.0
Petty Officer (E-6)	23	16	59.0	41.0
Leading Seaman (E-5)	38	35	52.1	47.9
Able Seaman (E-3)	59	62	48.8	51.2
Seaman (E-2)	2	2	50.0	50.0
Seaman Star (E-1)	1	1	50.0	50.0
Total	169	125	57.5	42.5

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Paid and unpaid leave are shown separately; however, the same member will be counted more than once if they have commenced a period of both paid and unpaid maternity leave within 2017–18.

Percentages are expressed out of the total number of women taking any maternity leave (paid or unpaid) at that rank.

Percentages may not sum due to rounding.

Table B-42: Army women who commenced at least one period of paid or unpaid maternity leave in 2017–18

Army rank	Number who took paid maternity leave	Number who took unpaid maternity leave	Percentage who took paid maternity leave	Percentage who took unpaid maternity leave
General (O-10)	–	–	–	–
Lieutenant General (O-9)	–	–	–	–
Major General (O-8)	–	–	–	–
Brigadier (O-7)	–	–	–	–
Colonel (O-6)	–	–	–	–
Lieutenant Colonel (O-5)	1	2	33.3	66.7
Major (O-4)	26	18	59.1	40.9
Captain (O-3)	22	14	61.1	38.9
Lieutenant (O-2)	5	2	71.4	28.6
Second Lieutenant (O-1)	–	–	–	–
Officer Cadet (O-0)	–	–	–	–
Regimental Sergeant Major of the Army and Warrant Officer Class One (E-10 and E-9)	1	–	100.0	–
Warrant Officer Class Two (E-8)	9	12	42.9	57.1
Staff Sergeant (E-7)	–	–	–	–
Sergeant (E-6)	26	10	72.2	27.8
Corporal (E-5)	58	33	63.7	36.3
Lance Corporal (E-4)	6	3	66.7	33.3
Private Proficient (E-3)	55	40	57.9	42.1
Private (E-2)	1	–	100.0	–
Private Trainee (E-1)	1	–	100.0	–
Total	211	134	61.2	38.8

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Paid and unpaid leave are shown separately; however, the same member will be counted more than once if they have commenced a period of both paid and unpaid maternity leave within 2017–18.

Percentages are expressed out of the total number of women taking any maternity leave (paid or unpaid) at that rank.

Percentages may not sum due to rounding.

Table B-43: Air Force women who commenced at least one period of paid or unpaid maternity leave in 2017–18

Air Force rank	Number who took paid maternity leave	Number who took unpaid maternity leave	Percentage who took paid maternity leave	Percentage who took unpaid maternity leave
Air Chief Marshal (O-10)	–	–	–	–
Air Marshal (O-9)	–	–	–	–
Air Vice-Marshal (O-8)	–	–	–	–
Air Commodore (O-7)	–	–	–	–
Group Captain (O-6)	–	–	–	–
Wing Commander (O-5)	3	–	100.0	–
Squadron Leader (O-4)	21	10	67.7	32.3
Flight Lieutenant (O-3)	50	31	61.7	38.3
Flying Officer (O-2)	14	6	70.0	30.0
Pilot Officer (O-1)	1	–	100.0	–
Officer Cadet (O-0)	–	–	–	–
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	1	1	50.0	50.0
Flight Sergeant (E-8)	3	2	60.0	40.0
Sergeant (E-6)	25	11	69.4	30.6
Corporal (E-5)	49	39	55.7	44.3
Leading Aircraftman/woman (E-3)	42	25	62.7	37.3
Aircraftman/woman (E-2)	6	1	85.7	14.3
Aircraftman/woman Trainee (E-1)	2	–	100.0	–
Total	217	126	63.3	36.7

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Paid and unpaid leave are shown separately; however, the same member will be counted more than once if they have commenced a period of both paid and unpaid maternity leave within 2017–18.

Percentages are expressed out of the total number of women taking any maternity leave (paid or unpaid) at that rank.

Percentages may not sum due to rounding.

Table B-44: Navy members who commenced at least one period of paid or unpaid maternity or parental leave by gender and rank, 2017–18

Navy rank	Number of women who took paid maternity or parental leave	Number of women who took unpaid maternity or parental leave	Percentage of women who took paid maternity or parental leave	Percentage of women who took unpaid maternity or parental leave	Number of men who took paid parental leave	Number of men who took unpaid parental leave	Percentage of men who took paid parental leave	Percentage of men who took unpaid parental leave
Admiral (O-10)	–	–	–	–	–	–	–	–
Vice Admiral (O-9)	–	–	–	–	–	–	–	–
Rear Admiral (O-8)	–	–	–	–	–	–	–	–
Commodore (O-7)	–	–	–	–	1	–	100.0	–
Captain (O-6)	–	–	–	–	–	–	–	–
Commander (O-5)	2	–	100.0	–	4	–	100.0	–
Lieutenant Commander (O-4)	20	2	90.9	9.1	31	–	100.0	–
Lieutenant (O-3)	23	7	76.7	23.3	73	–	100.0	–
Sub Lieutenant (O-2)	1	–	100.0	–	5	–	100.0	–
Acting Sub Lieutenant (O-1)	–	–	–	–	1	–	100.0	–
Midshipman (O-0)	–	–	–	–	–	–	–	–
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	–	–	–	–	2	–	100.0	–
Chief Petty Officer (E-8)	4	1	80.0	20.0	25	–	100.0	–
Petty Officer (E-6)	27	18	60.0	40.0	77	–	100.0	–
Leading Seaman (E-5)	41	35	53.9	46.1	136	2	98.6	1.4
Able Seaman (E-3)	60	63	48.8	51.2	145	3	98.0	2.0
Seaman (E-2)	2	2	50.0	50.0	6	–	100.0	–
Seaman Star (E-1)	1	1	50.0	50.0	2	–	100.0	–
Total	181	129	58.4	41.6	508	5	99.0	1.0

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Paid and unpaid leave are shown separately; however, the same member will be counted more than once if they have commenced a period of both paid and unpaid maternity or parental leave within 2017–18.

Percentages for women are expressed out of the total number of women taking any maternity or parental leave (paid or unpaid) at that rank. Percentages for men are expressed out of the total number of men taking any parental leave (paid or unpaid) at that rank.

Percentages may not sum due to rounding.

Table B-45: Army members who commenced at least one period of paid or unpaid maternity or parental leave by gender and rank, 2017–18

Army rank	Number of women who took paid maternity or parental leave	Number of women who took unpaid maternity or parental leave	Percentage of women who took paid maternity or parental leave	Percentage of women who took unpaid maternity or parental leave	Number of men who took paid parental leave	Number of men who took unpaid parental leave	Percentage of men who took paid parental leave	Percentage of men who took unpaid parental leave
General (O-10)	–	–	–	–	–	–	–	–
Lieutenant General (O-9)	–	–	–	–	–	–	–	–
Major General (O-8)	–	–	–	–	–	–	–	–
Brigadier (O-7)	–	–	–	–	2	–	100.0	–
Colonel (O-6)	2	–	100.0	–	3	–	100.0	–
Lieutenant Colonel (O-5)	2	2	50.0	50.0	29	2	93.5	6.5
Major (O-4)	27	19	58.7	41.3	107	–	100.0	–
Captain (O-3)	24	17	58.5	41.5	127	7	94.8	5.2
Lieutenant (O-2)	5	3	62.5	37.5	26	–	100.0	–
Second Lieutenant (O-1)	–	–	–	–	–	–	–	–
Officer Cadet (O-0)	–	–	–	–	2	–	100.0	–
Regimental Sergeant Major of the Army and Warrant Officer Class One (E-10 and E-9)	1	–	100.0	–	13	–	100.0	–
Warrant Officer Class Two (E-8)	9	12	42.9	57.1	55	–	100.0	–
Staff Sergeant (E-7)	–	–	–	–	–	–	–	–
Sergeant (E-6)	30	10	75.0	25.0	152	1	99.3	0.7
Corporal (E-5)	61	35	63.5	36.5	320	5	98.5	1.5
Lance Corporal (E-4)	9	4	69.2	30.8	99	5	95.2	4.8
Private Proficient (E-3)	55	43	56.1	43.9	386	8	98.0	2.0
Private (E-2)	1	–	100.0	–	39	1	97.5	2.5
Private Trainee (E-1)	1	–	100.0	–	16	–	100.0	–
Total	227	145	61.0	39.0	1,376	29	97.9	2.1

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Paid and unpaid leave are shown separately; however, the same member will be counted more than once if they have commenced a period of both paid and unpaid maternity or parental leave within 2017–18.

Percentages for women are expressed out of the total number of women taking any maternity or parental leave (paid or unpaid) at that rank. Percentages for men are expressed out of the total number of men taking any parental leave (paid or unpaid) at that rank.

Percentages may not sum due to rounding.

Table B-46: Air Force members who commenced at least one period of paid or unpaid maternity or parental leave by gender and rank, 2017–18

Air Force rank	Number of women who took paid maternity or parental leave	Number of women who took unpaid maternity or parental leave	Percentage of women who took paid maternity or parental leave	Percentage of women who took unpaid maternity or parental leave	Number of men who took paid parental leave	Number of men who took unpaid parental leave	Percentage of men who took paid parental leave	Percentage of men who took unpaid parental leave
Air Chief Marshal (O-10)	–	–	–	–	–	–	–	–
Air Marshal (O-9)	–	–	–	–	–	–	–	–
Air Vice-Marshal (O-8)	–	–	–	–	–	–	–	–
Air Commodore (O-7)	–	–	–	–	–	–	–	–
Group Captain (O-6)	–	–	–	–	1	–	100.0	–
Wing Commander (O-5)	3	–	100.0	–	8	–	100.0	–
Squadron Leader (O-4)	21	11	65.6	34.4	57	1	98.3	1.7
Flight Lieutenant (O-3)	51	32	61.4	38.6	106	6	94.6	5.4
Flying Officer (O-2)	14	6	70.0	30.0	21	1	95.5	4.5
Pilot Officer (O-1)	1	–	100.0	–	5	–	100.0	–
Officer Cadet (O-0)	–	–	–	–	–	–	–	–
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	1	1	50.0	50.0	13	1	92.9	7.1
Flight Sergeant (E-8)	3	2	60.0	40.0	6	–	100.0	–
Sergeant (E-6)	27	13	67.5	32.5	71	–	100.0	–
Corporal (E-5)	53	42	55.8	44.2	139	2	98.6	1.4
Leading Aircraftman/woman (E-3)	42	28	60.0	40.0	145	9	94.2	5.8
Aircraftman/woman (E-2)	6	1	85.7	14.3	8	–	100.0	–
Aircraftman/woman Trainee (E-1)	2	–	100.0	–	3	–	100.0	–
Total	224	136	62.2	37.8	583	20	96.7	3.3

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Paid and unpaid leave are shown separately; however, the same member will be counted more than once if they have commenced a period of both paid and unpaid maternity or parental leave within 2017–18.

