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Changes to How Women are Employed in the Australian Defence Force

BRIEF TO DACOWITS 27 SEP 2012

Defence blitz targets lift in women's roles

'Female combat roles gets support'

'Battle of sexes over for combat roles in Australia'

'Can we afford to see Australian combat women die in the front lines'

'Veterans cast doubt on women in combat'

'Australian women have just as much right to fight in combat as our men'

'Gillard backs women in combat'

Smith calls for reviews in move to shake up Defence

Sex scandal opens way for women to join SAS

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Scope

- Current Restrictions
- Physical Employment Standards (PES) Project
- Removing Restrictions for Employment of Women
- Review into the Treatment of Women in the ADF

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Employment Restrictions

Trades women are currently restricted from undertaking in the ADF:

Army

- Artillery: Gunner, Light Gunner, Observer
- Armour: Cavalry, Light Cavalry, Tank Crewman
- Infantry: Rifleman, Patrolman, Special Forces
- Engineers: Women can serve as Combat Engineers, but not in Cbt Engr and EOD squadrons

Navy

- Clearance Diver

Air Force

- Airfield Defence Guards

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Intent of PES

- Occupational Fitness assessments will ensure soldiers are physically proficient (or identify shortfalls)
- Reduce workplace injury
- Set medical rehabilitation standards
- Support trade transfer / trade selection

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Physical Employment Standards

Physical Employment Standards are the **quantifiable** physical demands required by **all** members to operate effectively in their job.

- Based on essential trade tasks:
  - Regardless of age or gender
- Addresses key human performance capacities:
  - Aerobic power
  - Anaerobic power
  - Muscular strength
  - Muscular endurance
- Defence Science and Technology Organisation has led the research:
  - objective & scientifically valid approach
  - human performance scientists
- ADF involved through PES development:
  - provided subject matter expertise
  - guided and approved all work
  - supported workshops and field trials

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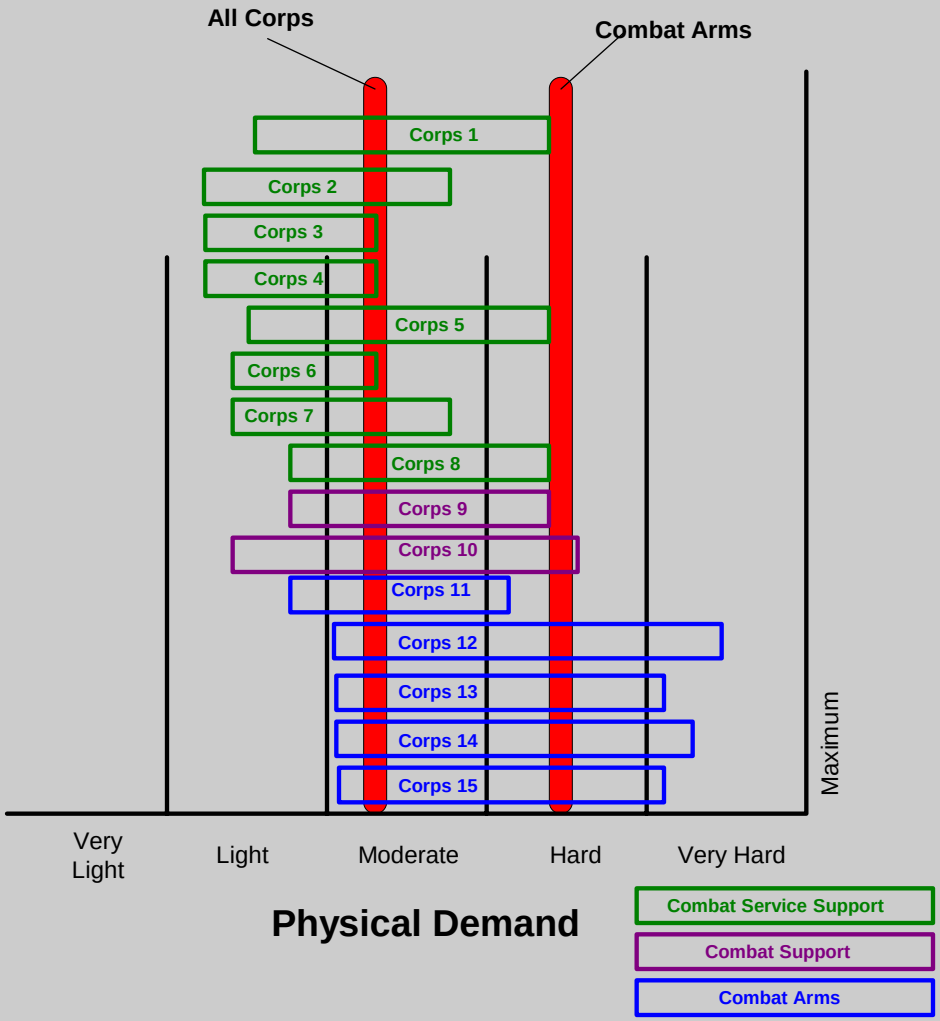
Who's getting PES

