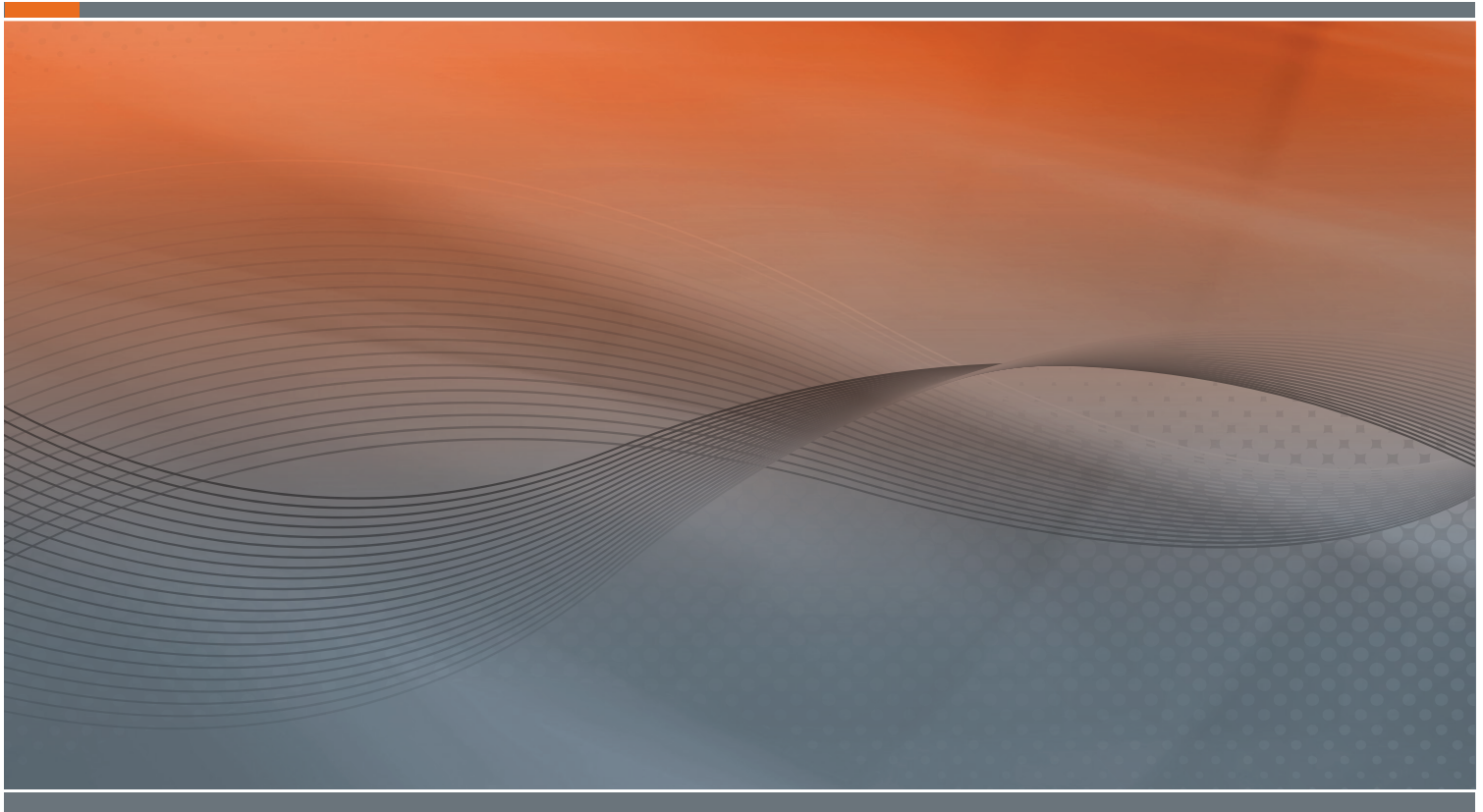




Australian Government
Department of Defence

Defence Census 2019

Public Report



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Foreword

The Defence Census provides a moment-in-time snapshot of the demographic profile of the Defence workforce and their families. For the first time since the commencement of the Census in 1991, Defence has collected information about study and the use of Science, Technology, Engineering and Mathematics (STEM) qualifications of the workforce to inform development of policies to skill the Defence workforce.

The 2019 Defence Census was administered in April 2019 for all Permanent and selected Reserve members of the Australian Defence Force (ADF), and from May to June 2019 for Defence Australian Public Service (APS) employees, as a component of the APS Employee Census. It was completed by 53,505 ADF members and Defence APS employees located across Australia and overseas.

Information provided by participants contributes to the development of personnel policies and initiatives that meet the ongoing and emerging requirements across Defence. Facts and trends in demographics, work-life-balance, accommodation, relocation and housing, education, family circumstances, and dependent children, have been identified and analysed in this report.

Defence Census data is also used by the wider Defence community and is available to agencies and academic institutions with an interest in the Defence workforce. All Census reporting is anonymised with only aggregated information provided; no individual's response can be obtained.

Responses to the Defence Census add to the data available in our human resource information systems, and enable Defence to maintain a deep demographic evidence base, which is vital to the development and review of Defence people policies and initiatives.

Justine Greig

Deputy Secretary
Defence People Group

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Introduction

This Public Report presents the main results for each of the three Defence workforce components involved in the 2019 Defence Census: Permanent ADF (ADF(P)), ADF Reserve (ADF(R)) and Defence APS. This report is designed for general release to Defence members, their families and other external parties.

The objective of the Defence Census is to provide a comprehensive picture of the Defence workforce and their dependants. Data from previous Censuses conducted every four years from 1991 to 2015 have been used to develop and refine personnel and family support policies within Defence.



The 2019 Defence Census was conducted on 2 April 2019 with a similar methodology to that used in previous years for the ADF(P) and ADF(R) Censuses, with the addition that all personnel were given the opportunity to answer the Census questionnaire either in hardcopy or online. Defence APS employees completed the Defence Census as part of the Australian Public Service Employee Census 2019, conducted online in May-June 2019. All questions for both the hard copy and online Census forms were tested with various Defence audiences across Australia in face-to-face groups.

Participation in the Defence Census was voluntary; 65% of ADF(P), 36% of ADF(R) and 53% of Defence APS personnel participated in the Defence Census 2019. All data presented in this report has been weighted to be representative of the total Defence population at the time of the Census.

Results for subgroups may not sum exactly to reported totals due to rounding. Reported totals are drawn directly from underlying data and are correct.

The Defence Community

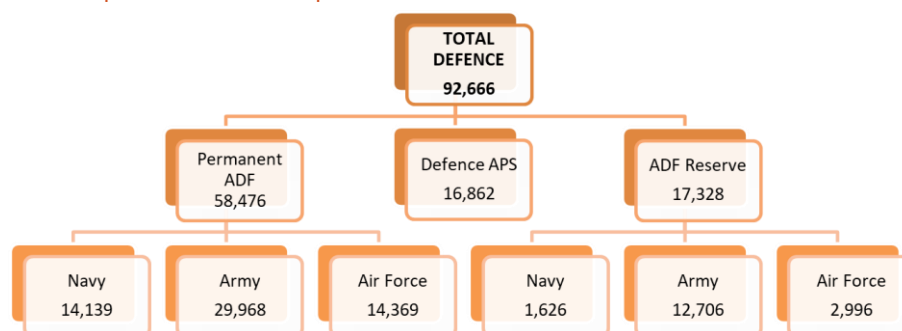
The Defence Census 2019 included all Permanent and selected Reserve ADF members and Defence APS employees.

The total population covered by the 2019 Census was **92,666** personnel, comprising:

- **58,476** Permanent ADF members;
- **17,328** ADF Reserve members who had undertaken at least one day of paid service since between July 2018 and March 2019 (including those on SERVOP C [CFTS]); and
- **16,862** Defence APS employees.

The number of personnel in each of the main components of Defence is displayed in Figure 1.

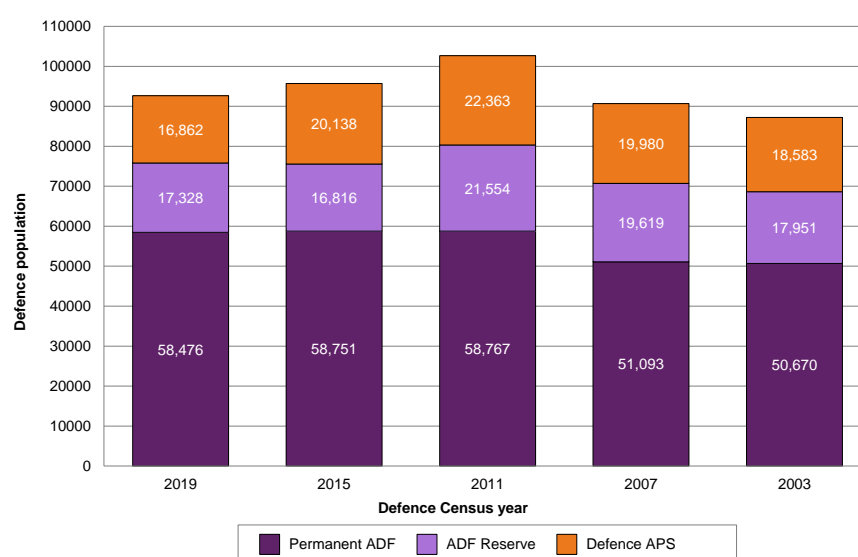
Figure 1: Composition of Defence personnel



The 2019 Defence population was marginally smaller than that of 2015 (down 3% overall), with almost all of the reduction coming from Defence APS which has been decreasing in size since the 2011 Census. ADF(P) numbers have been stable since 2011.

Figure 2 shows the change in Defence population by component over time. The population of the Permanent ADF was largely unchanged from 2015. The ADF Reserve population increased by 3%, growing from 16,816 members in 2015 to 17,328 selected members in 2019. The Defence APS decreased by 16%, from 20,138 employees in 2015 to 16,862 employees in 2019 due to ongoing re-structure and re-balancing of the workforce, including the creation of the Australian Signals Directorate.

Figure 2: Size of Defence population over time



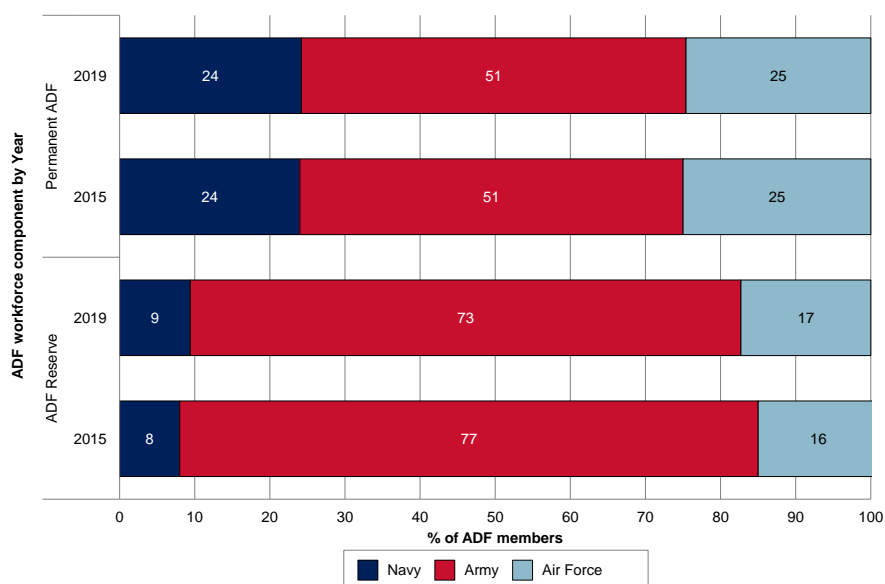
Source: Defence Censuses 2019, 2015, 2011, 2007, 2003

Base: Total Defence personnel



Of the 58,476 Permanent ADF members in 2019, 14,139 (24%) were in the Navy, 29,968 (51%) were in the Army, and 14,369 (25%) were in the Air Force. These percentages were unchanged since 2015. Of the 17,328 Reserve ADF members, 9% were in the Navy, nearly three quarters (73%) were in the Army and 17% were in the Air Force. The proportion of Army Reserve members has decreased from 77% in 2015, with a slight increase in the proportion of Naval and Air Force Reserve members (8% and 16% respectively in 2015), refer to Figure 3.

Figure 3: ADF(P) and ADF(R) Service composition – 2019 compared with 2015



Source: Defence Censuses 2019, 2015

Note: Values may not sum to totals due to rounding

Base: Total Permanent ADF members (2019 N=58,476; 2015 N=58,751) and Total ADF Reserve members (2019 N=16,862; 2015 N=16,816)

Defence Personnel: Demographic Profile

Permanent Force

The gender breakdown in the ADF(P) in 2019 included 80% males, 18% females and 0.6% gender X (intersex/indeterminate/unspecified). There were noticeably more women in 2019 than in 2015 when the gender ratio was 85% males to 15% females, with 0.3% gender X. The proportion of females increased across all Services, most noticeably in Air Force (23% females, up from 19%) followed by Navy (21% females, up from 19%) and Army (14% females, up from 12%), as shown in Table 1.