Percentages for women are expressed out of the total number of women taking any maternity or parental leave (paid or unpaid) at that rank. Percentages for men are expressed out of the total number of men taking any parental leave (paid or unpaid) at that rank.

Percentages may not sum due to rounding.

Table B-47: Navy members retained 18 months after a period of paid maternity or parental leave by gender and rank

Navy rank	Number of women who took maternity or parental leave	Number of women retained 18 months after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained 18 months after this leave	Percentage of men retained
Admiral (O-10)	–	–	–	–	–	–
Vice Admiral (O-9)	–	–	–	–	–	–
Rear Admiral (O-8)	–	–	–	–	–	–
Commodore (O-7)	–	–	–	–	–	–
Captain (O-6)	–	–	–	–	–	–
Commander (O-5)	–	–	–	13	12	92.3
Lieutenant Commander (O-4)	9	9	100.0	25	22	88.0
Lieutenant (O-3)	18	16	88.9	49	46	93.9
Sub Lieutenant (O-2)	1	0	0.0	6	5	83.3
Acting Sub Lieutenant (O-1)	1	1	100.0	–	–	–
Midshipman (O-0)	–	–	–	1	1	100.0
Total officers	29	26	89.7	94	86	91.5
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	1	1	100.0	–	–	–
Chief Petty Officer (E-8)	2	2	100.0	21	18	85.7
Petty Officer (E-6)	19	17	89.5	73	64	87.7
Leading Seaman (E-5)	43	32	74.4	121	104	86.0
Able Seaman (E-3)	67	37	55.2	124	107	86.3
Seaman (E-2)	1	1	100.0	17	17	100.0
Seaman Star (E-1)	2	1	50.0	1	1	100.0
Total other ranks	135	91	67.4	357	311	87.1
Total	193	143	74.1	545	483	88.6

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained 18 months after this period. The following two tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-48: Navy members retained three years after a period of paid maternity or parental leave by gender and rank

Navy rank	Number of women who took maternity or parental leave	Number of women retained three years after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained three years after this leave	Percentage of men retained
Admiral (O-10)	-	-	-	-	-	-
Vice Admiral (O-9)	-	-	-	-	-	-
Rear Admiral (O-8)	-	-	-	-	-	-
Commodore (O-7)	-	-	-	-	-	-
Captain (O-6)	-	-	-	-	-	-
Commander (O-5)	-	-	-	13	11	84.6
Lieutenant Commander (O-4)	9	9	100.0	25	22	88.0
Lieutenant (O-3)	18	15	83.3	49	42	85.7
Sub Lieutenant (O-2)	1	0	0.0	6	5	83.3
Acting Sub Lieutenant (O-1)	1	1	100.0	-	-	-
Midshipman (O-0)	-	-	-	1	1	100.0
Total officers	29	25	86.2	94	81	86.2
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	1	1	100.0	-	-	-
Chief Petty Officer (E-8)	2	2	100.0	21	17	81.0
Petty Officer (E-6)	19	15	78.9	73	59	80.8
Leading Seaman (E-5)	43	21	48.8	121	93	76.9
Able Seaman (E-3)	67	30	44.8	124	92	74.2
Seaman (E-2)	1	1	100.0	17	16	94.1
Seaman Star (E-1)	2	1	50.0	1	1	100.0
Total other ranks	135	71	52.6	357	278	77.9
Total	193	121	62.7	545	440	80.7

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained three years after this period. The previous and following tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-49: Navy members retained five years after a period of paid maternity or parental leave by gender and rank

Navy rank	Number of women who took maternity or parental leave	Number of women retained five years after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained five years after this leave	Percentage of men retained
Admiral (O-10)	-	-	-	-	-	-
Vice Admiral (O-9)	-	-	-	-	-	-
Rear Admiral (O-8)	-	-	-	-	-	-
Commodore (O-7)	-	-	-	-	-	-
Captain (O-6)	-	-	-	-	-	-
Commander (O-5)	-	-	-	13	10	76.9
Lieutenant Commander (O-4)	9	9	100.0	25	19	76.0
Lieutenant (O-3)	18	12	66.7	49	41	83.7
Sub Lieutenant (O-2)	1	0	0.0	6	5	83.3
Acting Sub Lieutenant (O-1)	1	1	100.0	-	-	-
Midshipman (O-0)	-	-	-	1	1	100.0
Total officers	29	22	75.9	84	76	80.9
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	1	1	100.0	-	-	-
Chief Petty Officer (E-8)	2	1	50.0	21	13	61.9
Petty Officer (E-6)	19	12	63.2	73	51	69.9
Leading Seaman (E-5)	43	16	37.2	121	80	66.1
Able Seaman (E-3)	67	26	38.8	124	72	58.1
Seaman (E-2)	1	1	100.0	17	14	82.4
Seaman Star (E-1)	2	1	50.0	1	1	100.0
Total other ranks	135	58	43.0	357	231	64.7
Total	193	102	52.8	545	383	70.3

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Leave types include paid adoption leave, forced maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained five years after this period, i.e. the 2017–18 financial year. The previous two tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-50: Army members retained 18 months after a period of paid maternity or parental leave by gender and rank

Army rank	Number of women who took maternity or parental leave	Number of women retained 18 months after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained 18 months after this leave	Percentage of men retained
General (O-10)	-	-	-	-	-	-
Lieutenant General (O-9)	-	-	-	-	-	-
Major General (O-8)	-	-	-	-	-	-
Brigadier (O-7)	-	-	-	-	-	-
Colonel (O-6)	-	-	-	1	1	100.0
Lieutenant Colonel (O-5)	2	2	100.0	23	21	91.3
Major (O-4)	16	15	93.8	77	69	89.6
Captain (O-3)	27	25	92.6	112	101	90.2
Lieutenant (O-2)	4	4	100.0	36	33	91.7
Second Lieutenant (O-1)	-	-	-	-	-	-
Officer Cadet (O-0)	-	-	-	3	3	100.0
Total officers	49	46	93.9	252	228	90.5
Regimental Sergeant Major of the Army (E-10 and E-9)	-	-	-	8	8	100.0
Warrant Officer Class Two (E-8)	5	5	100.0	48	46	95.8
Staff Sergeant (E-7)	-	-	-	-	-	-
Sergeant (E-6)	30	27	90.0	192	176	91.7
Corporal (E-5)	55	49	89.1	294	257	87.4
Lance Corporal (E-4)	8	4	50.0	108	86	79.6
Private Proficient (E-3)	50	34	68.0	436	332	76.1
Private (E-2)	8	8	100.0	62	58	93.5
Private Trainee (E-1)	-	-	-	19	19	100.0
Total other ranks	156	127	81.4	1,167	982	84.1
Total	254	219	86.2	1,671	1,438	86.1

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained 18 months after this period. The following two tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-51: Army members retained three years after a period of paid maternity or parental leave by gender and rank

Army rank	Number of women who took maternity or parental leave	Number of women retained three years after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained three years after this leave	Percentage of men retained
General (O-10)	–	–	–	–	–	–
Lieutenant General (O-9)	–	–	–	–	–	–
Major General (O-8)	–	–	–	–	–	–
Brigadier (O-7)	–	–	–	–	–	–
Colonel (O-6)	–	–	–	1	1	100.0
Lieutenant Colonel (O-5)	2	2	100.0	23	21	91.3
Major (O-4)	16	15	93.8	77	64	83.1
Captain (O-3)	27	20	74.1	112	92	82.1
Lieutenant (O-2)	4	3	75.0	36	30	83.3
Second Lieutenant (O-1)	–	–	–	–	–	–
Officer Cadet (O-0)	–	–	–	3	3	100.0
Total officers	49	40	81.6	252	211	83.7
Regimental Sergeant Major of the Army and Warrant Officer Class One (E-10 and E-9)	–	–	–	8	5	62.5
Warrant Officer Class Two (E-8)	5	5	100.0	48	43	89.6
Staff Sergeant (E-7)	–	–	–	–	–	–
Sergeant (E-6)	30	23	76.7	192	161	83.9
Corporal (E-5)	55	42	76.4	294	233	79.3
Lance Corporal (E-4)	8	3	37.5	108	70	64.8
Private Proficient (E-3)	50	31	62.0	436	272	62.4
Private (E-2)	8	8	100.0	62	51	82.3
Private Trainee (E-1)	–	–	–	19	19	100.0
Total other ranks	156	112	71.8	1,167	854	73.2
Total	254	192	75.6	1,671	1,276	76.4

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained three years after this period. The previous and following tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-52: Army members retained five years after a period of paid maternity or parental leave by gender and rank

Army rank	Number of women who took maternity or parental leave	Number of women retained five years after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained five years after this leave	Percentage of men retained
General (O-10)	–	–	–	–	–	–
Lieutenant General (O-9)	–	–	–	–	–	–
Major General (O-8)	–	–	–	–	–	–
Brigadier (O-7)	–	–	–	–	–	–
Colonel (O-6)	–	–	–	1	1	100.0
Lieutenant Colonel (O-5)	2	1	50.0	23	19	82.6
Major (O-4)	16	13	81.3	77	57	74.0
Captain (O-3)	27	18	66.7	112	86	76.8
Lieutenant (O-2)	4	2	50.0	36	26	72.2
Second Lieutenant (O-1)	–	–	–	–	–	–
Officer Cadet (O-0)	–	–	–	3	3	100.0
Total officers	49	34	69.4	252	192	76.2
Regimental Sergeant Major of the Army and Warrant Officer Class One (E-10 and E-9)	–	–	–	8	3	37.5
Warrant Officer Class Two (E-8)	5	4	80.0	48	37	77.1
Staff Sergeant (E-7)	–	–	–	–	–	–
Sergeant (E-6)	30	18	60.0	192	146	76.0
Corporal (E-5)	55	36	65.5	294	203	69.0
Lance Corporal (E-4)	8	4	50.0	108	56	51.9
Private Proficient (E-3)	50	23	46.0	436	218	50.0
Private (E-2)	8	6	75.0	62	41	66.1
Private Trainee (E-1)	–	–	–	19	14	73.7
Total other ranks	156	91	58.3	1,167	718	61.5
Total	254	159	62.6	1,671	1,102	65.9