- PES will be developed for **all** Employment Categories (EC)
- All EC will have either All Corps Soldier (ACS) or Combat Arms (CA) as baseline PES
- Higher EC specific PES are then overlayed
  - e.g. Corps 1 has ACS baseline but higher strength demands
  - e.g. Corps 12 has CA baseline but higher Aerobic and Anaerobic demands



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PES Assessments

Local Muscular Endurance Jerry Can Carry (JCC)	**Strength** Box lift and place (BLP)
Aerobic Forced March	**Anaerobic** Fire & Movement simulation (F&M) + Casualty drag for select EC only

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PES Timeline

- End 2011 - PES reviews for restricted categories completed
- 2012 - Trials/Profiling/Validating
  - Training at Recruit and Trade Schools
  - Qualified personnel
- End 2012 - All PES reviews complete
- Jan 2013 – Commence PES Implementation

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Women in Combat Roles

- Transition period of 3 years from Jan 2013
  - In service transfers and upon graduation from Officer Training
  - On the job training opportunity
  - Address issues/amend policy as required
  - Assist in culture change
- No men or women forced to go to combat roles
- Commence direct entry recruiting Jan 2016

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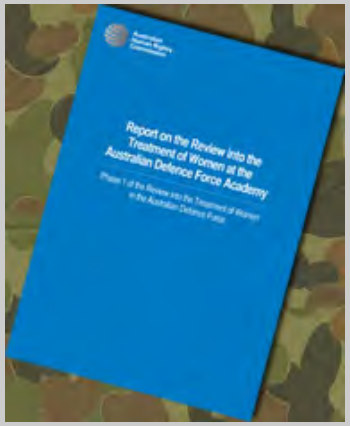
Review into the Treatment of Women Phase 1

Treatment of Women at the Australian Defence Force Academy (ADFA)

- released November 2011
- 31 Recommendations (13 fully implemented, 18 ongoing)
- Focus on culture, staffing, management of complaints, accommodation and improved management of injury risk to female cadets.



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Review into the Treatment of Women Phase 2

Treatment of Women in the ADF

- released August 2012
- 21 Recommendations
- Themes and Principles:
  - Strong leadership drives reform
  - Diversity of leadership increases capability
  - Increasing numbers requires increasing opportunities
  - Greater flexibility will strengthen the ADF
  - Gender based harassment and violence ruins lives, divides teams and damages operational effectiveness

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Conclusion

- Allowing women in combat roles is not a knee jerk reaction
- PES is non-gender specific so a credible means of allowing women in combat roles
- Members will be required to demonstrate intellectual and physical capacity for employment in combat roles
- Culture and conduct need to change and this must be driven by strong leadership from the top
- Deliberate planning will lead to lower risk during implementation

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Questions and Discussion