Table 1: Gender of ADF(P) members by Service

Gender	Total ADF(P) %	Navy %	Army %	Air Force %
<i>N</i>	<i>58,476</i>	<i>14,139</i>	<i>29,968</i>	<i>14,369</i>
Male	80.5	77.2	84.3	75.7
Female	18.1	21.4	14.2	23.0
X (Intersex, Indeterminate, Unspecified)	0.6	0.6	0.7	*
Prefer not to say	*	*	*	*
No response provided	0.5	0.7	0.5	*
TOTAL	100	100	100	100
% of males in 2015	85	81	88	81
% of females in 2015	15	19	12	19

Source: Defence Censuses 2019, 2015

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

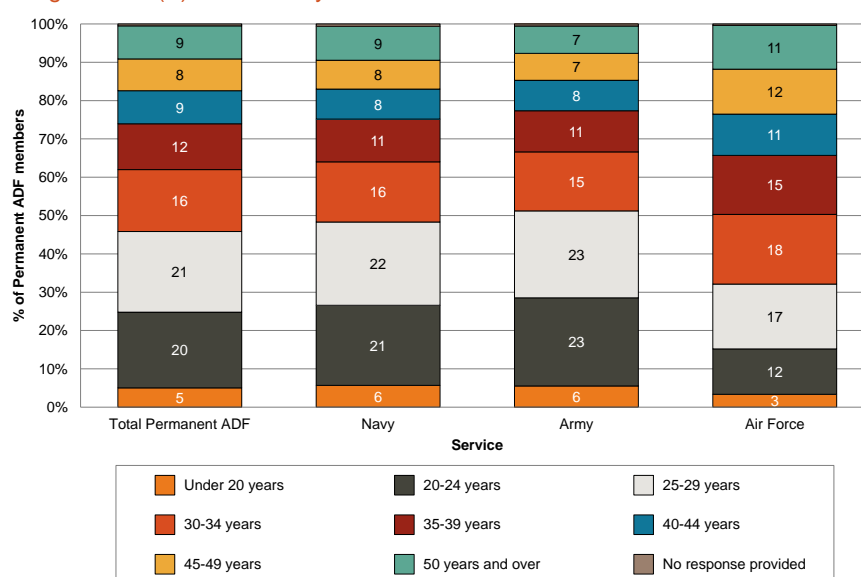
Base: Total Permanent ADF members



The most prevalent age group across the ADF(P) was 20-29 years, with around two in five (41%) falling into this category; in particular, 21% were aged 25-29 years and 20% were aged 20-24 years. Navy and Army broadly reflected this profile, but Air Force had a slightly older profile, with 49% aged 35 years and older compared with 33% for Army and 35% for Navy, as shown in Figure 4 below. Overall, median age amongst Permanent ADF members in 2019 was 31 years, consistent with 2015.

In each of the younger age categories (up to 29 years), there were higher proportions of females than males. In comparison to the overall number of females in the ADF(P), there is an over-representation in the under 20 years age bracket (9%) compared to males (4%). This is due to growth in the younger female age bracket against the younger overall age profile compared to that of males. From age 30, in every age category there were higher proportions of males than females, particularly in the 50 years and over age bracket. The median age of males was unchanged in 2019 at 31 years, and the female median was lower in 2019 at 28 years, compared to 30 years in 2015.

Figure 4: Age of ADF(P) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Permanent ADF members N=58,476; Navy N=14,139; Army N=29,968; Air Force N=14,369

In 2019, more than half (56%) of the ADF(P) were in the OR/JNCO rank group. OR/JNCO was the largest rank group¹ across all Services, ranging from 43% in Air Force to 61% in Army, as shown in Table 2 below.

Table 2: Rank of ADF(P) members by Service

Rank group	Total ADF(P) %	Navy %	Army %	Air Force %
N	58,476	14,139	29,968	14,369
OR/JNCO	56	56	61	43
SNCO/WO	18	19	17	20
JNR OFFR	22	20	19	31
SNR OFFR	4	5	3	5
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Permanent ADF members

¹ Please refer to the Glossary for an explanation of who is included in each rank group.

Males made up the majority of the ADF(P) across all ranks. The proportion of males and females across ranks has changed noticeably in the OR/JNCO and Senior Officer² ranks since the 2015 Census: Females now comprise 19% (up from 15%) of OR/JNCO and 15% (up from 12%) of Senior Officers. Junior Officers remains the rank group with the highest proportion of females (21% in 2019 and 20% in 2015). The proportion of female SNCO/WO members remained stable at 12% in both 2015 and 2019, as shown in Table 3 below.

Table 3: Gender of of ADF(P) members by Rank

Gender	Total ADF(P) %	OR/JNCO %	SNCO/WO %	JNR OFFR %	SNR OFFR %
<i>N</i>	58,476	32,555	10,625	12,905	2,391
Male	80.5	79.2	86.7	77.8	84.1
Female	18.1	18.9	12.2	21.5	15.3
X (Intersex, Indeterminate, Unspecified)	0.6	0.9	*	*	*
Prefer not to say	*	*	*	*	*
No response provided	0.5	0.7	*	*	*
TOTAL	100	100	100	100	100
% of males in 2015	85	85	88	80	87
% of females in 2015	15	15	12	20	12

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Permanent ADF members

Reserve Force

The proportion of females in the ADF(R) has increased since the 2015 Census. Gender proportions in 2019 were 82% male (down from 85% in 2015), 17% female (up from 15%) and 0.1% gender X (unchanged).

The proportion of females increased in all Services; Navy had 75% males (down from 76% in 2015) and 25% females (up from 24%) giving them the highest proportion of females, Army comprised 85% males (down from 87%) and 15% females (up from 13%) giving them the highest proportion of males, and Air Force comprised 77% males (down from 78%) and 23% females (up from 22%), as shown in Table 4 below.

Table 4: Gender of ADF(R) members by Service

Gender	Total ADF(R) %	Navy %	Army %	Air Force %
<i>N</i>	17,328	1,626	12,706	2,996
Male	82.4	74.9	84.7	76.9
Female	17.2	24.7	15.0	22.7
X (Intersex, Indeterminate, Unspecified)	*	-	*	*
Prefer not to say	*	*	*	*
No response provided	*	-	*	*
TOTAL	100	100	100	100
% of males in 2015	85	76	87	78
% of females in 2015	15	24	13	22

Source: Defence Census 2019

Note: - indicates a zero percent response. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

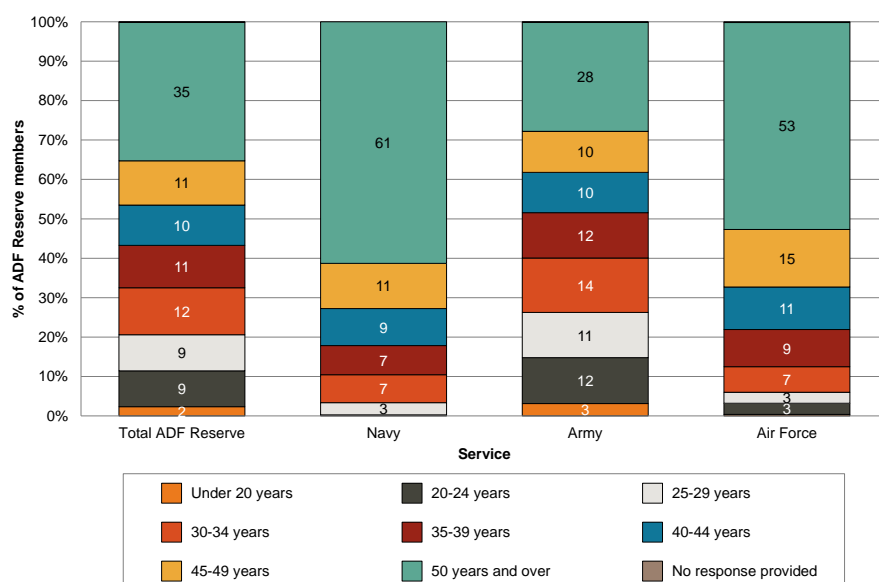
Base: Total ADF Reserve members

² Please refer to the Glossary for an explanation of who is included in each rank group.

More than half of the Naval and Air Force Reserve were aged 50 years or more (61% for Navy and 53% for Air Force). The proportion aged 50 years or more in the Army Reserve was a relatively low 28%, as shown below in Figure 5. Overall, ADF Reserve members were a median of 43 years of age in 2019, consistent with 2015.

Gender proportions varied by age group. Females were in the minority in the under 20 years (1% of all females compared with 3% of all males) and 50 years and over age groups (26% females compared with 37% males). From ages 25 to 49 there were higher proportions of females than males in most age categories. Overall, the median age for males was 43 years, compared with 41 years for females.

Figure 5: Age of ADF(R) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996

The profile of ranks within the ADF(R) in 2019 differed significantly across the Services. Relative to the other Services, Army Reserve had a substantially higher proportion of OR/JNCO members, and substantially lower proportion of SNCO/WO members, Junior Officers and Senior Officers³, as shown in Table 5 below.

Table 5: Rank of ADF(R) members by Service

Rank group	Total ADF(R) %	Navy %	Army %	Air Force %
N	17,328	1,626	12,706	2,996
OR/JNCO	52	18	62	30
SNCO/WO	17	30	14	25
JNR OFFR	22	33	19	30
SNR OFFR	8	19	5	15
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members

³ Please refer to the Glossary for an explanation of who is included in each rank group.

Although males made up the majority of the ADF(R) across all ranks, the proportion of females increased relative to 2015 by approximately two percentage points in each rank group. Females now comprise 17% of OR/JNCO and SNCO/WO members in the ADF(R) (up from 15% in both groups in 2015), 20% of Junior Officers (up from 18% in 2015), and 12% of Senior Officers (up from 10% in 2015), as shown in Table 6 below.

Table 6: Gender of of ADF(R) members by Rank

Gender	Total ADF(R) %	OR/JNCO %	SNCO/WO %	JNR OFFR %	SNR OFFR %
<i>N</i>	17,328	9,088	3,030	3,884	1,326
Male	82.4	82.8	82.8	79.5	87.3
Female	17.2	16.9	16.7	20.1	12.2
X (Intersex, Indeterminate, Unspecified)	*	*	*	*	*
Prefer not to say	*	*	*	*	*
No response provided	*	-	*	*	*
TOTAL	100	100	100	100	100
<i>% of males in 2015</i>	85	85	85	82	91
<i>% of females in 2015</i>	15	15	15	18	10

Source: Defence Census 2019

Note: - indicates a zero percent response. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Permanent ADF members

Defence APS

Table 7 shows that the proportion of females in Defence APS has increased since the 2015 Census. In 2019, the gender proportions were 54% male (down from 59% in 2015), 43% female (up from 40%) and 0.2% gender X (unchanged). Three percent of Defence APS employees preferred not to nominate their gender.

Table 7: Gender of Defence APS employees

Gender	Total Defence APS %
<i>N</i>	16,862
Male	54.3
Female	42.9
X (Intersex, Indeterminate, Unspecified)	*
Prefer not to say	2.5
TOTAL	100
<i>% of males in 2015</i>	59
<i>% of females in 2015</i>	40

Source: Defence Census 2019

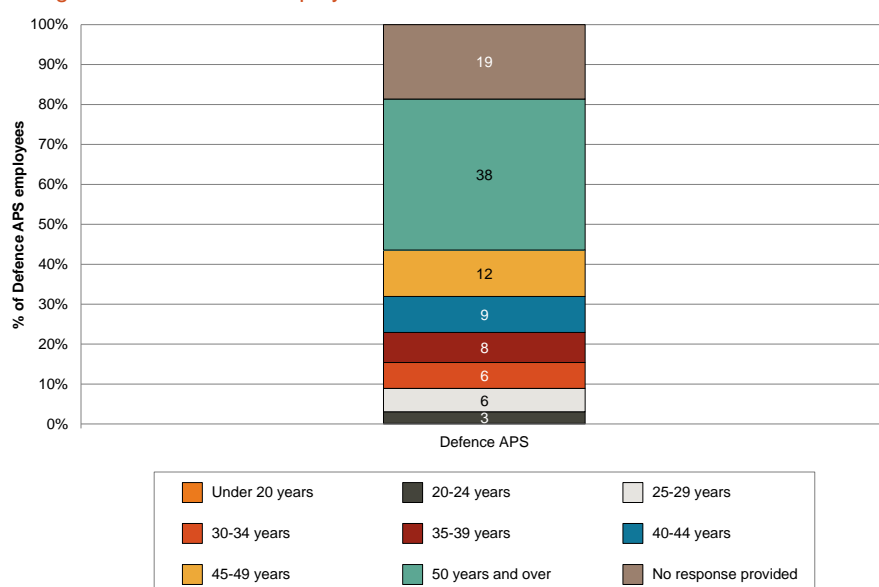
Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Defence APS employees

Overall 23% of APS employees were aged under 40 years, 21% were aged 40-49 years and 38% were aged 50 years or more, as shown in Figure 6 over page. Nineteen percent of APS employees did not provide a response to this question. In 2019, the median age of APS employees was 48 years, unchanged since 2015.

Just under half (44%) of the males in Defence APS were aged 50 years or more, compared with 30% of females, with slightly higher proportions of females than males noted for all other age bands. The median age for males in Defence APS was 50 years, compared with 46 years for females.

Figure 6: Age of Defence APS employees



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Defence APS employees N=16,862

The distribution of Defence APS personnel by classification shows the largest proportion of employees at APS 5-6 (45%) followed by EL 1-2 level (28%) and APS TR-4 (25%), with 2% classified as SES 1-3⁴ (see Table 8).

While there had been some small shifts in the proportions of males and females across the APS classifications, there continued to be an overall higher proportion of males than females, especially in the more senior positions (SES 1-3 comprised 21% females and 74% males, EL 1-2 comprised 33% females and 64% males, and APS 5-6 comprised 42% females and 55% males). APS TR-4 was the only classification group where there were a higher proportion of females (58%) than males (40%).

Table 8: Classification of Defence APS employees

Classification level	Total Defence APS %
<i>N</i>	16,862
APS TR-4	25
APS 5-6	45
EL 1-2	28
SES 1-3	2
TOTAL	100

Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Defence APS employees

⁴ As noted in the Glossary, classification levels include comparable Science and Technology bands, consistent with the approach taken in 2015. Subsequently, the gender proportion of the SES classification group is influenced by the predominantly male Science and Technology cohort.