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained five years after this period, i.e. the 2017–18 financial year. The previous two tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-53: Air Force members retained 18 months after a period of paid maternity or parental leave by gender and rank

Air Force rank	Number of women who took maternity or parental leave	Number of women retained 18 months after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained 18 months after this leave	Percentage of men retained
Air Chief Marshal (O-10)	-	-	-	-	-	-
Air Marshal (O-9)	-	-	-	-	-	-
Air Vice-Marshal (O-8)	-	-	-	-	-	-
Air Commodore (O-7)	-	-	-	1	1	100.0
Group Captain (O-6)	-	-	-	2	2	100.0
Wing Commander (O-5)	-	-	-	6	6	100.0
Squadron Leader (O-4)	13	13	100.0	63	59	93.7
Flight Lieutenant (O-3)	27	25	92.6	94	88	93.6
Flying Officer (O-2)	10	10	100.0	15	15	100.0
Pilot Officer (O-1)	2	2	100.0	5	5	100.0
Officer Cadet (O-0)	1	1	100.0	2	2	100.0
Total officers	53	51	96.2	188	178	94.7
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	1	1	100.0	7	7	100.0
Flight Sergeant (E-8)	10	8	80.0	13	12	92.3
Sergeant (E-6)	19	18	94.7	90	83	92.2
Corporal (E-5)	43	34	79.1	170	154	90.6
Leading Aircraftman/woman (E-3)	48	45	93.8	163	150	92.0
Aircraftman/woman (E-2)	4	3	75.0	20	18	90.0
Aircraftman/woman Trainee (E-1)	2	2	100.0	7	6	85.7
Total other ranks	127	111	87.4	470	430	91.5
Total	233	213	91.4	846	786	92.9

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Figures for Non-commissioned Officer Cadet (E-51) are included with the Aircraftman/woman Trainee (E-1) figures.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained 18 months after this period. The following two tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-54: Air Force members retained three years after a period of paid maternity or parental leave by gender and rank

Air Force rank	Number of women who took maternity or parental leave	Number of women retained three years after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained three years after this leave	Percentage of men retained
Air Chief Marshal (O-10)	-	-	-	-	-	-
Air Marshal (O-9)	-	-	-	-	-	-
Air Vice-Marshal (O-8)	-	-	-	-	-	-
Air Commodore (O-7)	-	-	-	1	1	100.0
Group Captain (O-6)	-	-	-	2	2	100.0
Wing Commander (O-5)	-	-	-	6	6	100.0
Squadron Leader (O-4)	13	11	84.6	63	57	90.5
Flight Lieutenant (O-3)	27	23	85.2	94	88	93.6
Flying Officer (O-2)	10	8	80.0	15	15	100.0
Pilot Officer (O-1)	2	2	100.0	5	5	100.0
Officer Cadet (O-0)	1	1	100.0	2	1	50.0
Total officers	53	45	84.9	188	175	93.1
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	1	1	100.0	7	7	100.0
Flight Sergeant (E-8)	10	8	80.0	13	12	92.3
Sergeant (E-6)	19	18	94.7	90	79	87.8
Corporal (E-5)	43	31	72.1	170	139	81.8
Leading Aircraftman/woman (E-3)	48	35	72.9	163	136	83.4
Aircraftman/woman (E-2)	4	2	50.0	20	18	90.0
Aircraftman/woman Trainee (E-1)	2	1	50.0	7	7	100.0
Total other ranks	127	96	75.6	470	398	84.7
Total	233	186	79.8	846	748	88.4

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Figures for Non-commissioned Officer Cadet (E-51) are included with the Aircraftman/woman Trainee (E-1) figures.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained three years after this period. The previous and following tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-55: Air Force members retained five years after a period of paid maternity or parental leave by gender and rank

Air Force rank	Number of women who took maternity or parental leave	Number of women retained five years after this leave	Percentage of women retained	Number of men who took parental leave	Number of men retained five years after this leave	Percentage of men retained
Air Chief Marshal (O-10)	-	-	-	-	-	-
Air Marshal (O-9)	-	-	-	-	-	-
Air Vice-Marshal (O-8)	-	-	-	-	-	-
Air Commodore (O-7)	-	-	-	1	0	0.0
Group Captain (O-6)	-	-	-	2	2	100.0
Wing Commander (O-5)	-	-	-	6	5	83.3
Squadron Leader (O-4)	13	11	84.6	63	53	84.1
Flight Lieutenant (O-3)	27	21	77.8	94	78	83.0
Flying Officer (O-2)	10	7	70.0	15	15	100.0
Pilot Officer (O-1)	2	2	100.0	5	4	80.0
Officer Cadet (O-0)	1	1	100.0	2	1	50.0
Total officers	53	42	79.2	188	158	84.0
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	1	1	100.0	7	7	100.0
Flight Sergeant (E-8)	10	8	80.0	13	11	84.6
Sergeant (E-6)	19	16	84.2	90	73	81.1
Corporal (E-5)	43	28	65.1	170	132	77.6
Leading Aircraftman/woman (E-3)	48	32	66.7	163	124	76.1
Aircraftman/woman (E-2)	4	2	50.0	20	18	90.0
Aircraftman/woman Trainee (E-1)	2	1	50.0	7	7	100.0
Total other ranks	127	88	69.3	470	372	79.1
Total	233	172	73.8	846	688	81.3

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Figures for Non-commissioned Officer Cadet (E-51) are included with the Aircraftman/woman Trainee (E-1) figures.

Leave types include paid adoption leave, forces maternity leave—ADF, paid parental leave—ADF, paid maternity leave, and parental leave.

The table shows those members who commenced paid maternity or parental leave between 1 July 2012 and 30 June 2013 and were retained five years after this period, i.e. the 2017–18 financial year. The previous two tables track those same members. Commencement and related retention figures are recorded against the rank of the member from when they commenced their period of maternity or parental leave.

Table B-56: Navy members retained after taking a career break of three months or more, 2017-18

Navy rank	Number of women taking a career break	Number of women retained after the career break	Percentage of women retained after the career break	Number of men taking a career break	Number of men retained after the career break	Percentage of men retained after the career break
Admiral (O-10)	-	-	-	-	-	-
Vice Admiral (O-9)	-	-	-	-	-	-
Rear Admiral (O-8)	-	-	-	-	-	-
Commodore (O-7)	-	-	-	-	-	-
Captain (O-6)	-	-	-	1	1	100.0
Commander (O-5)	-	-	-	2	0	0.0
Lieutenant Commander (O-4)	-	-	-	3	3	100.0
Lieutenant (O-3)	-	-	-	1	1	100.0
Sub Lieutenant (O-2)	-	-	-	1	0	0.0
Acting Sub Lieutenant (O-1)	-	-	-	-	-	-
Midshipman (O-0)	-	-	-	1	0	0.0
Total officers	-	-	-	9	5	55.6
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	-	-	-	1	1	100.0
Chief Petty Officer (E-8)	1	1	100.0	4	4	100.0
Petty Officer (E-6)	2	2	100.0	1	1	100.0
Leading Seaman (E-5)	-	-	-	-	-	-
Able Seaman (E-3)	2	1	50.0	4	3	75.0
Seaman (E-2)	-	-	-	-	-	-
Seaman Star (E-1)	-	-	-	1	1	100.0
Total other ranks	5	4	80.0	11	10	90.9
Total	5	4	80.0	20	15	75.0

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Figures include members who took a continuous period of leave for three months or more during the period 1 July 2017 to 31 March 2018. They are deemed to have been retained if they remained in their Service for at least three months after returning from leave (as at 30 June 2018).

Leave types include long service leave, forced annual leave, and leave without pay. Figures exclude members who took any form of paid maternity or parental leave in the 18 months prior to the first date of leave.

Table B-57: Army members retained after taking a career break of three months or more, 2017–18

Army rank	Number of women taking a career break	Number of women retained after the career break	Percentage of women retained after the career break	Number of men taking a career break	Number of men retained after the career break	Percentage of men retained after the career break
General (O-10)	–	–	–	–	–	–
Lieutenant General (O-9)	–	–	–	–	–	–
Major General (O-8)	–	–	–	–	–	–
Brigadier (O-7)	–	–	–	–	–	–
Colonel (O-6)	1	1	100.0	1	1	100.0
Lieutenant Colonel (O-5)	2	2	100.0	1	0	0.0
Major (O-4)	–	–	–	9	8	88.9
Captain (O-3)	5	5	100.0	4	2	50.0
Lieutenant (O-2)	1	0	0.0	–	–	–
Second Lieutenant (O-1)	–	–	–	–	–	–
Officer Cadet (O-0)	–	–	–	–	–	–
Total officers	9	8	88.9	15	11	73.3
Regimental Sergeant Major of the Army and Warrant Officer Class One (E-10 and E-9)	1	1	100.0	1	1	100.0
Warrant Officer Class Two (E-8)	1	1	100.0	5	5	100.0
Staff Sergeant (E-7)	–	–	–	–	–	–
Sergeant (E-6)	1	1	100.0	5	3	60.0
Corporal (E-5)	3	3	100.0	16	13	81.3
Lance Corporal (E-4)	1	1	100.0	5	5	100.0
Private Proficient (E-3)	4	3	75.0	10	10	100.0
Private (E-2)	–	–	–	–	–	–
Private Trainee (E-1)	–	–	–	1	1	100.0
Total other ranks	11	10	90.9	43	38	88.4
Total	20	18	90.0	58	49	84.5

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Figures include members who took a continuous period of leave for three months or more during the period 1 July 2017 to 31 March 2018. They are deemed to have been retained if they remained in their Service for at least three months after returning from leave (as at 30 June 2018).

Leave types include long service leave, forces annual leave, and leave without pay. Figures exclude members who took any form of paid maternity or parental leave in the 18 months prior to the first date of leave.

Table B-58: Air Force members retained after taking a career break of three months or more, 2017-18

Air Force rank	Number of women taking a career break	Number of women retained after the career break	Percentage of women retained after the career break	Number of men taking a career break	Number of men retained after the career break	Percentage of men retained after the career break
Air Chief Marshal (O-10)	-	-	-	-	-	-
Air Marshal (O-9)	-	-	-	-	-	-
Air Vice-Marshal (O-8)	-	-	-	-	-	-
Air Commodore (O-7)	-	-	-	-	-	-
Group Captain (O-6)	-	-	-	-	-	-
Wing Commander (O-5)	-	-	-	-	-	-
Squadron Leader (O-4)	3	3	100.0	1	1	100.0
Flight Lieutenant (O-3)	2	2	100.0	1	1	100.0
Flying Officer (O-2)	-	-	-	2	2	100.0
Pilot Officer (O-1)	-	-	-	-	-	-
Officer Cadet (O-0)	-	-	-	1	1	100.0
Total officers	5	5	100.0	5	5	100.0
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	-	-	-	-	-	-
Flight Sergeant (E-8)	-	-	-	1	0	0.0
Sergeant (E-6)	1	1	100.0	-	-	-
Corporal (E-5)	-	-	-	4	2	50.0
Leading Aircraftman/woman (E-3)	4	3	75.0	1	1	100.0
Aircraftman/woman (E-2)	-	-	-	-	-	-
Aircraftman/woman Trainee (E-1)	-	-	-	-	-	-
Total other ranks	5	4	80.0	6	3	50.0
Total	10	9	90.0	11	8	72.7

Source: Defence HR system.

Notes:

Figures are for the ADF Permanent Force only.

Figures include members who took a continuous period of leave for three months or more during the period 1 July 2017 to 31 March 2018. They are deemed to have been retained if they remained in their Service for at least three months after returning from leave (as at 30 June 2018).

Leave types include long service leave, forces annual leave, and leave without pay. Figures exclude members who took any form of paid maternity or parental leave in the 18 months prior to the first date of leave.

Table B-59: ADF Permanent Force by gender, occupational group, rank group and Service, as at 30 June 2018

Occupational group and rank group	Navy women		Navy men		Army women		Army men		Air Force women		Air Force men		ADF women		ADF men	
Aviation—Officers	29	306	26	391					269	1,830			324	2,527		
Aviation—Other ranks	37	148	62	305					101	163			200	616		
Total—Aviation	66	454	88	696					370	1,993			524	3,143		
Percentage—Aviation	2.3%	4.3%	2.1%	2.8%					11.7%	18.0%			5.1%	6.7%		
Combat and Security—Officers	264	1,095	44	1,499					11	96			319	2,690		
Combat and Security—Other ranks	517	1,904	250	7,813					187	907			954	10,624		
Total—Combat and Security	781	2,999	294	9,312					198	1,003			1,273	13,314		
Percentage—Combat and Security	26.7%	28.1%	7.1%	37.2%					6.3%	9.0%			12.5%	28.5%		
Communications, Intelligence and Surveillance—Officers	29	54	135	616					75	155			239	825		
Communications, Intelligence and Surveillance—Other ranks	509	1,027	371	1,944					369	1,035			1,249	4,006		
Total—Communications, Intelligence and Surveillance	538	1,081	506	2,560					444	1,190			1,488	4,831		
Percentage—Communications, Intelligence and Surveillance	18.4%	10.1%	12.3%	10.2%					14.0%	10.7%			14.6%	10.3%		
Engineering, Technical and Construction—Officers	76	710	96	984					153	1,095			325	2,789		
Engineering, Technical and Construction—Other ranks	308	3,908	174	5,257					235	3,988			717	13,153		
Total—Engineering, Technical and Construction	384	4,618	270	6,241					388	5,083			1,042	15,942		
Percentage—Engineering, Technical and Construction	13.1%	43.3%	6.6%	24.9%					12.3%	45.8%			10.2%	34.1%		
Health—Officers	74	99	369	380					216	136			659	615		
Health—Other ranks	217	189	452	523					144	97			813	809		
Total—Health	291	288	821	903					360	233			1,472	1,424		
Percentage—Health	9.9%	2.7%	19.9%	3.6%					11.4%	2.1%			14.4%	3.0%		
Logistics, Administration and Support—Officers	227	344	290	864					484	605			1,001	1,813		
Logistics, Administration and Support—Other ranks	641	882	1,850	4,446					917	993			3,408	6,321		
Total—Logistics, Administration and Support	868	1,226	2,140	5,310					1,401	1,598			4,409	8,134		
Percentage—Logistics, Administration and Support	29.6%	11.5%	52.0%	21.2%					44.3%	14.4%			43.2%	17.4%		
Senior officers not allocated to occupational group	6	49	9	68					4	46			19	163		
Warrant Officers of the Service not allocated to occupational group	—	1	—	1					—	1			—	3		
Trainee officers not allocated to occupational group	—	—	147	588					—	—			147	588		
Trainee other ranks not allocated to occupational group	—	—	9	29					—	—			9	29		
Total	2,934	10,716	4,284	25,708					3,165	11,147			10,383	47,571		

Source: Defence HR system.

Notes:

Percentages are expressed out of the total number of personnel for each gender and Service, excluding officers and other ranks not allocated to any occupational group.

Percentages may not sum due to rounding.

A list of the occupations in each occupational group is available in Annex C.

Table B-60: Transfers into occupational groups by gender and Service, 2017–18

Occupational group	Navy women	Percentage of female Navy transfers out	Navy men	Percentage of male Navy transfers out	Amy women	Percentage of female Amy transfers out	Amy men	Percentage of male Amy transfers out	Air Force women	Percentage of female Air Force transfers out	Air Force men	Percentage of male Air Force transfers out	ADF women	Percentage of female ADF transfers out	ADF men	Percentage of male ADF transfers out
Aviation	2	5.0	15	14.6	4	3.5	32	4.6	5	14.7	18	17.5	11	5.8	65	7.2
Combat and Security	14	35.0	34	33.0	7	6.1	157	22.5	2	5.9	10	9.7	23	12.2	201	22.2
Communications, Intelligence and Surveillance	7	17.5	6	5.8	18	15.7	90	12.9	1	2.9	21	20.4	26	13.8	117	12.9
Engineering, Technical and Construction	2	5.0	2	1.9	12	10.4	159	22.7	1	2.9	8	7.8	15	7.9	169	18.7
Health	4	10.0	14	13.6	26	22.6	60	8.6	4	11.8	7	6.8	34	18.0	81	9.0
Logistics, Administration and Support	9	22.5	25	24.3	36	31.3	163	23.3	21	61.8	34	33.0	66	34.9	222	24.5
Senior officers not allocated to occupational group	2	5.0	7	6.8	—	—	14	2.0	—	—	5	4.9	2	1.1	26	2.9
Warrant Officers of the Service not allocated to occupational group	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Trainees not allocated to occupational group	—	—	—	—	12	10.4	24	3.4	—	—	—	—	12	6.3	24	2.7
Total transfers into occupational groups	40	100.0	103	100.0	115	100.0	699	100.0	34	100.0	103	100.0	189	100.0	905	100.0

Source: Defence HR system.

Notes:

Percentages may not sum due to rounding.

A list of the occupations in each occupational group is available in Annex C.

Table B-61: Transfers out of occupational groups by gender and Service, 2017–18

Occupational group	Navy women	Percentage of female Navy transfers out	Navy men	Percentage of male Navy transfers out	Amy women	Percentage of female Amy transfers out	Amy men	Percentage of male Amy transfers out	Air Force women	Percentage of female Air Force transfers out	Air Force men	Percentage of male Air Force transfers out	ADF women	Percentage of female ADF transfers out (%)	ADF men	Percentage of male ADF transfers out
Aviation	—	—	2	1.9	1	0.9	11	1.6	8	23.5	19	18.4	9	4.8	32	3.5
Combat and Security	12	30.0	35	34.0	27	23.5	224	32.0	7	20.6	19	18.4	46	24.3	278	30.7
Communications, Intelligence and Surveillance	9	22.5	13	12.6	9	7.8	54	7.7	6	17.6	15	14.6	24	12.7	82	9.1
Engineering, Technical and Construction	4	10.0	23	22.3	1	0.9	62	8.9	4	11.8	33	32.0	9	4.8	118	13.0
Health	—	—	1	1.0	2	1.7	4	0.6	3	8.8	2	1.9	5	2.6	7	0.8
Logistics, Administration and Support	15	37.5	27	26.2	30	26.1	79	11.3	4	11.8	9	8.7	49	25.9	115	12.7
Senior officers not allocated to occupational group	—	—	—	—	—	—	1	0.1	—	—	—	—	—	—	1	0.1
Warrant Officers of the Service not allocated to occupational group	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Trainees not allocated to occupational group	—	—	2	1.9	45	39.1	264	37.8	2	5.9	6	5.8	47	24.9	272	30.1
Total transfers out of occupational groups	40	100.0	103	100.0	115	100.0	699	100.0	34	100.0	103	100.0	189	100.0	905	100.0

Source: Defence HR system.

Notes:

Percentages may not sum due to rounding.

A list of the occupations in each occupational group is available in Annex C.

Table B-62: Transfers out of occupational groups with reason for transfer by gender and Service, 2017–18

Occupational group and reason	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Aviation—Transfers to Combat and Security	–	–	1	2	–	2	1	4
Aviation—Transfers to Engineering, Technical and Construction	–	–	–	7	–	2	–	9
Aviation—Transfers to other occupational group	–	2	–	2	8	15	8	19
Aviation—Separations (leaving Defence)	2	37	3	47	15	116	20	200
Combat and Security—Transfers to Combat and Security	Not applicable							
Combat and Security—Transfers to Engineering, Technical and Construction	1	1	4	56	–	1	5	58
Combat and Security—Transfers to other occupational group	11	34	23	168	7	18	41	220
Combat and Security—Separations (leaving Defence)	62	281	25	1,121	15	105	102	1,507
Communications, Intelligence and Surveillance—Transfers to Combat and Security	3	8	1	15	2	4	6	27
Communications, Intelligence and Surveillance—Transfers to Engineering, Technical and Construction	–	–	2	20	–	3	2	23
Communications, Intelligence and Surveillance—Transfers to other occupational group	6	5	6	19	4	8	16	32
Communications, Intelligence and Surveillance—Separations (leaving Defence)	43	96	53	230	23	72	119	398
Engineering, Technical and Construction—Transfers to Combat and Security	1	6	1	13	–	1	2	20
Engineering, Technical and Construction—Transfers to Engineering, Technical and Construction	Not applicable							
Engineering, Technical and Construction—Transfers to other occupational group	3	17	–	49	4	32	7	98
Engineering, Technical and Construction—Separations (leaving Defence)	48	442	25	591	19	334	92	1,367
Health—Transfers to Combat and Security	–	–	–	1	–	–	–	1
Health—Transfers to Engineering, Technical and Construction	–	–	–	–	–	–	–	–
Health—Transfers to other occupational group	–	1	2	3	3	2	5	6
Health—Separations (leaving Defence)	27	21	75	90	24	29	126	140
Logistics, Administration and Support—Transfers to Combat and Security	10	20	–	20	–	3	10	43
Logistics, Administration and Support—Transfers to Engineering, Technical and Construction	1	1	3	22	–	2	4	25
Logistics, Administration and Support—Transfers to other occupational group	4	6	27	37	4	4	35	47
Logistics, Administration and Support—Separations (leaving Defence)	75	131	263	568	84	117	422	816
Unallocated senior officer—Transfers to Combat and Security	–	–	–	–	–	–	–	–
Unallocated senior officer—Transfers to Engineering, Technical and Construction	–	–	–	–	–	–	–	–
Unallocated senior officer—Transfers to other occupational group	–	–	–	1	–	–	–	1
Unallocated senior officer—Separations (leaving Defence)	–	3	2	10	1	10	3	23
Unallocated Warrant Officer of the Service—Transfers to Combat and Security	–	–	–	–	–	–	–	–
Unallocated Warrant Officer of the Service—Transfers to Engineering, Technical and Construction	–	–	–	–	–	–	–	–
Unallocated Warrant Officer of the Service—Transfers to other occupational group	–	–	–	–	–	–	–	–
Unallocated Warrant Officer of the Service—Separations (leaving Defence)	–	–	–	–	–	–	–	–
Unallocated trainee—Transfers to Combat and Security	–	–	4	106	–	–	4	106
Unallocated trainee—Transfers to Engineering, Technical and Construction	–	–	3	54	1	–	4	54
Unallocated trainee—Transfers to other occupational group	–	2	38	104	1	6	39	112
Unallocated trainee—Separations (leaving Defence)	–	–	35	119	–	–	35	119