Diversity

Permanent ADF

Aboriginal and Torres Strait Islander origin

In the 2019 Census, 3.7% of ADF(P) members indicated that they were of Aboriginal and/or Torres Strait Islander origin. This compared with a total of 2.3% in the 2015 Census. The breakdown by Service shows that Navy (4.2%) had a slightly higher proportion of Aboriginal and/or Torres Strait Islander members than Army (3.9%) and Air Force (2.8%). Predominantly, personnel of Aboriginal and/or Torres Strait Islander origin were of Aboriginal origin only.

Country of Birth and Ancestry

The vast majority of ADF(P) members (87%) were born in Australia. Outside of Australia, the most common countries of birth of ADF(P) members were the United Kingdom (4%), New Zealand (2%), South Africa, India and the Philippines (1% for each).

With respect to ancestry, a little under three quarters of ADF(P) members (73%) were of Australian ancestry. The next most common ancestries identified with were English (29%), Scottish (12%), Irish (11%) and German (7%).

Languages spoken

The vast majority (91%) of ADF(P) members indicated that their first language spoken was exclusively English, with a further 6% indicating that they initially spoke English and another language, while 3% spoke only a language other than English as their first language. There was no notable difference between the Services in this regard.

The vast majority of ADF(P) members (92%) indicated that they speak fluent English. The most commonly spoken non-English languages were Hindi, Indonesian, French, German and Spanish, although all were spoken by fewer than 1% of Permanent ADF members.

Religion

Fifty-six per cent of ADF(P) members indicated they had no religious affiliation, up from 53% in 2015. There was no noticeable difference in this regard across the Services. The most common religious affiliation was Christian (40%), with another 2% of members nominating non-Christian religions, the most common of which were Buddhism, Hinduism, Paganism, Islam, Sikhism and Judaism.

Sexual orientation and transgender status

The vast majority (90%) of ADF(P) members were attracted to persons of a different sex. A further 4% were attracted to persons of the same sex, and another 2% were attracted to persons of the same sex and persons of a different sex.

Overall, 0.5% of ADF(P) members identified as transgender.

ADF Reserve

Aboriginal and Torres Strait Islander origin

In the 2019 Census, 2.6% of ADF(R) members indicated that they were of Aboriginal and/or Torres Strait Islander origin. This compared with a total of 1.8% in the 2015 Census. The breakdown by Service shows that Army Reserve (3.1%) had a higher proportion of members of Aboriginal and/or Torres Strait Islander origin than Air Force Reserve (1.6%) and Naval Reserve (1.1%). Predominantly, Aboriginal and/or Torres Strait Islander Reserve members were of Aboriginal origin only.

Country of Birth and Ancestry

The majority of ADF(R) members (83%) were born in Australia. Outside of Australia, the most common country of birth of ADF(R) members was the United Kingdom (5%), with 1% each indicating that they were born in New Zealand, India, China, South Africa or Malaysia.

With respect to ancestry, around two thirds of ADF(R) members (66%) were of Australian ancestry. The next most common ancestries identified with were English (32%), Scottish (13%), Irish (11%) and German (7%).

Languages spoken

A little under nine in ten ADF(R) members (87%) indicated that their first spoken language was English only, with a slightly lower proportion of Army indicating this was the case (85%) than Navy (93%) or Air Force (92%). Overall, 9% of ADF(R) personnel first spoke English and another language as a child, while 5% indicated their first spoken language was a language other than English.

The vast majority of ADF(R) personnel (89%) indicated that they could speak fluent English. The most commonly spoken non-English languages were Cantonese, French, German, Hindi, Mandarin and Spanish.

Religion

In contrast to the ADF(P), more ADF(R) members had a religious affiliation than did not, with 40% of ADF(R) members indicating that they had no religious affiliation. More than half (56%) of ADF(R) members identified as Christian; this was the case for 60% of Naval Reserve, 59% of Air Force Reserve and 54% of Army Reserve. The other most commonly nominated religions were Buddhism, Hinduism, Islam, Sikhism, Paganism and Judaism.

Sexual orientation and transgender status

Within the ADF Reserve, members were most commonly attracted to persons of a different sex (90%), while 4% were same-sex attracted and 2% were attracted to both persons of the same and a different sex.

Overall, 0.1% of ADF(R) members identified as transgender.

Defence APS

Aboriginal and Torres Strait Islander origin

Within Defence APS, Aboriginal and/or Torres Strait Islander employees comprised 2.4% of all employees (up from 1.8% in 2015), mainly working at APS TR-4 Level (5.1%). Most Aboriginal and/or Torres Strait Islander employees were of Aboriginal origin only.

Country of Birth and Ancestry

Around two thirds of Defence APS employees (69%) were born in Australia. Outside of Australia, the most common country of birth for Defence APS employees was the United Kingdom (4%), with 1% each indicating that they were born in India, New Zealand, China or Sri Lanka.

With respect to ancestry, around half of Defence APS employees (53%) were of Australian ancestry. The next most common ancestries identified with were English (25%), Irish (10%), Scottish (10%) and German (5%).



Languages spoken

English only was the language first spoken as a child for 70% of Defence APS employees, with differences observed by classification, with APS TR-4 employees being less likely to have only spoken English as a first language (67%), compared with 71% for APS 5-6 employees, 72% for EL 1-2 employees, and 81% for SES 1-3 employees. Overall, 9% of APS employees first spoke English and another language as a child, while 5% only spoke a language other than English as a child.

The vast majority of Defence APS employees (75%) indicated that they could speak fluent English, although 19% did not provide a response to this question. The most commonly spoken non-English languages were Hindi, French, Italian and German.

Religion

Overall, 39% of Defence APS employees had no religious affiliation. The proportion of those without religious affiliation generally increased with classification: 35% for APS TR-4 employees, 39% for APS 5-6 employees, 42% for EL 1-2 employees, and 43% for SES 1-3 employees. Around two in five (42%) indicated that they did have a religion or belong to a religious group, with the highest proportion (38%) identifying as being Christian. Other commonly nominated religions were Hinduism, Buddhism, Islam, Judaism, Sikhism and Paganism.

Sexual orientation and transgender status

Overall, 68% of Defence APS employees were attracted to persons of a different sex, 4% were attracted to persons of the same sex, and 2% were attracted to both persons of a different and of the same sex. Twenty-six percent preferred not to provide a response to this question.

In total, 0.4% of Defence APS employees identified as transgender.

Relationships and Categorisation

Permanent ADF

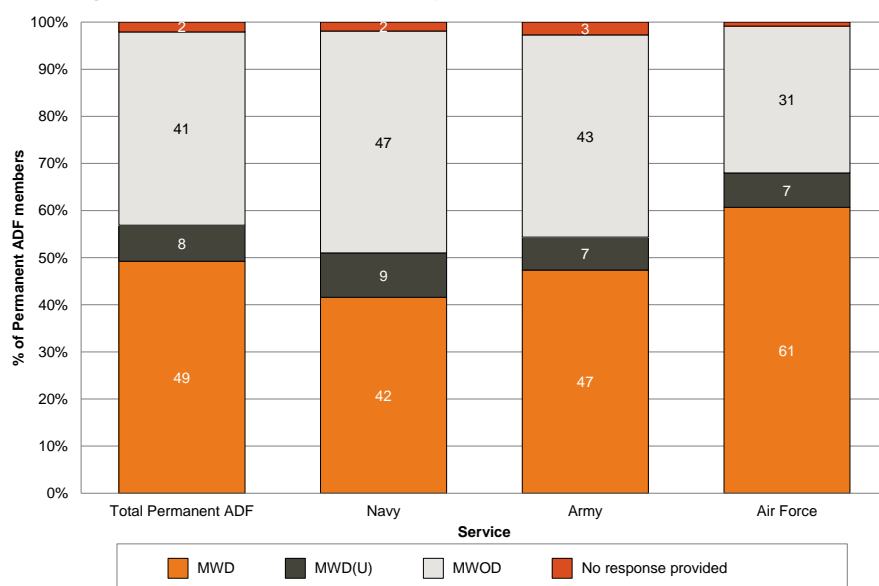
Across the Permanent Force, members were most commonly either married or in a relationship (66%), with the majority indicating that they were married (38%). Air Force members were more likely to be married (49%) than Army (35%) or Navy (34%) members, and less likely to be in a relationship that was not recognised by the ADF (8%, compared with 12% of both Navy and Army members).

One in three members (33%) indicated that they were not in a relationship, with the highest proportion (29%) indicating that they were single. Air Force members (26%) were less likely than those in Navy (37%) or Army (34%) to indicate that they were not in a relationship.

In the ADF(P), males were more likely to be in a relationship (69%) than were females (56%), and in particular, were far more likely to be married (42% of males compared with 23% of females). Members in senior ranks were much more likely to be married or in a relationship (91% for Senior Officers and 83% for SNCO/WO) than were those in junior ranks (71% for Junior Officers and 57% for OR/JNCO).

Members categorised as a Member with Dependants (MWD) comprised 49% of the ADF(P), with Air Force comprising the highest proportion at 61%. Members without Dependants (MWOD) comprised 41% of the ADF(P) and Members with Dependants (Unaccompanied) (MWD(U)) comprised 8% of the ADF(P). Navy members were slightly more likely (9%) to be categorised as MWD(U) than members in Army or Air Force (both 7%), as shown below in Figure 7.

Figure 7: Categorisation of ADF(P) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Permanent ADF members N=58,476; Navy N=14,139, Army N=29,968, Air Force N=14,369



ADF Reserve

Across the ADF Reserve, members were most commonly married (57%), with a total of almost three quarters (74%) indicating that they were married or in a relationship. Around one quarter (26%) indicated that they were not in a relationship, with the majority (20%) indicating that they were single. Army Reserve members (51%) were less likely to be married, and most likely to indicate that they were not in a relationship (29%) than those in Navy (73% married, 16% not in a relationship) or Air Force (70% married; 18% not in a relationship).

Males in the ADF Reserve were more likely than females to be married or in a relationship (75% of males compared with 65% of females). OR/JNCO members were much less likely to be married or in a relationship (65%) than other ranks, and conversely were more likely than other rank groups to be single (29%).

Defence APS

Half (50%) of Defence APS employees were married and 63% in total were married or in a relationship. The proportion of APS employees in a relationship increased with classification level, from 51% for APS TR-4 to 75% for SES 1-3. Overall, one in five (20%) indicated that they were not currently in a relationship, with most (13%) being single.

Male Defence APS employees (69%) were more likely to be married or in a relationship than were females (57%). Females (6%) were more likely than males (2%) to be divorced.

Length of Service

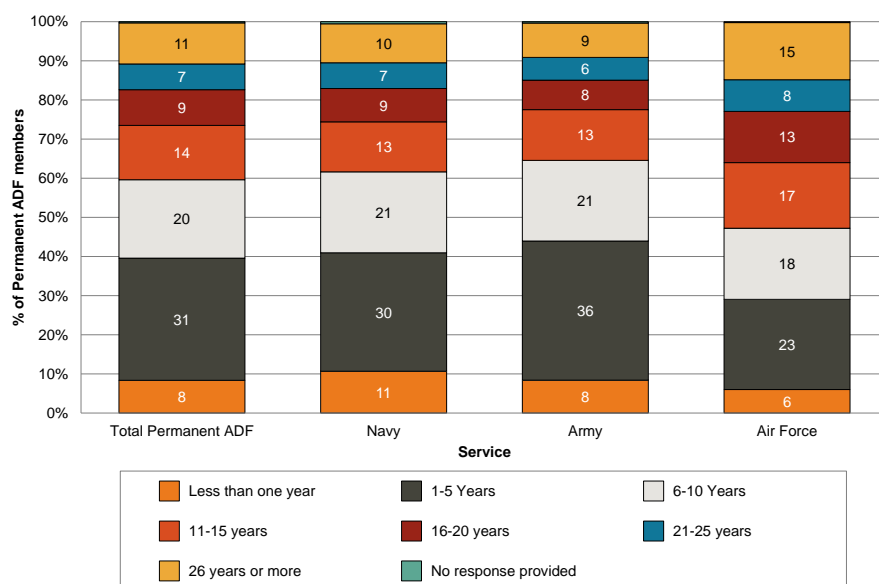
In the 2019 Defence Census there were some differences in the lengths of service between Defence workforce components. ADF Reserve had a somewhat higher proportion of shorter serving members (46% with 5 years or less service in the ADF Reserve) than members of other components, particularly Defence APS (23% had worked for 5 years or less in Defence APS). Defence APS had considerably more employees with 16-20 years' service (14%) in Defence APS compared with Permanent ADF members' service in the ADF (9%) and ADF Reserve members' service in the Reserve Force (8%), for the same length of time.

Permanent ADF

The length of service numbers for Permanent ADF members referred to below are for total length of service in the ADF (that is years served in ADF(P) and ADF(R) combined).

Within the ADF(P), Army had a higher proportion of members with shorter service (44% with 5 years or less), than those in Navy (41%) or Air Force (29%). Conversely Air Force had a higher proportion of members with 16 years or more service (36%) than Navy (25%) and Army (22%), as shown below in Figure 8.

Figure 8: Length of combined (ADF(P)/ADF(R)) service amongst ADF(P) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Permanent ADF members N=58,476; Navy N=14,139, Army N=29,968, Air Force N=14,369

In 2019, females had a shorter length of combined ADF service (52% had served for 5 years or less) compared with males (37% for the same service duration). Conversely males had higher proportions of longer service periods (28% for 16 years or more) compared with females (19% for the same service period). Since the 2015 Defence Census, median years of service increased by one year for males (from 8 to 9 years), but decreased by two years for females (from 7 years to 5 years).

In 2019, there was an increase in the proportion of Navy members with shorter service periods (5 years or less) compared to results from 2015; however, this proportion continued to remain lower than that obtained in 2011. Results for Army members remain unchanged since 2011; whereas Air Force continued to record a steady increase in the proportion of members serving for 16 years or more: 36% in 2019 compared with 32% in 2015 and 29% in 2011. The changing length of service results were reflected in the increased median years of service for Navy and Air Force (both had an increase of one year in their median length of service from 2015), and an unchanged median length of service for Army, as shown in Table 9 below.