Source: Defence HR system.

Table B-63: Navy members using formal flexible work arrangements by gender and rank, as at 30 June 2018

Gender and Navy rank	Variable work hours	Home-located work	Alternate location work	Remote overseas work	Part-time leave without pay	Service Category 6	Total formal flexible work arrangements	Number of members on flexible work arrangements	Average number of arrangements per member	Total number of permanent and continuous full-time service, trained, non-sea-going members	Percentage of members on flexible work arrangements
Female—Seaman/Able Seaman (E-2/E-3)	25	2	—	—	3	2	32	27	1.2	653	4.1
Male—Seaman/Able Seaman (E-2/E-3)	28	1	1	—	—	—	30	29	1.0	1,801	1.6
Female—Leading Seaman (E-5)	36	9	—	—	5	2	52	35	1.5	377	9.3
Male—Leading Seaman (E-5)	56	5	3	1	1	—	66	60	1.1	1,021	5.9
Female—Petty Officer (E-6)	19	6	2	—	1	1	29	24	1.2	168	14.3
Male—Petty Officer (E-6)	80	9	3	1	1	—	94	88	1.1	790	11.1
Female—Chief Petty Officer (E-8)	11	3	—	—	1	2	17	11	1.5	94	11.7
Male—Chief Petty Officer (E-8)	46	8	4	—	—	—	58	51	1.1	675	7.6
Female—Warrant Officer / Warrant Officer of the Navy (E-9/E-10)	2	1	—	—	—	—	3	2	1.5	17	11.8
Male—Warrant Officer / Warrant Officer of the Navy (E-9/E-10)	17	6	3	—	—	—	26	23	1.1	210	11.0
Female—Total other ranks	93	21	2	—	10	7	133	99	1.3	1,309	7.6
Male—Total other ranks	227	29	14	2	2	—	274	251	1.1	4,497	5.6
Female—Sub Lieutenant (including acting) (O-1/O-2)	1	1	—	—	—	—	2	1	2.0	10	10.0
Male—Sub Lieutenant (including acting) (O-1/O-2)	—	—	—	—	—	—	—	—	—	26	—
Female—Lieutenant (O-3)	15	12	1	1	6	1	36	22	1.6	224	9.8
Male—Lieutenant (O-3)	21	10	2	—	—	—	33	25	1.3	649	3.9
Female—Lieutenant Commander (O-4)	14	11	3	2	5	2	37	22	1.7	160	13.8
Male—Lieutenant Commander (O-4)	19	14	4	—	1	—	38	30	1.3	571	5.3
Female—Commander (O-5)	2	—	—	1	2	1	6	4	1.5	66	6.1
Male—Commander (O-5)	7	3	—	1	—	—	11	9	1.2	364	2.5
Female—Captain to Admiral (senior leaders) (O-6-O-10)	—	—	—	—	—	—	—	—	—	25	—
Male—Captain to Admiral (senior leaders) (O-6-O-10)	1	—	1	—	—	—	2	2	1.0	171	1.2
Female—Total officers	32	24	4	4	13	4	81	49	1.7	485	10.1
Male—Total officers	48	27	7	1	1	—	84	66	1.3	1,781	3.7
Female—Total Navy	125	45	6	4	23	11	214	148	1.4	1,794	8.2
Male—Total Navy	275	56	21	3	3	—	358	317	1.1	6,278	5.0

Source: Defence HR system.

Notes:

Flexible work arrangements in this table only include those applied for using the ADF Application for Flexible Work form AE406.

Service Category 6 refers to Permanent Force members who are rendering a pattern of service other than full-time. ADF members can apply for Service Category 6 through form AE427—Service Category (SERCAT). Service Category 6 is captured in this year's report for the first time, as it has only been implemented recently.

While other Women in the ADF report data includes only Permanent Force members, flexible work arrangement reporting includes both permanent and continuous full-time service members in accordance with Service reporting requirements, endorsed by the Chiefs of Service Committee.

Table B-64: Army members using formal flexible work arrangements by gender and rank, as at 30 June 2018

Gender and Army rank	Variable work hours	Home-located work	Alternate location work	Remote overseas work	Part-time leave without pay	Service Category 6	Total formal flexible work arrangements	Number of members on formal flexible work arrangements	Average number of arrangements per member	Total number of permanent and continuous full-time service, trained members	Percentage of members on formal flexible work arrangements
Female—Private (including Private Proficient) (E-2/E-3)	13	—	—	—	1	—	14	13	1.1	1,312	1.0
Male—Private (including Private Proficient) (E-2/E-3)	18	6	4	2	2	—	32	22	1.5	9,020	0.2
Female—Corporal/Lance Corporal (E-4/E-5)	14	4	—	—	2	1	21	18	1.2	749	2.4
Male—Corporal/Lance Corporal (E-4/E-5)	29	6	4	3	4	—	46	35	1.3	5,141	0.7
Female—Sergeant (E-6)	11	3	—	—	—	—	14	12	1.2	281	4.3
Male—Sergeant (E-6)	21	6	4	3	5	2	41	27	1.5	2,132	1.3
Female—Staff Sergeant/Warrant Officer (E-7/E-8)	7	4	2	2	1	2	18	8	2.3	185	4.3
Male—Staff Sergeant/Warrant Officer (E-7/E-8)	28	6	13	—	—	—	47	39	1.2	1,748	2.2
Female—Warrant Officer Class One / Regimental Sergeant Major of the Army (E-9/E-10)	—	—	—	—	—	—	—	—	—	77	—
Male—Warrant Officer Class One / Regimental Sergeant Major of the Army (E-9/E-10)	9	5	6	1	—	—	21	19	1.1	606	3.1
Female—Total other ranks	45	11	2	2	4	3	67	51	1.3	2,604	2.0
Male—Total other ranks	105	29	31	9	11	2	187	142	1.3	18,647	0.8
Female—Second Lieutenant/Lieutenant (O-1/O-2)	3	2	1	—	—	—	6	4	1.5	204	2.0
Male—Second Lieutenant/Lieutenant (O-1/O-2)	4	1	1	—	—	—	6	6	1.0	758	0.8
Female—Captain (O-3)	7	5	2	1	1	2	18	12	1.5	260	4.6
Male—Captain (O-3)	9	8	7	1	—	—	25	20	1.3	1,519	1.3
Female—Major (O-4)	6	9	5	6	3	3	32	21	1.5	295	7.1
Male—Major (O-4)	17	10	13	—	1	—	41	32	1.3	1,620	2.0
Female—Lieutenant Colonel (O-5)	1	2	—	—	1	—	4	2	2.0	91	2.2
Male—Lieutenant Colonel (O-5)	1	1	3	—	—	—	5	4	1.3	596	0.7
Female—Colonel to General (senior leaders) (O-6-O-10)	—	1	1	—	—	—	2	1	2.0	38	2.6
Male—Colonel to General (senior leaders) (O-6-O-10)	—	—	—	—	—	—	—	—	—	248	—
Female—Total officers	17	19	9	7	5	5	62	40	1.6	888	4.5
Male—Total officers	31	20	24	1	1	—	77	62	1.2	4,741	1.3
Female—Total Army	62	30	11	9	9	8	129	91	1.4	3,492	2.6
Male—Total Army	136	49	55	10	12	2	264	204	1.3	23,388	0.9

Source: Defence HR system.

Notes:

Flexible work arrangements in this table only include those applied for using the ADF Application for Flexible Work form AE406.

Service Category 6 refers to Permanent Force members who are rendering a pattern of service other than full-time. ADF members can apply for Service Category 6 through form AE427—Service Category (SERCAT). Service Category 6 is captured in this year's report for the first time, as it has only been implemented recently.

While other Women in the ADF report data includes only Permanent Force members, flexible work arrangement reporting includes both permanent and continuous full-time service members in accordance with Service reporting requirements, endorsed by the Chiefs of Service Committee.

Table B-65: Air Force members using formal flexible work arrangements by gender and rank, as at 30 June 2018

Gender and Air Force rank	Variable work hours	Home-located work	Alternate location work	Remote overseas work	Part-time leave without pay	Service Category 6	Total formal flexible work arrangements	Number of members on formal flexible work arrangements	Average number of formal flexible work arrangements per member	Total number of permanent and continuous full-time service, trained members	Percentage of members on formal flexible work arrangements
Female—Aircrewwoman/Leading Aircrewwoman (E-2/E-3)	56	3	1	1	2	6	69	62	1.1	821	7.6
Male—Aircrewman/Leading Aircrewman (E-2/E-3)	55	4	1	—	—	1	61	58	1.1	2,563	2.3
Female—Corporal (E-5)	55	6	3	—	13	5	82	63	1.3	444	14.2
Male—Corporal (E-5)	92	6	1	—	1	—	100	96	1.0	1,832	5.2
Female—Sergeant (E-6)	41	13	2	—	4	5	65	45	1.4	283	15.9
Male—Sergeant (E-6)	85	9	—	—	—	2	96	84	1.1	1,377	6.1
Female—Flight Sergeant (E-8)	10	5	1	—	2	—	18	13	1.4	109	11.9
Male—Flight Sergeant (E-8)	41	3	9	—	—	—	53	52	1.0	655	7.9
Female—Warrant Officer / Warrant Officer of the Air Force (E-9/E-10)	3	2	1	1	1	2	10	7	1.4	67	10.4
Male—Warrant Officer / Warrant Officer of the Air Force (E-9/E-10)	32	7	4	—	—	—	43	37	1.2	509	7.3
Female—Total other ranks	165	29	8	2	22	18	244	190	1.3	1,724	11.0
Male—Total other ranks	305	29	15	—	1	3	353	327	1.1	6,936	4.7
Female—Pilot Officer/Flying Officer (O-1/O-2)	13	4	—	—	1	4	22	14	1.6	187	7.5
Male—Pilot Officer/Flying Officer (O-1/O-2)	14	1	3	—	1	—	19	17	1.1	456	3.7
Female—Flight Lieutenant (O-3)	35	23	4	3	13	5	83	60	1.4	440	13.6
Male—Flight Lieutenant (O-3)	49	7	15	—	—	—	71	60	1.2	1,392	4.3
Female—Squadron Leader (O-4)	28	14	10	2	19	11	84	45	1.9	239	18.8
Male—Squadron Leader (O-4)	32	11	11	1	—	5	60	44	1.4	947	4.6
Female—Wing Commander (O-5)	8	3	3	2	3	1	17	12	1.4	103	11.7
Male—Wing Commander (O-5)	6	3	3	—	—	—	12	12	1.0	438	2.7
Female—Group Captain to Air Chief Marshal (senior leaders) (O-6-O-10)	2	—	—	—	—	1	3	2	1.5	26	7.7
Male—Group Captain to Air Chief Marshal (senior leaders) (O-6-O-10)	2	—	1	—	—	—	3	3	1.0	178	1.7
Female—Total officers	86	44	14	7	36	22	209	133	1.6	995	13.4
Male—Total officers	103	22	33	1	1	5	165	136	1.2	3,411	4.0
Female—Total Air Force	251	73	22	9	58	40	453	323	1.4	2,719	11.9
Male—Total Air Force	408	51	48	1	2	8	518	463	1.1	10,347	4.5

Source: Defence HR system.

Notes:

Flexible work arrangements in this table only include those applied for using the ADF Application for Flexible Work form AE406.

Service Category 6 refers to Permanent Force members who are rendering a pattern of service other than full-time. ADF members can apply for Service Category 6 through form AE427—Service Category 6 is captured in this year's report for the first time, as it has only been implemented recently.

While other Women in the ADF report data includes only Permanent Force members, flexible work arrangement reporting includes both permanent and continuous full-time service members in accordance with Service reporting requirements, endorsed by the Chiefs of Service Committee.

Table B-66: Navy members in a Defence-recognised relationship with another permanent serving member, as at 30 June 2018

Navy rank	Navy women in a relationship with another serving member	Total number of permanent Navy women	Percentage of Navy women in a relationship with another serving member	Navy men in a relationship with another serving member	Total number of permanent Navy men	Percentage of Navy men in a relationship with another serving member
Admiral (O-10)	–	–	–	–	–	–
Vice Admiral (O-9)	–	–	–	–	3	–
Rear Admiral (O-8)	–	–	–	1	13	7.7
Commodore (O-7)	2	7	28.6	1	34	2.9
Captain (O-6)	4	18	22.2	6	112	5.4
Commander (O-5)	22	63	34.9	26	348	7.5
Lieutenant Commander (O-4)	48	154	31.2	42	633	6.6
Lieutenant (O-3)	75	284	26.4	71	940	7.6
Sub Lieutenant (O-2)	4	76	5.3	7	245	2.9
Acting Sub Lieutenant (O-1)	2	8	25.0	–	31	–
Midshipman (O-0)	–	95	–	4	298	1.3
Warrant Officer of the Navy and Warrant Officer (E-10 and E-9)	7	18	38.9	13	212	6.1
Chief Petty Officer (E-8)	36	110	32.7	46	873	5.3
Petty Officer (E-6)	59	206	28.6	76	1,164	6.5
Leading Seaman (E-5)	145	492	29.5	113	1,839	6.1
Able Seaman (E-3)	147	832	17.7	89	3,028	2.9
Seaman (E-2)	17	271	6.3	5	396	1.3
Seaman Stnr (E-1)	6	255	2.4	2	437	0.5
Recruit (E-0)	–	45	–	–	110	–
Total	574	2,934	19.6	502	10,716	4.7

Source: Defence HR system.

Notes:

Figures include only those situations where both members in the relationship are in the ADF Permanent Force. Overlap between figures exists, noting that the data refers to relationships between two serving members.

Table B-67: Army members in a Defence-recognised relationship with another permanent serving member, as at 30 June 2018

Army rank	Army women in a relationship with another serving member	Total number of permanent Army women	Percentage of Army women in a relationship with another serving member	Army men in a relationship with another serving member	Total number of permanent Army men	Percentage of Army men in a relationship with another serving member
General (O-10)	–	–	–	–	–	–
Lieutenant General (O-9)	–	–	–	–	2	–
Major General (O-8)	–	1	–	–	17	–
Brigadier (O-7)	2	9	22.2	2	52	3.8
Colonel (O-6)	7	27	25.9	20	173	11.6
Lieutenant Colonel (O-5)	30	87	34.5	48	574	8.4
Major (O-4)	88	288	30.6	102	1,569	6.5
Captain (O-3)	98	271	36.2	115	1,538	7.5
Lieutenant (O-2)	55	286	19.2	28	870	3.2
Second Lieutenant (O-1)	1	1	100.0	–	4	–
Officer Cadet (O-0)	7	146	4.8	5	591	0.8
Regimental Sergeant Major of the Army and Warrant Officer Class One (E-10 and E-9)	23	75	30.7	50	586	8.5
Warrant Officer Class Two (E-8)	58	184	31.5	84	1,727	4.9
Staff Sergeant (E-7)	–	–	–	–	2	–
Sergeant (E-6)	84	277	30.3	103	2,109	4.9
Corporal (E-5)	184	577	31.9	182	3,730	4.9
Lance Corporal (E-4)	31	163	19.0	59	1,354	4.4
Private Proficient (E-3)	194	899	21.6	165	7,576	2.2
Private (E-2)	26	417	6.2	13	1,629	0.8
Private Trainee (E-1)	7	360	1.9	3	1,254	0.2
Recruit (E-0)	8	216	3.7	–	351	–
Total	903	4,284	21.1	979	25,708	3.8

Source: Defence HR system.

Notes:

Figures include only those situations where both members in the relationship are in the ADF Permanent Force.

Overlap between figures exists, noting that the data refers to relationships between two serving members.

Table B-68: Air Force members in a Defence-recognised relationship with another permanent serving member, as at 30 June 2018

Air Force rank	Air Force women in a relationship with another serving member	Total number of permanent Air Force women	Percentage of Air Force women in a relationship with another serving member	Air Force men in a relationship with another serving member	Total number of permanent Air Force men	Percentage of Air Force men in a relationship with another serving member
Air Chief Marshal (O-10)	–	–	–	–	1	–
Air Marshal (O-9)	–	–	–	–	2	–
Air Vice-Marshal (O-8)	1	2	50.0	–	9	–
Air Commodore (O-7)	–	2	–	4	35	11.4
Group Captain (O-6)	4	21	19.0	9	129	7.0
Wing Commander (O-5)	42	101	41.6	41	427	9.6
Squadron Leader (O-4)	97	235	41.3	92	934	9.9
Flight Lieutenant (O-3)	161	447	36.0	118	1,393	8.5
Flying Officer (O-2)	45	196	23.0	25	484	5.2
Pilot Officer (O-1)	12	84	14.3	14	324	4.3
Officer Cadet (O-0)	–	124	–	1	225	0.4
Warrant Officer of the Air Force and Warrant Officer (E-10 and E-9)	21	67	31.3	44	505	8.7
Flight Sergeant (E-8)	34	108	31.5	61	653	9.3
Sergeant (E-6)	106	283	37.5	112	1,373	8.2
Corporal (E-5)	180	443	40.6	133	1,826	7.3
Leading Aircraftman/woman (E-3)	193	613	31.5	145	2,288	6.3
Aircraftman/woman (E-2)	31	209	14.8	6	275	2.2
Aircraftman/woman Trainee (E-1)	15	153	9.8	6	202	3.0
Aircraftman/woman Recruit (E-0)	8	77	10.4	–	62	–
Total	950	3,165	30.0	811	11,147	7.3

Source: Defence HR system.

Notes:

Figures include only those situations where both members in the relationship are in the ADF Permanent Force. Overlap between figures exists, noting that the data refers to relationships between two serving members.

Table B-69: Members With Dependents and Members With Dependents (Unaccompanied) by gender, rank group and Service, as at 30 June 2018

Rank group for women	Navy women— MWD (number)	Navy women— MWD (%)	Navy women— MWD(U) (number)	Navy women— MWD (number)	Army women— MWD(U) (number)	Army women— MWD (%)	Army women— MWD(U) (number)	Air Force women— MWD (number)	Air Force women— MWD (%)	Air Force women— MWD(U) (number)	Air Force women— MWD (%)
Officers	327	86.3	52	13.7	573	61	90.4	641	76	89.4	10.6
Other ranks	753	102	88.1	11.9	1,312	171	88.5	1,055	112	90.4	9.6
Total	1,080	154	87.5	12.5	1,885	232	89.0	1,696	188	90.0	10.0

Rank group for men	Navy men— MWD (number)	Navy men— MWD (number)	Navy men— MWD (number)	Navy men— MWD(U) (%)	Army men— MWD (number)	Army men— MWD (number)	Army men— MWD(U) (%)	Air Force men— MWD (number)	Air Force men— MWD (number)	Air Force men— MWD(U) (%)
Officers	1,443	422	77.4	22.6	3,370	455	88.1	3,526	326	91.5
Other ranks	3,568	857	80.6	19.4	10,032	1,329	88.3	4,725	466	91.0
Total	5,011	1,279	79.7	20.3	13,402	1,784	88.3	8,251	792	91.2

Source: Defence HR system.

Notes:

Figures include only those situations where both members in the relationship are in the ADF Permanent Force.

'MWD' here refers to members with dependents who are not on MWD(U) arrangements. Personnel are classified in the tables above as either 'MWD' or 'MWD(U)' but not both.