Table 9: Length of combined ADF(P)/ADF(R) service amongst ADF(P) members by Service over time

Length of service	Total ADF(P)			Navy			Army			Air Force		
	2019	2015	2011	2019	2015	2011	2019	2015	2011	2019	2015	2011
	%	%	%	%	%	%	%	%	%	%	%	%
N	58,476	58,751	58,768	14,139	14,346	14,052	29,968	29,994	30,020	14,369	14,411	14,695
5 years or less	39	38	43	41	38	46	44	44	45	29	26	34
6-10 years	20	22	21	21	23	22	21	22	21	18	24	22
11-15 years	14	12	11	13	13	10	13	12	11	17	17	13
16 years or more	26	25	23	25	25	20	22	22	21	36	32	29
No response provided	*	1	2	1	1	2	*	1	2	*	1	1
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100
Median length of service (years)	8	8	7	8	7	6	7	7	6	11	10	9

Source: Defence Censuses 2019, 2015, 2011

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Permanent ADF members

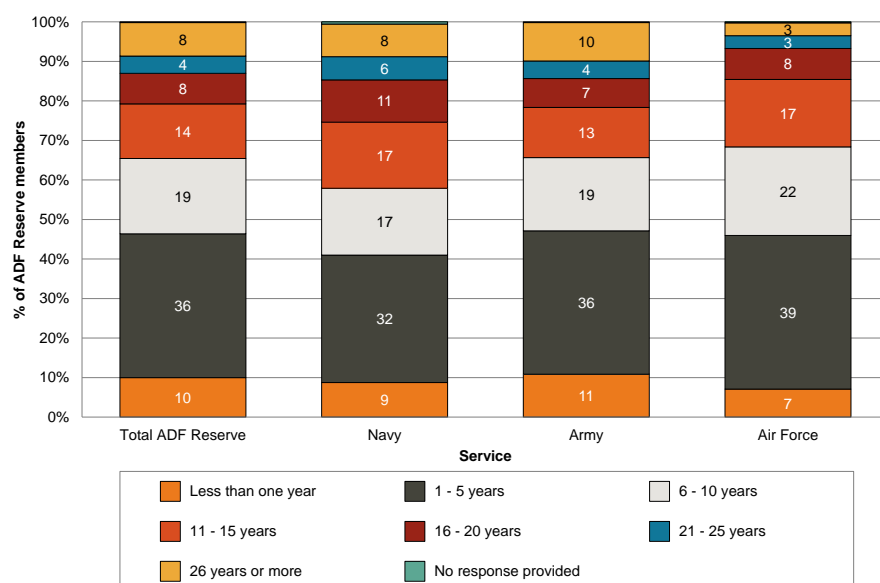
ADF Reserve

Reserve ONLY service

The results below relate to the total years of service of ADF(R) members in the Reserve Force only: that is, they **exclude** any prior service in the Permanent ADF.

Within the ADF(R), the Naval Reserve had proportionally less members with 5 years or less service (41%) than the Army Reserve (47%) or the Air Force Reserve (46%). Air Force Reserve had a higher proportion of members with 6-10 years' service (22%) compared with the Army Reserve (19%) and Naval Reserve (17%). Naval Reserve had the highest proportion of members with 16 years or more service (25%) compared with Army Reserve (21%) and Air Force Reserve (14%), as shown in Figure 9 over page. In 2019, more females had a shorter length of service (49% had served for 5 years or less) compared with males (46% for the same service duration).

Figure 9: Length of service in the Reserve ADF amongst ADF(R) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996

When 2019 figures were compared with the previous Defence Census results, there was an increase in the proportion of shorter service periods (5 years or less) across all Services between 2015 and 2019, but proportions were still lower than those obtained in 2011. The proportion of those serving for 16 years or more was stable between 2015 and 2019, with only minor differences observed, as shown in Table 10 below.

Table 10: Length of ADF Reserve service amongst ADF(R) members by Service over time

Length of service	Total ADF(R)			Navy			Army			Air Force		
	2019	2015	2011	2019	2015	2011	2019	2015	2011	2019	2015	2011
	%	%	%	%	%	%	%	%	%	%	%	%
N	17,326	16,816	21,554	1,626	1,317	2,223	12,706	12,876	16,430	2,996	2,623	2,901
5 years or less	46	40	53	41	33	46	47	41	55	46	36	50
6-10 years	19	25	18	17	24	20	19	23	16	22	33	26
11-15 years	14	13	10	17	16	12	13	12	9	17	17	12
16 years or more	21	21	16	25	25	19	21	22	17	14	12	9
No response provided	*	1	3	1	2	5	*	1	8	*	1	4
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100
Median length of service (years)	6	7	5	8	9	6	6	7	4	6	7	5

Source: Defence Censuses 2019, 2015, 2011

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total ADF Reserve members

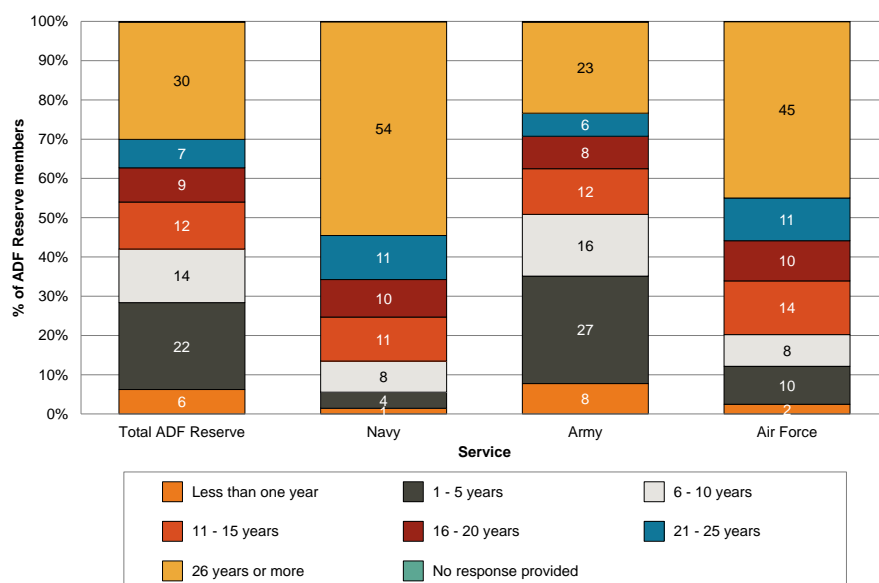


Total Combined ADF(R)/ADF(P) Service

The analysis below is of **total** combined ADF service (that is ADF(R) **and** ADF(P) service) for current ADF(R) members. When compared with results above, it can be noted that there is a considerable difference between Reserve only service and total ADF service. In **total** ADF service, there were much higher proportions of Reserve members with more than 26 years' service across all Services, but notably for Navy where 54% of Reserve members had more than 26 years' service. Air Force had 45% and Army had 23% in the same length of service bracket, as shown in Figure 10 below. This outcome can be explained by the difference in the career model of the Army Reserve, which has the majority of members directly recruited into the Army Reserve with no prior Permanent service. Whereas, the Naval and Air Force Reserve Forces largely comprise members who have transferred from the Permanent force and therefore have relatively more years of Permanent service.

The median length of total combined ADF service for Army was much lower at 10 years than for Navy at 28 years and Air Force at 23 years, compared with 11 years, 24 years and 25 years respectively in 2015.

Figure 10: Length of combined (ADF(P)/ADF(R)) service amongst ADF(R) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996

There were some differences between males and females in terms of length of total combined ADF service with a higher proportion of males having 26 years or more service (31%) than females (23%), whereas 32% of females had 5 years or less service compared with 28% of males. Overall, males had a higher median length of service at 14 years compared with females at 12 years.

Defence APS

Within the Defence APS, 23% of employees had 5 years or less service while 26% had 16 years or more. Defence APS employees had spent a median of 11 years working for Defence within the APS.

In 2019, a higher proportion of females had a slightly shorter length of service (25% had worked in Defence APS for 5 years or less) compared with males (22% for the same service duration).

The median years of service increased slightly with classification, with APS TR-4 having been employed for a median of 8 years, APS 5-6 a median of 10 years, and both EL 1-2 and SES 1-3 a median of 13 years each.

When compared with previous Defence Census figures, the 2019 Defence Census shows an increase in the proportion of longer service periods (16 years or more) leading to an increase in median length of service (11 years in 2019, compared with 8 years in both 2015 and 2011), as shown in Table 11 below.

Table 11: Length of Defence APS service amongst Defence APS employees over time

Length of service in Defence APS	2019	2015	2011
	%	%	%
<i>N</i>	16,862	20,138	22,363
5 years or less	23	31	39
6-10 Years	17	27	22
11-15 years	18	20	13
16 years or more	26	22	20
No response provided	16	1	6
TOTAL	100	100	100
<i>Median length of service (years)</i>	<i>11</i>	<i>8</i>	<i>8</i>

Source: Defence Censuses 2019, 2015, 2011

Note: Values may not sum to totals due to rounding

Base: Total Defence APS employees



Permanent ADF Members

Previous Defence Experience

In the 2019 Census, 21% of ADF(P) members indicated that they had some form of previous Defence experience – this was the case for 22% of Army members, 20% of Navy members and 19% of Air Force members. Overall, 14% of all ADF(P) members indicated that they had previous experience in the ADF(P):

- 14% of Navy indicated that they had prior Navy experience;
- 13% of Army had prior Army experience; and
- 8% of Air Force had prior Air Force experience.

Air Force members showed the highest levels of cross-service experience, with 2% having previously been in the Navy, and 3% having previously been in the Army.

Furthermore, 7% of the ADF(P) had previous experience in the ADF Reserve:

- 9% of Army members were previously in the Army Reserve;
- 2% of Navy members were previously in the Naval Reserve; and
- 2% of Air Force members were previously in the Air Force Reserve.

Four percent of ADF(P) members had some other form of Defence-related experience, with foreign armed services experience (2%) being named most often. Across the ADF(P), 77% had no prior Defence or Defence-related experience, up from 71% in 2015.



Previous Cadet and Gap Year Experience

One in five ADF(P) members (20%) had participated in Defence programs or cadet organisations prior to joining the ADF. The most common programs were Australian Army Cadets and Australian Air Force Cadets or Air Training Corps (both 7%), while 2% had participated in the Naval Cadets. By Service:

- 14% of current Air Force members had participated in the Australian Air Force Cadets or Air Training Corps;
- 10% of Army members had participated in the Australian Army Cadets; and
- 7% of Navy members had participated in the Naval Cadets

In total, 3% of the current Permanent ADF members had ADF Gap Year experience, as shown in Table 12 below.

Table 12: Participation in Defence programs or Cadet organisations amongst ADF(P) members by Service

Defence program	Total ADF(P) %	Navy %	Army %	Air Force %
<i>N</i>	58,476	14,139	29,968	14,369
SERVOP G in 2019 (ADF Gap Year)	1	1	1	1
SERVOP G (ADF Gap Year) previously	2	2	2	2
Indigenous Entry Programs	1	1	1	*
Defence Work Experience Program	2	2	2	2
Australian Naval Cadets	2	7	1	1
Australian Army Cadets	7	4	10	3
Australian Air Force Cadets or Air Training Corps	7	4	5	14
<i>TOTAL any program</i>	20	19	20	22
None of the above	78	78	78	77
No response provided	2	3	3	2

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Permanent ADF members

There was little difference by gender regarding participation in a Defence program or cadet organisation prior to entering the ADF (20% male compared to 19% female). However, females (7%) were twice as likely as males (3%) to have previously or currently be participating in the ADF Gap Year program. A higher proportion of Officers had participated in some form of Defence program or cadet organisation than other ranks prior to entering the ADF (28% of Senior Officers and 26% of Junior Officers, compared with 18% of SNCO/WO and 18% of OR/JNCO members). Four percent of OR/JNCO members had or were currently participating in an ADF Gap Year.

Operational Service

For the 2019 Census, 'operationally deployed' meant being 'force assigned' as part of a formed body, unit or Task Force either domestically or internationally. Force assignments included deployments as part of a formed body such as a Unit or Ship to an Area of Operations, or an individual rotation. In 2019, members were asked about deployments since the last Defence Census (i.e. in the last 4 years), rather than deployments since 1999, as was asked in the previous two Census administrations.

Since the last Defence Census (28 April 2015), 39% of all ADF(P) members had been operationally deployed one or more times. Twenty two percent had been operationally deployed once, 8% twice and 3% three times. Overall, 6% had been operationally deployed four or more times since the last Census.

Males (41%) were more likely to have been operationally deployed since the 2015 Defence Census than were females (33%). By rank, SNCO/WO members (48%) were more likely to have been operationally deployed since the last Census than all other rank groups, with Junior Officers at 39%, OR/JNCO at 37% and Senior Officers at 35%. Navy members (55%) were more likely to have been operationally deployed than Air Force (42%) or Army members (31%).

Of those Permanent ADF members who had been operationally deployed since the 2015 Defence Census (N=23,050), 32% had been operationally deployed for 6-8 months, while 26% had been operationally deployed for less than one month and 23% for 2-4 months, as shown in Table 13 below.

Table 13: Number of operational deployments as a Permanent ADF member since last Defence Census amongst ADF(P) members by Duration of deployment

ADF(P) Number of operational deployments since last Defence Census	Deployed for < 1 month	Deployed for 1 month - <2 months	Deployed for 2 months - <4 months	Deployed for 4 months - <6 months	Deployed for 6 months - <8 months	Deployed for 8 months or longer
%	%	%	%	%	%	%
N	23,050	23,050	23,050	23,050	23,050	23,050
1	15	14	15	17	28	6
2	4	4	4	4	3	1
3	2	2	2	1	*	*
4-6	2	2	1	1	*	*
7 or More	2	1	1	*	*	*
<i>TOTAL deployed for this duration since last Defence Census</i>	26	22	23	22	32	8
Not operationally deployed for this duration since last Defence Census	74	78	77	78	68	92
TOTAL	100	100	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Permanent ADF members deployed since the last Defence Census (N=23,050)

Operational deployments in last 12 months

Within the last 12 months (from the Defence Census date of April 2019), 22% of all ADF(P) members had been operationally deployed. Navy members were most likely (35%) to have been deployed in the last 12 months before the Defence Census, followed by Air Force (20%) and Army (17%). Less than 1% of members had been operationally deployed for 9 months or more in the last 12 months, with the highest proportion (7%) having been deployed for one month.