Percentages are expressed out of the total personnel with dependents for that gender, rank group and Service.

Table B-70: Transfers from Service Categories 6 or 7 to Service Categories 3, 4 or 5 in 2016–17 and rendering service in 2017–18, by gender and Service

Gender and service	Number of separations in 2016–17		Number of transfers to Service Categories 3, 4 or 5		Percentage of separations transferring to Service Categories 3, 4 or 5		Of those who transferred to Service Categories 3, 4 or 5 in 2016–17, percentage who rendered service in 2017–18		Percentage of transfers to Service Categories 3, 4 or 5 who rendered service in 2017–18	
Navy women	266	91	34.2	33	36.3					
Navy men	1,075	349	32.5	89	25.5					
Total—Navy	1,341	440	32.8	122	27.7					
Army women	387	113	29.2	77	68.1					
Army men	2,685	594	22.1	366	61.6					
Total—Army	3,072	707	23.0	443	62.7					
Air Force women	173	82	47.4	47	57.3					
Air Force men	683	367	53.7	203	55.3					
Total—Air Force	856	449	52.5	250	55.7					
ADF women	826	286	34.6	157	54.9					
ADF men	4,443	1,310	29.5	658	50.2					
Total—ADF	5,269	1,596	30.3	815	51.1					

Source: Defence HR system.

Notes:

Service Categories 6 and 7 refer to the ADF Permanent Force.

Service Category 5 refers to members of the Reserve Force who provide a contribution to capability extending across financial years and who have security of tenure for the duration of their approved commitment to serve. Members in Service Category 5 will be afforded career management oversight and will normally be posted to fill an established position.

Service Category 4 refers to members of the Reserve Force who provide capability at short notice, with their notice to move defined by their Service. Members in Service Category 4 may be afforded career management oversight and may be posted to fill an established position.

Service Category 3 refers to members of the Reserve Force who provide a contingent contribution to capability by indicating their availability to serve or who are rendering service to meet a specified task within a financial year. Members in Service Category 3 may be afforded career management oversight and may be posted to fill an established position.

Table B-71: Number of attendance days for transfers to Service Categories 3, 4 or 5 by gender and Service, 2017–18

Attendance days	Navy women (number)	Navy women (%)	Navy men (number)	Navy men (%)	Army women (number)	Army women (%)	Army men (number)	Army men (%)	Air Force women (number)	Air Force women (%)	Air Force men (number)	Air Force men (%)	ADF women (number)	ADF women (%)	ADF men (number)	ADF men (%)
< 20 days	11	33.3	25	28.1	27	35.1	122	33.3	6	12.8	38	18.7	44	28.0	185	28.1
20–49 days	12	36.4	39	43.8	29	37.7	152	41.5	16	34.0	68	33.5	57	36.3	259	39.4
50–99 days	7	21.2	11	12.4	13	16.9	62	16.9	12	25.5	43	21.2	32	20.4	116	17.6
100–149 days	1	3.0	6	6.7	5	6.5	20	5.5	9	19.1	29	14.3	15	9.6	55	8.4
150–200 days	2	6.1	5	5.6	2	2.6	10	2.7	4	8.5	22	10.8	8	5.1	37	5.6
> 200 days	–	–	3	3.4	1	1.3	–	–	–	–	3	1.5	1	0.6	6	0.9
Total	33	100.0	89	100.0	77	100.0	366	100.0	47	100.0	203	100.0	157	100.0	658	100.0

Source: Defence HR system.

Notes:

Percentages are expressed out of the total number of transfers to Service Categories 3, 4 or 5 with at least one attendance day for that gender and Service. Percentages may not sum due to rounding.

Table B-72: ADF Permanent Force prior service enlistments by gender, Service, and avenue of entry, 2017-18

Avenue of entry and enlistment type	Navy women	Navy men	Army women	Army men	Air Force women	Air Force men	ADF women	ADF men
Overseas recruitment—Officer entry	1	9	5	18	—	3	6	30
Overseas recruitment—General entry—technical	—	2	1	7	—	—	1	9
Overseas recruitment—General entry—non-technical	—	1	1	31	—	—	1	32
Total overseas recruitments	1	12	7	56	—	3	8	71
Percentage—Overseas recruitments	1.6%	8.9%	5.2%	12.7%	—	1.8%	2.9%	9.5%
Re-enlistment—Officer entry	1	8	2	10	2	11	5	29
Re-enlistment—General entry—technical	—	11	—	7	1	4	1	22
Re-enlistment—General entry—non-technical	7	14	15	39	10	21	32	74
Total re-enlistments	8	33	17	56	13	36	38	125
Percentage—Re-enlistments	12.9%	24.4%	12.7%	12.7%	15.7%	21.1%	13.6%	16.7%
Service transfers—Officer entry	1	9	1	6	3	26	5	41
Service transfers—General entry—technical	—	2	—	—	—	1	—	3
Service transfers—General entry—non-technical	1	10	1	10	6	27	8	47
Total Service transfers	2	21	2	16	9	54	13	91
Percentage—Service transfers	3.2%	15.6%	1.5%	3.6%	10.8%	31.6%	4.7%	12.2%
Transfers from Gap Year—Officer entry	—	3	—	—	1	3	1	6
Transfers from Gap Year—General entry—technical	4	3	—	2	3	14	7	19
Transfers from Gap Year—General entry—non-technical	27	10	58	106	33	19	118	135
Total transfers from Gap Year	31	16	58	108	37	36	126	160
Percentage—Transfers from Gap Year	50.0%	11.9%	43.3%	24.5%	44.6%	21.1%	45.2%	21.4%
Transfers from Reserve Service Categories—Officer entry	7	19	17	72	12	24	36	115
Transfers from Reserve Service Categories—General entry—technical	1	10	—	11	—	5	1	26
Transfers from Reserve Service Categories—General entry—non-technical	12	24	33	122	12	13	57	159
Total transfers from Reserve Service Categories	20	53	50	205	24	42	94	300
Percentage—Transfers from Reserve Service Categories	32.3%	39.3%	37.3%	46.5%	28.9%	24.6%	33.7%	40.2%
Total	62	135	134	441	83	171	279	747

Source: Defence HR system.

Notes:

'Reserve Service Categories' refers to Service Categories 2, 3, 4 and 5 under the ADF's Total Workforce Model. These service categories correspond with the active and standby ADF Reserve Force.

Percentages are expressed out of the total number of prior service enlistments for that gender and Service. Percentages may not sum due to rounding.



ANNEX

RANK EQUIVALENCIES AND OCCUPATIONS

Royal Australian Air Force Flight Lieutenant Sarah Conway-James (left) and Australian Army soldier Private Emily Ford at Australia's main base in the Middle East.

Annex C: Rank equivalencies and occupations

Rank equivalencies in the Australian Defence Force

Rank	Navy	Army	Air Force
O-10	Admiral	General	Air Chief Marshal
O-9	Vice Admiral	Lieutenant General	Air Marshal
O-8	Rear Admiral	Major General	Air Vice-Marshal
O-7	Commodore	Brigadier	Air Commodore
O-6	Captain	Colonel	Group Captain
O-5	Commander	Lieutenant Colonel	Wing Commander
O-4	Lieutenant Commander	Major	Squadron Leader
O-3	Lieutenant	Captain	Flight Lieutenant
O-2	Sub Lieutenant	Lieutenant	Flying Officer
O-1	Acting Sub Lieutenant	Second Lieutenant	Pilot Officer
O-0	Midshipman	Officer Cadet	Officer Cadet
E-10	Warrant Officer of the Navy	Regimental Sergeant Major of the Army	Warrant Officer of the Air Force
E-9	Warrant Officer	Warrant Officer Class One	Warrant Officer
E-8	Chief Petty Officer	Warrant Officer Class Two	Flight Sergeant
E-7	–	Staff Sergeant	–
E-6	Petty Officer	Sergeant	Sergeant
E-5	Leading Seaman	Corporal	Corporal
E-4	–	Lance Corporal	–
E-3	Able Seaman	Private Proficient	Leading Aircraftman/woman
E-2	Seaman	Private	Aircraftman/woman
E-1	Seaman Star	Private Trainee	Aircraftman/woman Trainee