By rank, OR/JNCO (23%), SNCO/WO (22%) and Junior Officers (21%), were more likely to have been operationally deployed in the last 12 months than Senior Officers (15%). Males (23%) were more likely to have been operationally deployed in the last 12 months than females (19%).

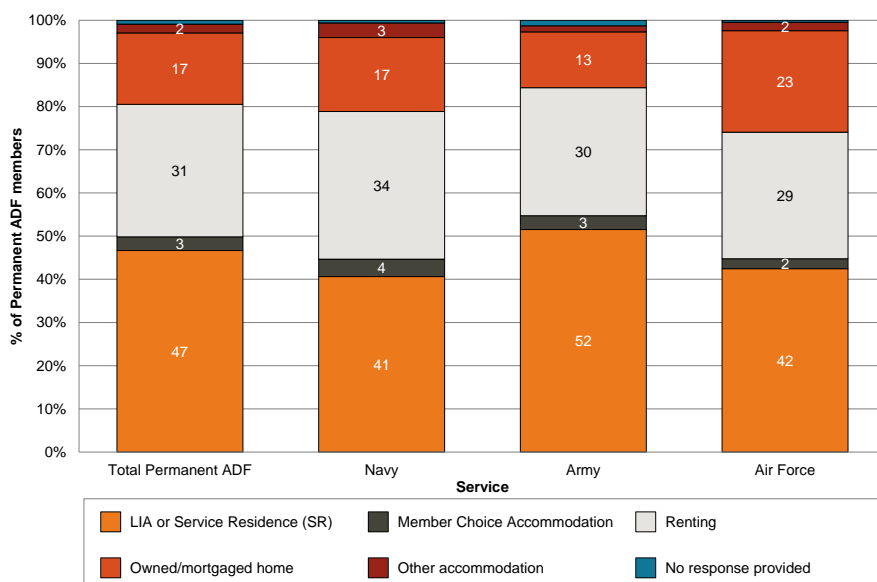
Accommodation

At the time of the 2019 Defence Census, 47% of ADF(P) members indicated that they lived in Service-provided accommodation – 23% in Service Residence (SR) - off base, 3% in Service Residence (SR) - on base and 20% in Living-in Accommodation (LIA) (Service Barracks/Mess). This proportion shows a decline from 2015 (53%), and continues the overall downward trend from the high of 59% recorded in 2003. In 2019, private rental accommodation with Rent Allowance (RA) (28%), SR off base (23%) and LIA (20%) were the most common types of accommodation for ADF(P) members.

Army members were more likely to live in Service provided accommodation (52%) than members of the other Services (42% for Air Force, 41% for Navy). Approximately one third (34%) of Navy members lived in privately rented accommodation, as did 30% of Army members and 29% of Air Force. Air Force members (23%) were more likely to be buying/paying off a home than Navy (17%) or Army (13%) members, as shown in Figure 11 below.

OR/JNCO members were more likely to live in LIA (26%) than all other rank groups, and SNCO/WO members were more likely than other rank groups to live in SR off base (34%). Senior Officers were most likely to be living in a home they were buying or paying off (39%) and also had the highest proportion of members living in a home that they owned that was fully paid off (6%) compared with other rank groups.

Figure 11: Type of accommodation used by ADF(P) members by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Permanent ADF members N=58,476; Navy N=14,139, Army N=29,968, Air Force N=14,369

Work Life Balance

On average, ADF(P) members worked a median of 44 hours per week in their ADF job – 39% worked 41-50 hours per week while 37% worked 31-40 hours per week. This varied by Service, with Air Force having a lower median (40 hours) than Navy and Army (45 hours each).

There was a correlation between the number of hours usually worked per week and an ADF(P) members' rank; generally, as rank increased so did the hours worked:

- OR/JNCO were most likely to work between 31 and 40 hours (43%), or work for a median of 42 hours per week.
- By comparison, Junior Officers and SNCO/WO were both more likely to work between 41 and 50 hours (42% and 45% respectively), or work for a median of 45 hours per week
- Almost half of all Senior Officers (48%) worked between 41 and 50 hours per week, with a median of 50 working hours per week.

On average across the ADF(P), males worked slightly longer hours per week than females. The highest proportion of females (42%) worked between 31 and 40 hours whereas the highest proportion of males (41%) worked between 41 and 50 hours. The median number of hours usually worked by males was 45 hours per week, compared with 42 hours for females.

Most (84%) Permanent ADF members had spent at least one night away from home on Defence service (excluding shift work and deployments) in the last 12 months, spending a median of 33 nights away from home overall. Army members (88%) were more likely than Navy (80%) or Air Force (78%) to have spent at least one night away from home on Defence service. The median number of nights spent away from home was substantially higher for Army (45 nights) than Navy (30 nights) or Air Force (21 nights). Navy members were considerably more likely than members of the other Services to have spent more than 150 nights away from home in the last 12 months – 14% of Navy members spent more than 150 nights away, compared with 8% of Army members and 5% of Air Force members.

Males (85%) were more likely than females (77%) to have spent at least one night away from home on Defence service in the previous 12 months. The median number of nights spent away from home among males was 38, compared with 24 nights among females. By rank, Senior Officers (96%) were most likely to have spent at least one night away from home on Defence service, compared to 88% for SNCO/WO members, 87% for Junior Officers, and 80% for OR/JNCO members. However, the median number of nights spent away from home was higher for OR/JNCO members (40 nights), compared to 30 nights for SNCO/WO members, Junior Officers and Senior Officers. The aforementioned does not encompass nights spent away from home owing to deployments.

Across the ADF(P), 14% of members had used any flexible working arrangements (FWA), either formally or informally, in the last 12 months, while 84% had not applied for any type of FWA. A higher proportion of Air Force members (25%) successfully applied for and used a flexible working arrangement than Navy (15%) or Army (8%), as shown in Table 14 below.

Females (21%) were more likely than males (13%) to have used a flexible working arrangement in the last 12 months. Analysis by rank revealed that Senior Officers were more likely than all other rank groups to have used any flexible working arrangements in the last 12 months – 29% of Senior Officers had used any flexible working arrangement, compared with 23% of SNCO/WO, 19% of Junior Officers, and 8% of OR/JNCO members.

Table 14: Application for and use of flexible working arrangements in ADF(P) by Service

FWA applied for	Total ADF(P) %	Navy %	Army %	Air Force %
<i>N</i>	58,476	14,139	29,968	14,369
Yes - requested and used <u>informal</u> flexible working arrangements	8	8	6	13
Yes - requested and used <u>formal</u> flexible working arrangements	6	8	3	12
<i>TOTAL used any flexible working arrangements</i>	14	15	8	24
Yes - requested <u>informal</u> flexible working arrangements, but was rejected	1	2	1	1
Yes - requested <u>formal</u> flexible working arrangements, but was rejected	1	1	*	1
No - have not applied for any flexible working arrangements	84	83	89	74
No response provided	1	1	1	*

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Permanent ADF members

Of those members who had used an FWA in the last 12 months (N=8,299), the most common types were Variable Work Hours (VWH) (79%), followed by Home Located Work (HLW) (36%) and Alternate Located Work (ALW) (12%). VWH were used by more Air Force members (83%) than Navy (79%) or Army (73%) members.

Females were more likely than males to have used VWH (82% compared with 78%) and HLW (39% compared with 35%). Males were slightly more likely than females to have used ALW in the last 12 months (13% and 11% respectively). HLW was more commonly used by Senior Officers and Junior Officers (71% and 53% respectively) than SNCO/WO (33%) or OR/JNCO members (13%).

Across all Services, the main reasons for applying for an FWA, as nominated by those who had applied for an FWA (N=8,881), were to assist with caring for children (57% for Army, and 55% for both Navy and Air Force), followed by meeting other/general personal aspirations, responsibilities and obligations (21% for Army, and 31% for both Navy and Air Force).

Females (21%) were more likely than males (16%) to cite fulfilling education or training aspirations as their reason for requesting an FWA, while males (10%) were twice as likely as females (5%) to request an FWA to assist with caring for others including parents, relatives, or friends. OR/JNCO members were more likely than other rank groups to have requested an FWA to fulfil education or training aspirations (23%), compared with 19% of Junior Officers, 11% of SCNO/WO members and 9% of Senior Officers.



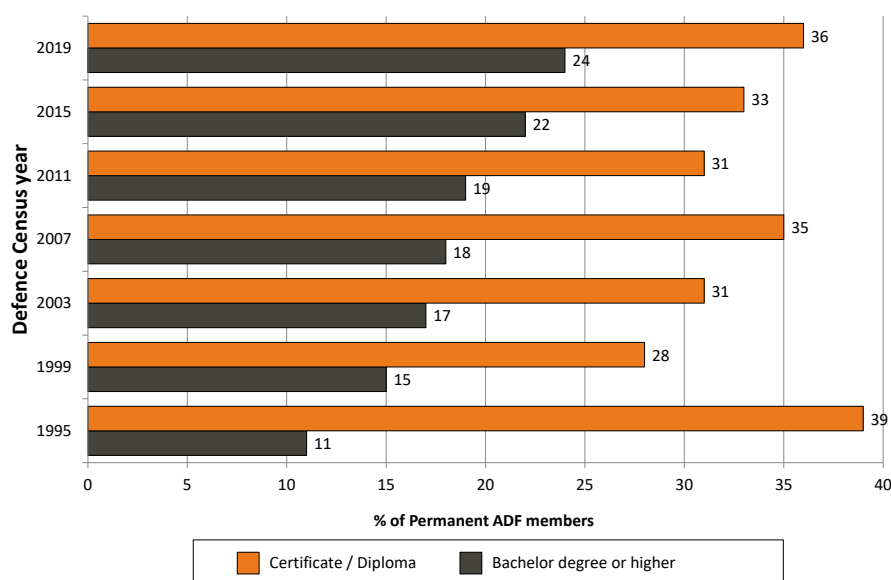
Education and Training

Amongst Permanent ADF members, the highest level of completed education was most commonly some form of post-school education (60%), with 40% having completed some form of secondary education. Army had the highest proportion of members who have completed Year 12 or less (48%), compared with 37% for Navy and 25% for Air Force. Air Force had the highest proportion of members with a Bachelor degree or higher (32%), compared to 23% for Navy and 20% for Army.

Females were slightly more likely than males to have post-school education (62% compared with 60%) and were particularly more likely to have a Bachelor Degree (18% of females and 12% of males), whilst males were more likely to have a Trade/Vocational Certificate (25%) compared with 18% of females. The highest level of completed education generally increased with rank, with OR/JNCO most likely to have completed year 12 or equivalent (39%) and SNCO/WO a Diploma or Advanced Diploma (30%). Amongst Officers, 42% of Junior Officers had obtained a Bachelor Degree and 86% of Senior Officers had obtained a Postgraduate Award.

The proportion of ADF(P) members with a Bachelor degree or higher as their highest completed post-school qualification has increased steadily over time. Certificate/diploma qualifications varied slightly between Census years but remained around one third of members since 2003, as shown below in Figure 12.

Figure 12: Highest completed post-school education in ADF(P) over time



Source: Defence Censuses 2019, 2015, 2011, 2007, 2003, 1999, 1995

Base: Total Permanent ADF members 2019 N=58,476, 2015 N=58,751, 2011 N=58,767, 2007 N=51,093, 2003 N=50,670, 1999 N=52,232, 1995 N=58,384

STEM Education

In the 2019 Defence Census, additional questions were included to ascertain whether Permanent ADF members had any qualifications in STEM (Science, Technology, Engineering and Mathematics) related subjects at any level, not just their highest level of completed education. Around three in five Permanent ADF members with a post-school education (N=35,078) indicated that they had some form of STEM education (62%). This was slightly lower for those in Army (56%) than Navy (67%) or Air Force (66%).

Males with post-school education (66%) were far more likely to have any STEM related qualifications than similarly educated females (43%). By rank, the proportion of ADF(P) members with any STEM qualifications tended to decrease with rank, with 65% of OR/JNCO having any STEM qualifications, compared to 62% of SNCO/WO, 58% of Junior Officers and 54% of Senior Officers.

Most commonly STEM qualifications were a Trade/Vocational Certificate (Cert I – IV) level (49%) or a Bachelor degree (25%). Over one in five (22%) of those with a STEM qualification indicated it was a Diploma/Advanced Diploma level, while 13% held a STEM related postgraduate award. Air Force members (30%) were more likely than Navy or Army members (both 22%) to have STEM qualifications at the Bachelor degree level, as shown in Table 15 below.

Table 15: Level of STEM qualifications of ADF(P) by Service

Level of STEM qualification	Total ADF(P) with STEM qualifications	Navy	Army	Air Force
	%	%	%	%
<i>N</i>	21,609	5,918	8,616	7,075
Trade/Vocational Certificate (Cert I-IV)	49	49	52	46
Diploma/Advanced Diploma	22	28	19	19
Bachelor Degree (incl. with Honours)	25	22	22	30
Postgraduate Award	13	13	13	13
No response provided	5	3	5	7

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%

Base: Permanent ADF members with STEM qualifications (N=21,609)

Of those with any STEM qualifications (37% of all ADF(P) members; N=21,609), the most common subjects studied were:

- Engineering and Related Technologies (59%);
- Information Technology (including Cyber) (12%); and
- Natural and Physical Sciences (11%).

Members of the Army were less likely than those of other Services to have studied Engineering and Related Technologies (49%, compared with 67% for Navy and 65% for Air Force), but were more likely to have studied Information Technology (including Cyber) (15%, compared with 11% for Air Force and 9% for Navy).

Males (65%) were more likely to have studied Engineering and Related Technologies than were females (24%). Females, conversely, were more likely to have studied Nursing or Other Health Related subjects (24% for both) than were with males (3% and 4% respectively). By rank, SNCO/WO were the most likely to have studied Engineering and Related Technologies (72%), and Officer ranks were more likely than others to have studied Natural and Physical Sciences (26% of Senior Officers and 22% of Junior Officers).

Ten percent of Permanent ADF members were studying for a STEM related qualification at the time of the 2019 Defence Census.

Community involvement

ADF(P) members were asked to indicate how often they did voluntary work through an organisation or group in the last 12 months. Just over a quarter (26%) of all ADF(P) members indicated that they had done some voluntary work in that period. A higher proportion of Navy and Air Force members (each 30%) than Army members (23%) had done some voluntary work.

Forty percent of ADF(P) members were actively involved in one or more community or social groups at the time of the 2019 Defence Census. Most commonly that involvement was with a sporting group or club (25%). The overall level of community/social group involvement varied by Service, with a slightly higher proportion of Air Force members (45%) involved in community or social groups than members in the Navy (41%) or Army (36%).



Partners of Permanent ADF Members

Of those Permanent Force members who had a spouse or partner (66% of ADF(P) members; N=38,798), 79% indicated that their spouse or partner was working (up from 75% in 2015). Around one in five (21%) indicated that their partner was not employed; this included 8% not employed and seeking work, 11% not seeking work and 1% retired. Between Services there were some differences in the proportions of members whose spouse or partner was employed, with 81% of Navy members, 79% of Air Force members and 77% of Army members indicating that their spouse or partner was employed.

Members with an employed spouse or partner (N=30,473) were asked to characterise the type of job in which their partner was employed. Overall, ADF(P) members indicated that their partners were employed as:

- Professionals (31%);
- Community and Personal Service workers (17%);
- Clerical and Administrative workers (15%);
- Managers (11%);
- Technicians and Trades workers (9%);
- Sales workers (6%);
- Labourers (2%); and
- Machinery Operators and Drivers (1%).

One quarter of ADF(P) members with an employed spouse/partner (25%) indicated that their partner was employed by Defence – 23% indicated that their partner was serving in the ADF(P), 1% had a partner serving in the ADF(R) and 2% had a partner employed by Defence APS. Army members (20%) were less likely than Navy (26%) or Air Force (27%) to have a partner who was in the ADF(P).

Almost three quarters (73%) of ADF(P) members with an employed spouse/partner indicated that their partner was employed *outside* of Defence – the majority (52%) for an *other* (i.e. not Government or Defence related) employer, including being self-employed; while 18% were employed by a non-Defence related Government department or agency and 2% had a Defence-related employer, as shown in Table 16 over page.

Table 16: ADF(P) partners' main employer by Service

Partner main employer	Total ADF(P) with employed partner %	Navy %	Army %	Air Force %
<i>N</i>	30,473	7,084	15,062	8,326
Permanent Force	23	26	20	27
Reserve Force	1	*	1	1
Department of Defence (APS)	2	2	2	3
<i>TOTAL ADF + Defence APS</i>	25	28	22	30
Government (non-Defence) (including Commonwealth, State and Local Government)	18	17	19	17
Defence Related Employer	2	2	2	2
Other employer, including self- employed	52	52	54	49
No response provided	2	2	2	1
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Permanent ADF members with an employed spouse/partner (N=30,473)

In the 2019 Defence Census, 91% of all members whose spouse/partner was employed outside of the ADF(P) (N = 22,913), indicated that their partner worked for an employer for a wage or salary, 5% worked in their own business without employees, 2% in their own business with employees, and 2% were in another form of employment. More than half (55%) indicated that their partner was employed full-time, 21% indicated their partner was employed part-time, 15% had a partner employed on a casual basis and 8% had a partner employed on a contract basis.

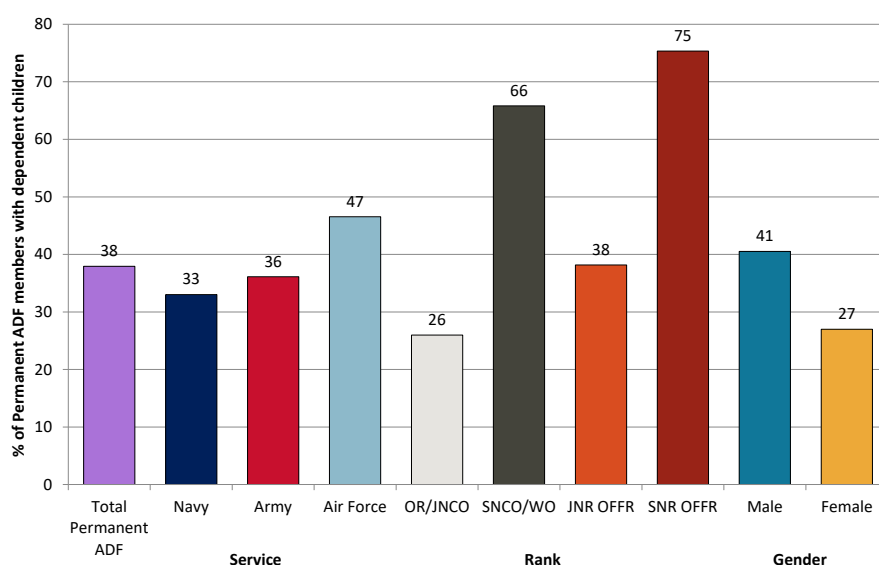


Children of Permanent ADF Members

For the purpose of the 2019 Defence Census, a dependent child was defined as a member's own child (including an adopted child, stepchild, child of their partner (including de facto relationships), ex-nuptial child, foster-child or ward) who was financially dependent on them, and who is aged 21 or less; or is a full-time student aged 25 years or less; or has a disability/infirmity. Overall, a little under two in five Permanent ADF members (38%) had dependent children at the time of the 2019 Defence Census. This proportion was higher amongst Air Force (47%) than Army (36%) or Navy (33%).

The proportion of Senior Officers with dependent children was double the proportion of Junior Officers (75% and 38% respectively). Similarly, the proportion of SNCO/WO members with dependent children was more than double that for OR/JNCO members (66% and 26% respectively). Male Permanent ADF members (41%) were more likely to have dependent children than were females (27%), as shown below in Figure 13.

Figure 13: Dependent children in ADF(P) by Service, Rank and Gender



Source: Defence Census 2019

Base: Total Permanent ADF members N=58,476; Navy N=14,139, Army N=29,968, Air Force N=14,369; OR/JNCO N=32,555; SNCO/WO N=10,625, JNR OFFR N=12,905, SNR OFFR N=2,391; Males N=47,059, Females N=10,601

Among Permanent ADF members with any dependent children, 6% were sole parents. This was relatively consistent across Service and Rank; however, there was a difference between genders, with around one in five (21%) female Permanent ADF members indicating they were a sole parent, compared to 3% of males.

Of the Permanent ADF members with dependent children (N=22,179), 92% had dependent children who lived with them for 90 nights or more per year, and 17% had dependent children who lived with them for less than 90 nights per year. Please note that some members indicated that they had dependent children for both 90 nights or more and less than 90 nights per year.

Children's education

Of those ADF(P) members who had dependent children living with them for 90 nights or more per year (N=20,426), three quarters (77%) said their child(ren) were attending some form of educational institution (preschool/kindergarten, infants, primary or secondary school, full-time TAFE, university or equivalent), and 22% said their child(ren) did not attend an educational institution. Almost half (44%) of these dependent children attended infants or primary school, followed by secondary or middle school (27%) and preschool/kindergarten (24%).

Air Force members were more likely to have children in infants or primary school (47%) and secondary or middle school (30%), compared to Army (43% and 25% respectively) and Navy (42% and 26% respectively). Thirty-seven percent of Permanent ADF members indicated that they had at least one dependent child who did not attend an educational institution.

A little under half (46%) of Permanent ADF members with dependent children living with them for 90 nights or more per year receiving some form of education (N=15,694) were not aware that ADF education assistance was available. Nineteen percent reported that at least one child did not receive any education assistance, and 29% indicated that education assistance was 'not applicable' to their circumstances. The total proportion of Permanent ADF members with dependent children for 90 nights or more per year in education who received ADF education assistance for at least one child decreased from 5% in 2015 to 3% in 2019. Two percent received tutoring assistance in a new locality, and 1% received education assistance overseas; all other education assistance types were received by less than half a percent of members.

Despite the fact that males were generally more likely than females to be *unaware* that ADF education assistance was available, use of the assistance was similar for both genders, with 4% of females and 3% of males indicating that they had at least one child who had received some form of ADF education assistance.

Childcare

Overall, 56% of ADF(P) members with dependent children living with them for 90 nights or more per year (N=20,426) required childcare for their child(ren); 47% were currently using childcare while 8% required childcare but were not currently using or it was not available. Forty three percent did not require childcare. There was little difference in the requirement for childcare across the Services.

Females with dependent children living with them for 90 nights or more per year were significantly more likely than males to require childcare for those children (73% of females compared with 53% of males) and were more likely to be currently using childcare (68% of females compared with 44% of males). Analysis by rank group showed OR/JNCO members (62%) and Junior Officers (61%) were more likely to require childcare for their dependent children living with them for 90 nights or more per year than were Senior Officers or SNCO/WO members (both 46%).

Those ADF(P) members with dependent children living with them for 90 nights or more per year who required childcare for their child(ren) (N = 11,355) were asked a series of questions in relation to the childcare they used. The most commonly utilised forms of childcare were:

- Childcare centres (43%);
- Spouse/partner (41%);
- After-school care (32%);
- Before-school care (25%); and
- Being looked after by relatives or friends in an unpaid capacity (22%).

Two percent of members said that childcare was not available to them for at least one of their children. The types of childcare utilised was similar across Services, though Air Force members were more likely to use after-school care (36%) and before-school care (29%) than Army (30% and 23% respectively) and Navy members (30% and 24% respectively).

Males with dependent children living with them for 90 nights or more per year and requiring childcare were noticeably more likely than females in the same situation to have a spouse/partner providing childcare (44% of males compared with 28% of females). Analysis by rank group showed OR/JNCO members (48%) and Junior Officers (45%) were more likely to utilise childcare centres than SNCO/WO members (37%) and Senior Officers (23%).

A majority (59%) of ADF(P) members requiring childcare for their dependent children who lived with them for 90 nights or more per year (N=11,355) indicated that their current childcare arrangements fully met their needs. A higher proportion of Air Force members (63%) indicated that their needs were fully met than did members in the other two Services, both at 58%. However, 40% of members requiring childcare indicated that their needs were only partially met or not met at all, compared with 39% in 2015⁵.

Females with dependent children living with them for 90 nights or more per year and requiring childcare were more likely than males in the same situation to say their current childcare arrangements fully met their needs (64% of females compared with 58% of males), as shown in Table 17 below.

Table 17: How well childcare needs are met for ADF(P) by Service and Gender

How well childcare needs are met	Total ADF(P) with dependent children 90+ nights requiring childcare %	Navy %	Army %	Air Force %	Male %	Female %	2015 TOTAL ADF(P) %
<i>N</i>	11,355	2,379	5,467	3,510	9,259	1,969	8,673
Fully	59	58	58	63	58	64	57
Partially	34	34	35	32	34	34	37
Not at all	6	7	6	5	7	2	2
<i>TOTAL childcare needs not fully met</i>	<i>40</i>	<i>41</i>	<i>41</i>	<i>37</i>	<i>41</i>	<i>36</i>	<i>39</i>
No response provided	1	1	1	1	1	*	4
TOTAL	100	100	100	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Permanent ADF members with dependent children living with them for 90 nights or more per year who require childcare (N=11,355)

Those whose childcare needs were not fully met (N = 4,540) were asked why their childcare arrangements did not fully meet their needs. The most commonly given reasons were that childcare was not affordable (40%), or that childcare services were not open early enough (30%) or late enough (21%). Navy members (43%) were more likely than Army (40%) and Air Force (36%) members to say that childcare was not affordable. Males whose childcare needs were not fully met were more likely than females to cite affordability as the main reason (41% of males compared with 30% of females), whereas females (48%) were more likely than males (26%) to say childcare services were not open early enough.

⁵ Note that in the 2019 Defence Census, the question on how well childcare arrangements met needs was asked of all who required childcare or care arrangements for their dependent children who lived with them for 90 nights or more per year (N=11,355). This differed from the 2015 Defence Census, where this question was asked only of those who were using childcare or care arrangements (N=8,673).

Other Dependants

The proportion of ADF(P) members who indicated that they had other dependants (i.e. not their spouse/partner or dependent children mentioned earlier) rose slightly from 5% in 2015 to 8% in 2019. The 8% of ADF(P) members who had other dependants was comprised of:

- 5% with dependent parents;
- 2% with dependent parents of their partner;
- 1% with dependent grandparents; and
- 2% with other dependent relatives including older children not counted elsewhere in the Census.

There was little variation in the proportions of members with other dependants between Services. Senior ranks were more likely than junior ranks to have other dependants (11% for Senior Officers and SNCO/WO members, compared to 7% for Junior Officers and OR/JNCO members). A large majority (89%) of ADF(P) members indicated that they had no other dependants.

Dependants with special needs

For the 2019 Defence Census, a dependant with special needs was someone who had been formally diagnosed by a specialist as having one or more special needs. A dependant with special needs could include a member's spouse/partner, child(ren) or other dependants living with them.