Occupations in each occupational group

Occupational group	Occupations included in occupational group
Aviation	Aircrew (Navy); Aviation Support (Navy); Maritime Aviation Warfare Officer (Navy); Pilot (Navy); Warrant Officer (Entry) (Navy); Aircrewman (ECN 163) (Army); Groundcrewman Aircraft Support (ECN 164) (Army); Groundcrewman Mission Support (ECN 165) (Army); Non-Pilot (Army); Pilot (Army); Regimental Sergeant Major (ECN 350) (Army); Air Combat Officer (Air Force); Air Combat Officer Trainee (Air Force); Crew Attendant (Air Force); Crew Attendant Trainee (Air Force); Joint Battlefield Airspace Control (Air Force); Joint Battlefield Airspace Control Trainee (Air Force); Load Master (Air Force); Load Master Trainee (Air Force); Pilot (Air Force); Pilot Trainee (Air Force); RAAF Officer Aviation (Air Force)
Combat and security	Boatswains Mate (Navy); Clearance Diver (Navy); Combat Systems Operator (Navy); Combat Systems Operator Mine Warfare (Navy); Hydrographic Systems Operator (Navy); Maritime Geospatial Officer (Hydrographer) (Navy); Maritime Geospatial Officer (Meteorologist/Oceanographer) (Navy); Maritime Warfare Officer (Navy); Maritime Warfare Officer Submariner (Navy); Mine Clearance Diver (Navy); Naval Police Coxswain (Officer) (Navy); Naval Police Coxswain (Sailor) (Navy); Principal Warfare Officer (Navy); Warrant Officer (Entry) (Navy); Armoured Cavalry (ECN 060) (Army); Armoured Officer (Army); Artillery Command Systems Operator (ECN 254) (Army); Artillery Gunner (ECN 162) (Army); Artillery Light Gunner (ECN 161) (Army); Artillery Observer (ECN 255) (Army); Artillery Officer (Army); Assistant Instructor (ECN 026) (Army); Commando (ECN 079) (Army); Commando Officer (Army); Emergency Responder (ECN 141) (Army); Infantry Officer (Army); Light Cavalry Scout (ECN 062) (Army); Manager Operations Offensive Support (ECN 357) (Army); Military Police (ECN 315) (Army); Operator Air and Missile Defence Systems (ECN 237) (Army); Operator Unmanned Aerial System (ECN 250) (Army); Patrolman (ECN 304) (Army); Regimental Sergeant Major (ECN 350) (Army); Rifleman (ECN 343) (Army); SAS Officer (Army); SAS Trooper (ECN 353) (Army); Air Base Protection (Air Force); Air Force Police (Air Force); Air Force Security (Air Force); Air Force Security Trainee (Air Force); Airfield Defence Guard (Air Force); Airfield Defence Guard Trainee (Air Force); Combat Controller (Air Force); Combat Controller Trainee (Air Force); Firefighter (Air Force); Firefighter Trainee (Air Force); Ground Defence Officer (Air Force); Ground Defence Officer Trainee (Air Force); Security Police Officer (Air Force)
Communications, intelligence and surveillance	Acoustic Warfare Analyst (Navy); Communications Information Systems (Navy); Communications Information Systems Submariner (Navy); Cryptologic Linguist (Navy); Cryptologic Systems (Navy); Electronic Warfare (Navy); Electronic Warfare Submarines (Navy); Imagery Specialist (Navy); Intelligence (Navy); Warrant Officer (Entry) (Navy); Analyst Intelligence Operations (ECN 003) (Army); Communications Systems (ECN 662) (Army); Electronic Warfare (ECN 663) (Army); Geospatial Technician (ECN 423) (Army); Information Systems (ECN 661) (Army); Intelligence Officer (Army); Operator Unmanned Aerial System (ECN 250) (Army); Regimental Sergeant Major (ECN 350) (Army); Signals Officer (Army); Air Force Imagery Specialist (Air Force); Air Intelligence Analyst Geospatial Intelligence (Air Force); Air Intelligence Analyst Intelligence Manager (Air Force); Air Intelligence Analyst Operational Intelligence (Air Force); Air Intelligence Analyst Signals Intelligence (Air Force); Air Intelligence Analyst Trainee (Air Force); Air Surveillance Operator (Air Force); Air Surveillance Operator Trainee (Air Force); Airborne Electronics Analyst (Air Force); Airborne Electronics Analyst Trainee (Air Force); Communications and Information Systems Controller (Air Force); Communications and Information Systems Controller Trainee (Air Force); Intelligence Officer (Air Force); Intelligence Officer Trainee (Air Force)
Engineering, technical and construction	Aeronautical Engineer (Navy); Air Technician Aircraft (Navy); Electronics Technician (Navy); Electronics Technician Submariner (Navy); Marine Engineer (Navy); Marine Engineer Submariner (Navy); Marine Technician (Navy); Marine Technician Submariner (Navy); Warrant Officer (Entry) (Navy); Weapons Electrical Aircraft Engineer (Navy); Weapons Electrical Engineer (Navy); Weapons Electrical Engineer Submariner (Navy); Aircraft Life Support Fitter (ECN 154) (Army); Aircraft Structural Fitter (ECN 153) (Army); Artificer Air (ECN 021) (Army); Artificer Electronics (ECN 007) (Army); Artificer Ground (ECN 013) (Army); Artificer Mechanical (ECN 006) (Army); Assistant Instructor (ECN 026) (Army); Carpenter (ECN 072) (Army); Combat Engineer (ECN 096) (Army); Draftsman Architectural (ECN 101) (Army); Electrical and Mechanical Engineer Officer (Army); Electrician (ECN 125) (Army); Engineer Officer (Army); Explosive Ordnance Disposal (ECN 432) (Army); Fitter Armament (ECN 146) (Army); Manager Works (ECN 217) (Army); Mechanic Recovery (ECN 226) (Army); Mechanic Vehicle (ECN 229) (Army); Metalsmith (ECN 235) (Army); Operator Plant (ECN 270) (Army); Plumber (ECN 314) (Army); Regimental Sergeant Major (ECN 350) (Army); Supervisor Building (ECN 374) (Army); Supervisor Engineer Services (ECN 385) (Army); Technician Aircraft (ECN 411) (Army); Technician Avionics (ECN 412) (Army); Technician Electrical (ECN 418) (Army); Technician Electronic Systems (ECN 421) (Army); Telecommunications Systems (ECN 665) (Army); Aeronautical Engineer (Air Force); Aeronautical Engineer Trainee (Air Force); Aircraft Fitter (Air Force); Aircraft Fitter Trainee (Air Force); Aircraft Life Support Fitter (Air Force); Aircraft Life Support Fitter Trainee (Air Force); Aircraft Structural Fitter (Air Force); Aircraft Structural Fitter Trainee (Air Force); Aircraft Surface Finisher (Air Force); Aircraft Systems Technician (Air Force); Aircraft Technician (Air Force); Airfield Engineer (Air Force); Airfield Engineer Trainee (Air Force); Armament Engineer (Air Force); Armament Engineer Trainee (Air Force); Armament Fitter (Air Force); Armament Fitter Trainee (Air Force); Armament Technician (Air Force); Avionics Fitter (Air Force); Avionics Fitter Trainee (Air Force); Avionics Systems Technician (Air Force); Avionics Technician (Air Force); Carpenter (Air Force); Carpenter Trainee (Air Force); Communication Electronic Fitter (Air Force); Communication Electronic Fitter Trainee (Air Force); Communication Electronic Systems Technician (Air Force); Communication Electronic Technician (Air Force); Electrician (Air Force); Electronics Engineer (Air Force); Electronics Engineer Trainee (Air Force); Flight Engineer (Air Force); General Hand (Air Force); Ground Mechanical Engineering Fitter (Air Force); Ground Mechanical Engineering Technician (Air Force); Ground Support Engineering Manager (Air Force); Ground Support Equipment Fitter (Air Force); Ground Support Equipment Fitter Trainee (Air Force); Ground Support Equipment Technician (Air Force); Non-destructive Inspection Technician (Air Force); Plant Operator (Air Force); Plumber (Air Force); Works Supervisor (Air Force)

Occupational group	Occupations included in occupational group
Health	Dental (Navy); Dentist (Navy); Medical (Navy); Medical Administration (Navy); Medical Officer (Navy); Medical Submariner (Navy); Nurse (Navy); Physical Trainer (Navy); Warrant Officer (Entry) (Navy); Assistant Instructor (ECN 026) (Army); Combat Medical Attendant (ECN 291) (Army); Dental Administration Officer (Army); Dental Assistant (ECN 029) (Army); Dentist (Army); Environmental Officer (Army); Examiner Psychological (ECN 131) (Army); Instructor Physical Training (ECN 185) (Army); Medical Corps Officer (Army); Medical Officer (Army); Medical Technician (ECN 031) (Army); Nursing Officer (Army); Pharmacist (Army); Physiotherapist (Army); Preventative Medicine (ECN 322) (Army); Psychologist (Army); Radiographer Officer (Army); Regimental Sergeant Major (ECN 350) (Army); Scientist (Army); Allied Health Professional (Air Force); Dental Assistant (Air Force); Dental Assistant Trainee (Air Force); Dentist (Air Force); Dentist Trainee (Air Force); Environmental Health Officer (Air Force); Laboratory Officer (Air Force); Laboratory Technician (Air Force); Medical Assistant (Air Force); Medical Assistant Trainee (Air Force); Medical Officer (Air Force); Medical Officer Trainee (Air Force); Nursing Officer (Air Force); Nursing Officer Trainee (Air Force); Pharmacist (Air Force); Pharmacist Trainee (Air Force); Physical Training Instructor (Air Force); Physical Training Instructor Trainee (Air Force); Radiographer (Air Force); Senior Dental Assistant Preventative (Air Force)
Logistics, administration and support	Band (Navy); Chaplain (Navy); General Experience (Navy); Legal (Navy); Management Executive (Navy); Maritime Logistics Chef (Navy); Maritime Logistics Chef Submariner (Navy); Maritime Logistics Officer (Navy); Maritime Logistics Personnel Operations (Navy); Maritime Logistics Supply Chain (Navy); Maritime Logistics Supply Chain Submariner (Navy); Maritime Logistics Support Operations (Navy); Maritime Logistics Support Operations Submariner (Navy); Musician (Navy); Other Officers (Navy); Other Sailors (Navy); Training Systems (Navy); Warrant Officer (Entry) (Navy); Air Dispatcher (ECN 099) (Army); Ammunition Technician (ECN 401) (Army); Assistant Instructor (ECN 026) (Army); Band Officer (Army); Cargo Specialist (ECN 171) (Army); Catering Officer (Army); Chaplain (Army); Command Support Clerk (ECN 150) (Army); Cook (ECN 084) (Army); Driver Specialist (ECN 274) (Army); Education Officer (Army); Infantry Operations Clerk (ECN 055) (Army); Infantry Resource Storeman (ECN 054) (Army); Legal Officer (Army); Marine Specialist (ECN 218) (Army); Multi Media Technician (ECN 180) (Army); Musician (ECN 240) (Army); Operator Admin (ECN 074) (Army); Operator Movements (ECN 035) (Army); Operator Petroleum (ECN 269) (Army); Ordnance Officer (Army); Pay Officer (Army); Photographer Public Relations (ECN 312) (Army); Piper Drummer Bugler (ECN 241) (Army); Public Relations Officer (Army); Regimental Sergeant Major (ECN 350) (Army); Reporter (ECN 342) (Army); Rigger Parachute (ECN 345) (Army); Supply Chain Operator (ECN 298) (Army); Transport Officer (Army); Unit Quartermaster (ECN 296) (Army); Chaplain (Air Force); Chaplain Trainee (Air Force); Cook (Air Force); Cook Trainee (Air Force); Executive Warrant Officer (Air Force); Legal Officer (Air Force); Legal Officer Trainee (Air Force); Movements (Air Force); Movements Trainee (Air Force); Musician (Air Force); Operations Officer (Air Force); Personnel Capability Officer (Air Force); Personnel Capability Officer Trainee (Air Force); Personnel Capability Specialist (Air Force); Personnel Capability Specialist Trainee (Air Force); Public Affairs Officer (Air Force); Specialist Capability Officer (Air Force); Supply (Air Force); Supply Trainee (Air Force); Training Systems Officer (Air Force); Warrant Officer Disciplinary (Air Force)
Senior officers not allocated to occupational group	Senior Officer (Navy); Senior Officer (Army); Legal Officer (Air Force); Senior Officer (Air Force)
Warrant Officers of the Service not allocated to occupational group	Warrant Officer of the Navy (Navy); Regimental Sergeant Major of the Army (ECN 351) (Army); Executive Warrant Officer (Air Force)
Trainees not allocated to occupational group	General enlistment (ECN 500) (Army); Non-corps Officer (Army)



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