In total, 7% of ADF(P) members (up from 6% in 2015) had dependants with special needs living with them. A slightly higher proportion of Air Force members (9%) had one or more dependants with special needs living with them than did Army (7%) and Navy (6%) members. Most commonly, dependants with special needs were children (6%), followed by a member's spouse/partner (2%) and other dependants (1%). The vast majority of ADF(P) members (88%) did not have any dependants with special needs living with them.

Males (8%) were more likely than females (5%) to have dependants with special needs living with them. Senior ranks were more likely than junior ranks to have dependants with special needs living with them (14% for SNCO/WO and 13% for Senior Officers, compared with 7% for Junior Officers and 5% for OR/JNCO).

Of those members who had dependants with special needs living with them (N = 4,251), the most common types of special needs diagnosed were:

- A medical condition, illness or disability (38%);
- Social, emotional or behavioural needs (35%);
- Autism (32%);
- Sensory (23%); and
- Specific learning difficulties (22%).

Permanent ADF members categorised as Members with Dependants (Unaccompanied)

Members categorised as a Member with Dependants (Unaccompanied) (MWD(U)) comprised 8% of the ADF(P). Navy members were slightly more likely (9%) to be categorised as MWD(U) than members in Army or Air Force (each 7%).

Almost all ADF(P) members categorised as MWD(U) (N=4,472) indicated that they were in a relationship (98%) – 67% were married, 30% were in an ADF-recognised partnership and 1% were in a partnership that was not ADF-recognised.

Just over half of MWD(U) members (54%) had dependent children, 45% did not. MWD(U) members in the Air Force (51%) were slightly less likely than their counterparts in the Army (55%) or Navy (54%) to have dependent children. Males categorised as MWD(U) were significantly more likely than female MWD(U) members to have dependent children (58% compared with 31%).

Twelve percent of ADF(P) members categorised as MWD(U) had other dependants (such as parents, spouse/partner's parents, grandparents and other relatives). MWD(U) members in the Air Force (13%) were slightly more likely than those in the Army and Navy (each 11% to have other dependants).

In total, 12% of ADF(P) members categorised as MWD(U) had dependants with special needs. MWD(U) members in the Army (14%) were slightly more likely than Navy (10%) or Air Force (9%) members to have dependants with special needs.

In 2019, Permanent ADF members categorised as MWD(U) had most commonly held this categorisation for either 3-6 months (25%) or over 2 years (21%). Similar proportions indicated that they had been categorised as MWD(U) for less than 3 months or for between 13 and 18 months (18% for both). Air Force and Army MWD(U) members (each 27%) were more likely than Navy MWD(U) members (22%) to have been categorised as MWD(U) for 3-6 months, as shown in Table 18 below. Male MWD(U) personnel were almost twice as likely as female MWD(U) personnel to have been categorised as MWD(U) for more than 24 months (22% compared with 12%).

Table 18: Months categorised as MWD(U) in ADF(P) by Service

Months categorised as MWD(U)	Total ADF(P) categorised as MWD(U) %	Navy %	Army %	Air Force %
<i>N</i>	4,472	1,329	2,095	1,048
Less than 3 months	18	18	19	17
3 - 6 months	25	22	27	27
7 - 12 months	13	19	8	13
13 - 18 months	18	15	19	18
19 - 24 months	4	6	3	3
More than 24 months	21	19	22	22
No response provided	1	1	2	*
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Permanent ADF members categorised as MWD(U) (N=4,472)

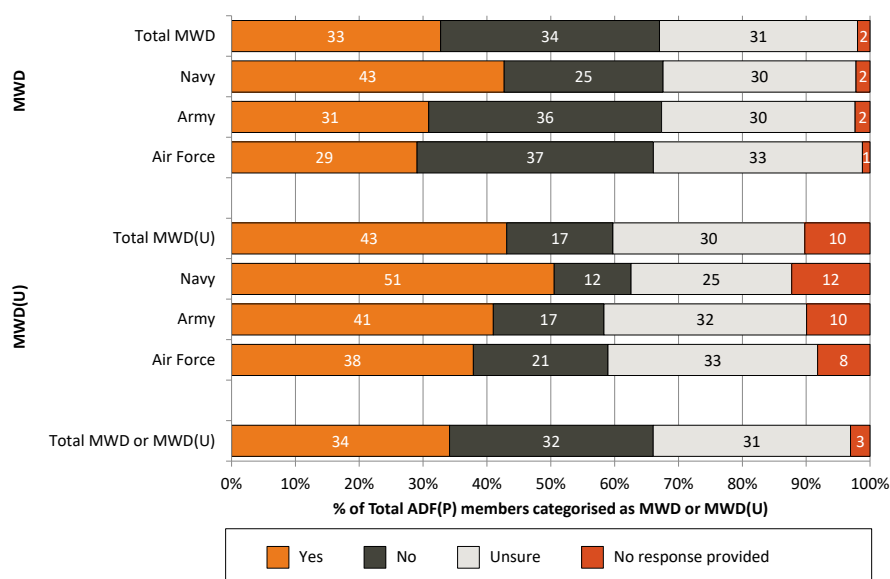
In total, 52% of those currently categorised as MWD(U) indicated they intended to continue with the categorisation – 48% so that their family could stay in their current location and 4% would continue but not in their family's current location. Almost a quarter (24%) said they did not intend to continue their MWD(U) categorisation and the same proportion (24%) were unsure.

Those currently categorised as MWD(U) and those categorised as a Member with Dependants (MWD) (total N=33,269) were asked if they could foresee that they might apply (or re-apply) for MWD(U) categorisation in the future. Overall around one third (34%) of MDW/MWD(U) ADF(P) members indicated they might apply or re-apply for MWD(U) categorisation, 32% said they would not (re)apply and 31% were unsure (see Figure 14 below).

Within the **MWD(U) component** of the ADF(P), 43% thought they might re-apply for MWD(U) categorisation in the future; this was the case for 51% of Navy MWD(U) members, 41% of Army MWD(U) members and 38% of Air Force MWD(U) members.

Within the **MWD component** of the ADF(P), 33% thought they might apply for MWD(U) categorisation in the future; this was the case for 43% of Navy MWD members, 31% of Army MWD members and 29% of Air Force MWD members.

Figure 14: Intention to apply (or reapply) for categorisation as MWD(U) in future by Service



Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Permanent ADF members categorised as MWD(U) (N=4,472) or MWD (N=28,797); Total N = 33,269



Members of the ADF Reserve

Previous Defence Experience

In the 2019 Census, 56% of ADF(R) had some form of previous Defence experience. This was the case for 87% of Navy members, 47% of Army members and 80% of Air Force members. Two in five (41%) of all ADF(R) members had previous experience in the ADF(P), 28% in the ADF(R) and 16% in another Defence-related organisation. Previous Service experience was strongly associated with current Service:

- Three in four (76%) current Naval Reserve members had previously served in Navy as a Permanent member and 46% had previously served as a Reserve member of the Royal Australian Navy.
- Approximately one-quarter of current Army Reserve members had previously served as a Permanent member (28%) and/or Reserve member (23%) of the Australian Regular Army.
- Two-thirds (66%) of current Air Force Reserve members had previously served as a Permanent member in Air Force and 30% as a Reserve member of the Royal Australian Air Force.

Previous Cadet and Gap Year Experience

ADF(R) members were asked whether they had participated in any Defence programs or cadet organisations prior to joining the ADF, or whether they were currently doing so. Overall, 22% of ADF(R) members had participated in Defence programs prior to joining the ADF. The most common programs participated in were the Australian Army Cadets (12%) and the Australian Air Force Cadets or Air Training Corps (7%). Within the ADF(R) Services:

- 14% of Air Force members had participated in Australian Air Force Cadets or Air Training Corps;
- 13% of Army members had participated in Australian Army Cadets; and
- 7% of Navy members had participated in Navy Cadets with another 7% participating in Army Cadets.

In total 2% of current ADF(R) members had ADF Gap Year experience, as shown below in Table 19.

Table 19: Participation in Defence programs or Cadet organisations in ADF(R) by Service

Defence programs	Total ADF(R) %	Navy %	Army %	Air Force %
<i>N</i>	17,328	1,626	12,706	2,996
SERVOP G in 2019 (ADF Gap Year)	*	-	*	-
SERVOP G (ADF Gap Year) previously	2	*	2	2
Indigenous Entry Programs	*	*	*	*
Defence Work Experience Program	1	*	1	*
Australian Naval Cadets	1	7	1	*
Australian Army Cadets	12	7	13	6
Australian Air Force Cadets or Air Training Corps	7	5	6	14
TOTAL any program	22	19	22	22
None of the above	77	80	77	77
No response provided	1	1	1	2

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%. - indicates a zero percent response.

* indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total ADF Reserve members

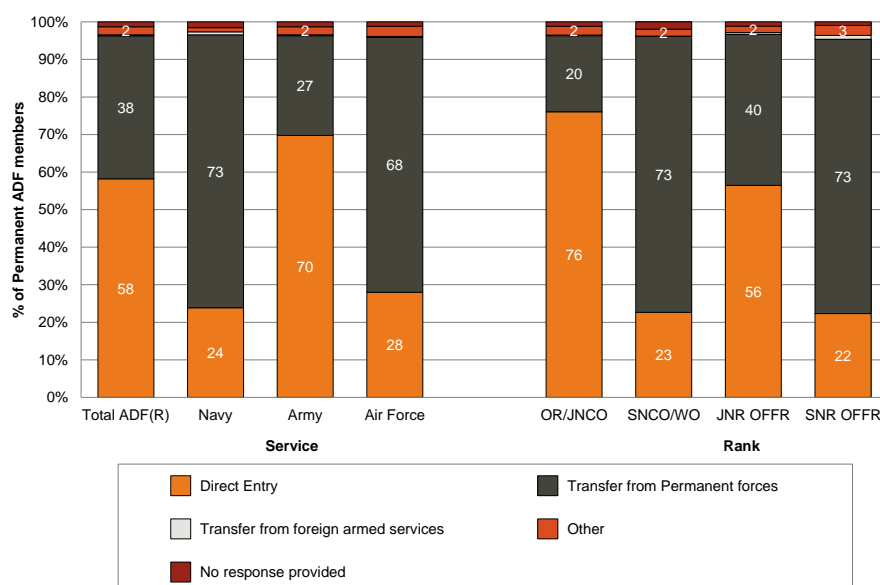
Males in the ADF(R) were more than twice as likely as females to have participated in a Defence program or cadet organisation prior to entering the ADF (24% compared with 11%); however, females (4%) were four times as likely as males (1%) to have participated in an ADF Gap Year. A higher proportion of Officers had participated in some form of Defence program or cadet organisations than other ranks – 29% of Senior Officers and 25% of Junior Officers, compared with 21% of SNCO/WO and 20% of OR/JNCO members. Three percent of OR/JNCO had participated in an ADF Gap Year.

Avenue of entry into the Reserve Force

Most ADF(R) members (58%) entered the Reserve Force through direct entry, with another 38% entering via transfer from the Permanent Force. This was largely driven by Army members, who made up almost three-quarters (73%) of the ADF(R) at the time of the 2019 Defence Census, and who entered via direct entry in 70% of cases. In the other Services, most current members entered via transfer from the Permanent Force (73% for Navy and 68% for Air Force).

Both males (59%) and females (55%) were most likely to have entered via direct entry (indicating that differences in avenue of entry were largely Service and/or rank driven, rather than gender). OR/JNCO members (76%) and Junior Officers (56%) were most likely to enter the ADF(R) via direct entry, while SNCO/WO members and Senior Officers (both 73%) were most likely to enter via transfer from the Permanent Force, as shown in Figure 15 below.

Figure 15: Avenue of entry into ADF(R) by Service and Rank



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996; OR/JNCO N=9,088, SNCO/WO N=3,030, JNR OFFR N=3,884, SNR OFFR N=1,326

Reserve Service undertaken

Overall, 94% of ADF(R) members undertook at least 1 Reserve Service Day in the 12 months leading up to the 2019 Defence Census⁶. This proportion was highest in Air Force (97%), followed by Army (95%) and Navy (82%). Among those who had completed at least 1 Reserve Service Day, those in Army tended to have completed fewer days of service (median 46 days) compared with those in Navy (median 52 days) or Air Force (median 53 days). Males undertook a median of 48 days service, females a median of 50 days in the 12 months prior to the 2019 Defence Census, as shown in Table 20 below.

Table 20: Reserve service undertaken by ADF(R) members by Service

Number of days of Reserve service undertaken in last 12 months	Total ADF(R) %	Navy %	Army %	Air Force %
<i>N</i>	17,328	1,626	12,706	2,996
None	3	12	3	2
1-14 days	7	7	7	6
15-28 days	17	14	17	18
29-42 days	19	14	20	17
43-56 days	19	14	20	17
57-70 days	13	8	15	8
71-100 days	14	10	15	12
101-130 days	5	7	4	9
131-160 days	5	7	4	10
161-365 days	3	9	1	9
<i>TOTAL spent at least one day on Reserve service</i>	94	82	95	97
No response provided	2	6	2	1
TOTAL	100	100	100	100
<i>Median no. of days spent undertaking Reserve service</i>	49	52	46	53

Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members

The majority (52%) of all ADF(R) members undertook 1-4 blocks of five or more days of Reserve service in the 12 months leading up to the 2019 Defence Census, with 69% having undertaken at least one block. Twenty-six percent of all members had not undertaken any blocks of five or more days of Reserve service.

Army members (72%) were the most likely to have undertaken at least one block of Reserve service, compared with 69% of Air Force and 53% of Navy, with a higher proportion of Navy members indicating that they had *only* undertaken SERVOP C (Continuous Full Time Service [CFTS]) during this period (16% compared with 2% for Army and 1% for Air Force). The median number of blocks of service undertaken (by those who had undertaken at least 1 block) was 3 blocks for both Navy and Air Force, and 2 blocks for Army.

⁶ Note that ADF(R) members on SERVOP C (CFTS) may not have done any Reserve Service Days in the last 12 months.

Whilst males (71%) were more likely than females (61%) to have undertaken at least one block of service in the 12 months prior to the 2019 Defence Census, females tended to have undertaken more blocks in general than males (median of 3 and 2 blocks respectively). OR/JNCO members (71%) and Junior Officers (70%) were more likely than SNCO/WO members (67%) or Senior Officers (65%) to have undertaken at least one block of Reserve service. Of those who had undertaken at least one block, Senior Officers had conducted a median of 4 blocks of service, compared with a median of 3 blocks for SNCO/WO members and 2 blocks each for OR/JNCO members and Junior Officers.

Overall, 9% of ADF(R) members indicated that they had spent at least one day on SERVOP C (CFTS) in the 12 months leading up to the 2019 Defence Census—of those, the median number of days spent on SERVOP C (CFTS) was 149 days. Navy members (23%) were substantially more likely than those in Army (8%) or Air Force (5%) to have spent any time on SERVOP C (CFTS) over this time, and spent a higher number of days on SERVOP C (CFTS) overall (median of 352 days, compared with 125 days for Army and 75 days for Air Force).

Males and females were similarly likely to have undertaken any days of SERVOP C (CFTS) in the 12 months prior to the 2019 Defence Census (9% and 10% respectively), and had a very similar median number of days served (149 days for males and 150 days for females). Over the same time period, Officers were more likely to have undertaken any days of SERVOP C (CFTS) (14% for both Junior and Senior Officers) than SNCO/WO (9%) or OR/JNCO members (6%). Among those who had undertaken at least one day of SERVOP C (CFTS), Senior Officers tended to have done so for a higher number of days (median of 227 days) and OR/JNCO the least (median of 120 days).



Operational Service

For the 2019 Census, 'operationally deployed' meant being 'force assigned' as part of a formed body, unit or Task Force either domestically or internationally. Force assignments included deployments as part of a formed body such as a Unit or Ship to an Area of Operations, or an individual rotation. In 2019, members were asked about deployments since the last Defence Census (i.e. in the last 4 years), rather than deployments since 1999, as was asked in the previous two Censuses.

Since the last Defence Census (28 April 2015), 19% of all ADF(R) members had been operationally deployed at least once. Navy members (22%) were more likely to have been operationally deployed than Air Force members (18%) or Army members (15%).

Overall, 15% of ADF(R) members had been deployed as a Reserve member since the last Defence Census. This was most common among Army members (15%), followed by Navy (14%) and Air Force (12%). Five percent of ADF(R) members had been deployed as an ADF(P) member and less than one percent had been deployed as an APS employee, as shown in Table 21 below.

Table 21: Operational deployments since last Defence Census in ADF(R) by Service

Operationally deployed since last Defence Census	Total ADF(R)	Navy	Army	Air Force
	%	%	%	%
<i>N</i>	17,328	1,626	12,706	2,996
Deployed as an ADF Reserve member	15	14	15	12
Deployed as a Permanent ADF member	5	9	4	7
Deployed as a Defence APS employee	*	*	*	*
<i>TOTAL deployed since last Defence Census</i>	<i>19</i>	<i>22</i>	<i>19</i>	<i>18</i>
Not operationally deployed since the last Defence Census	72	70	72	74
No response provided	9	8	9	8

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total ADF Reserve members

Males were more likely than females to have been deployed since the last Defence Census (20% and 16% respectively). By rank, OR/JNCO (20%) were the most likely to have been deployed since the last Defence Census, and Senior Officers (15%) the least likely.

Among those who had been deployed as an ADF Reserve member (N=2,551), almost two-thirds (65%) had been deployed once, with a further 16% deployed twice and 8% deployed three times. On average, Navy members who had been deployed as a Reserve member had been deployed more often than those in Army or Air Force, with 30% of Naval Reserve deployed two times, compared with 15% and 13% for Army and Air Force respectively, as shown in Table 22 over page.

Females were more likely to have been deployed one (69%) or two (18%) times than were males (65% and 16% respectively). Other ranks were more likely than Officers to have undertaken 3 deployments (9% for OR/JNCO and 8% for SNCO/WO), with Officers more likely than other ranks to have undertaken 2 deployments (23% for Senior Officers and 22% for Junior Officers).

Table 22: Number of operational deployments since last Defence Census as Reserve member in ADF(R) by Service

ADF(R) Number of operational deployments as a Reserve member since last Defence Census	Total ADF(R) deployed as ADF(R)	Navy	Army	Air Force
	%	%	%	%
<i>N</i>	2,551	233	1,958	360
1	65	52	67	63
2	16	30	15	13
3	8	9	8	8
4-6	7	5	6	11
7 or More	3	3	2	4
Can't say/No response provided	*	2	*	1
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: ADF Reserve members deployed as a Reserve member since the last Defence Census (N=2,551)



Operational deployments in last 12 months

In the 12 months prior to the 2019 Defence Census (April 2019), 8% of ADF(R) members had been operationally deployed. This equates to 40% of those who had been operationally deployed since the last Defence Census. Army and Navy members were equally more likely (8%) to have been deployed in the last 12 months than were those in Air Force (5%).

Males (8%) were more likely than females (6%) to have been operationally deployed in the last 12 months. By rank, OR/JNCO members and Junior Officers (8% each) were more likely to have been operationally deployed in the last 12 months than were SNCO/WO members or Senior Officers (6% each).

Education and Training

Around four in five (81%) ADF(R) members had post-school qualifications, including 21% with their highest qualification being a Bachelor Degree and 23% a Postgraduate Award. Army members (79%) were less likely than those in the other Services to have post-school qualifications (85% for both Navy and Air Force). Navy members (38%) were the most likely to hold a Postgraduate Award, compared with 28% of Air Force and 20% of Army members.

Almost all Senior Officers (97%) and Junior Officers (94%) had post-school qualifications, compared with 75% among other ranks. Three-quarters (74%) of Senior Officers held a Postgraduate Award, as did almost half (48%) of all Junior Officers.

STEM Education

In the 2019 Defence Census, additional questions were included to ascertain whether ADF Reserve members had any qualifications in STEM (Science, Technology, Engineering and Mathematics) related subjects at any level, not just their highest level of completed education. A little over half of ADF Reserve members with post-school education (N=13,982) indicated that they had some form of STEM qualification (57%). This was slightly higher for those in Air Force (61%) than Navy (58%) or Army (56%).

Males with post-school education (60%) were more likely to have any STEM related qualifications than were females (46%). By rank, the proportion of ADF(R) members with any STEM qualifications was slightly higher amongst Junior Officers (59%) and OR/JNCO members (58%) than amongst SNCO/WO members (54%) and Senior Officers (53%).

Most commonly STEM qualifications amongst ADF(R) were either Trade/Vocational Certificates (Cert I - IV) or Bachelor degrees (33% for each). Around one quarter of ADF(R) members with a STEM qualification indicated it was a Diploma/Advanced Diploma (26%) or Postgraduate Award (25%). Members of the Naval Reserve (40%) were more likely to have a Diploma/Advanced Diploma in a STEM related subject than were Air Force (33%) or Army (23%) members, as shown in Table 23 below.

Table 23: Level of STEM qualifications of ADF(R) by Service

Level of STEM qualification	Total ADF(R) with STEM qualifications	Navy	Army	Air Force
	%	%	%	%
<i>N</i>	8,002	804	5,639	1,559
Trade/Vocational Certificate (Cert I-IV)	33	26	35	29
Diploma/Advanced Diploma	26	40	23	33
Bachelor Degree (incl. with Honours)	33	22	37	27
Postgraduate Award	25	33	23	28
No response provided	3	5	2	5

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%

Base: ADF Reserve members with STEM qualifications (N=8,002)

Of those with any STEM qualifications (46% of all ADF(R) members; N=8,002), the most common subjects studied were:

- Engineering and Related Technologies (42%);
- Information Technology (including Cyber) (17%); and
- Natural and Physical Sciences (16%).

Army Reserve members were less likely than those of other Services to have studied Engineering and Related Technologies (39%, compared with 50% for Air Force and 47% for Navy), but more likely to have studied Architecture and Building (10%, compared with 3% for Air Force and 2% for Navy).

Consistent with results for Permanent ADF, amongst ADF Reserve, SNCO/WO members were the most likely to have studied Engineering and Related Technologies (60%), and Officer ranks were more likely than others to have studied Natural and Physical Sciences (28% of Senior Officers and 22% of Junior Officers). Junior Officers (12%) were also more likely than others to have studied Nursing. Males (47%) were more likely to have studied Engineering and Related Technologies than were females (12%). Females, conversely, were more likely to have studied Nursing (25%) or Other Health Related subjects (32%) compared with males (3% and 11% respectively).

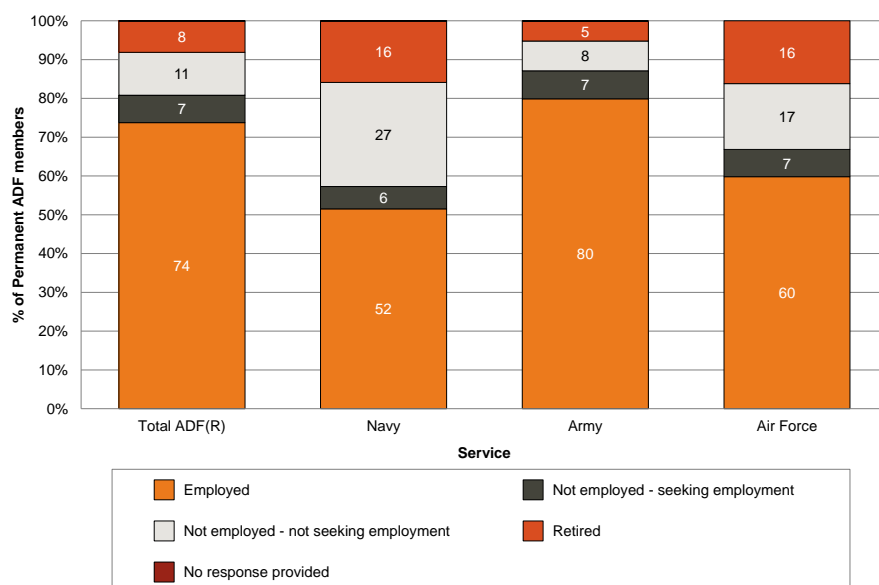
Ten percent of ADF Reserve members were studying for a STEM related qualification at the time of the 2019 Defence Census.

Non-Reserve employment

The majority (74%) of ADF Reserve members were employed in some capacity outside the ADF(R). Army members (80%) were substantially more likely than those in Navy (52%) or Air Force (60%) to be in civilian employment. Virtually all of the differences in civilian employment between Services can be attributed to the substantially higher proportion of Navy and Air Force members who were not seeking employment outside of the ADF(R), as shown below in Figure 16.

Males were more likely than females to be employed outside of the ADF(R) (75% and 68% respectively). Lower ranks (84% of OR/JNCO members and 72% of Junior Officers) were more likely to also be in civilian employment than higher ranks (58% of SNCO/WO members and 45% of Senior Officers).

Figure 16: Current employment situation in ADF(R) by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996

Members not currently employed outside the ADF(R) (N=4,534) were asked why this was the case. Most commonly this was because:

- They were semi-retired (35%);
- Reserve employment was sufficient (34%);
- They did not need to work (17%);
- They were studying at University/TAFE (14%); or
- They needed to stay at home to meet the needs of the family (13%).

Air Force members (46%) were more likely than those in Navy (35%) or Army (31%) to nominate being semi-retired as a reason for not working outside of the ADF(R). Those in Navy (54%) were more likely than those in Air Force (36%) or Army (26%) to say that Reserve employment was sufficient. Army members (21%) were far more likely than those in the other Services to nominate currently studying at University/TAFE as a reason for not working outside the ADF(R) (Air Force, 7%; Navy, 4%).

Males (41%) were far more likely than females (16%) to be semi-retired, and far less likely to need to stay at home and meet the needs of the family (8%, compared with 30% among females) or to need to be at home when their children were out of school (2% for males, compared with 19% for females).

Almost one quarter (23%) of all members employed outside the ADF(R) (N=12,779) were employed by State Government, with 8% employed by Defence APS. Most commonly, however, members were employed in *other* (i.e. not Government or Defence related) organisations, including self-employed (44%), as shown in Table 24 below.

Table 24: Type of organisation employed in outside of ADF Reserve amongst ADF(R) by Service

Type of employer organisation outside ADF(R)	Total ADF(R) employed outside ADF(R) %	Navy %	Army %	Air Force %
N	12,779	838	10,149	1,792
State Government	23	16	24	21
Department of Defence (APS)	8	19	6	16
Commonwealth Government department or agency (APS excluding Defence)	7	11	7	7
Not-for-profit organisation	6	7	5	5
Defence Industry	5	8	4	12
Defence Contract Service Provider	3	4	2	5
Local Government	2	*	2	1
Defence Housing Australia (DHA)	*	-	*	-
Other employer, including self-employed	44	42	45	38
No other organisation	9	4	10	2
No response provided	*	*	*	1
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: - indicates a zero percent response. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: ADF Reserve members employed outside of ADF Reserve (N=12,779)

The vast majority (87%) of all ADF(R) members employed outside the ADF Reserve (N=12,779) were working for an employer for a wage or salary in their main civilian job. Another 11% were working in their own business, either with employees (3%) or without employees (7%). Navy members (8%) were more likely than those in Army or Air Force (both 3%) to be working in their own business with employees. This was the main factor contributing to Navy (81%) having the lowest proportion of members working for an employer for a wage or salary in their main civilian job (compared to 88% for Army and 86% for Air Force).

Two-thirds (68%) of all ADF Reserve members employed outside the ADF(R) were employed on a permanent full-time basis in their main civilian job, with only minor differences across the Services in this regard. Army members (12%) were twice as likely as those in Navy (5%) or Air Force (6%) to be in casual employment in their main civilian job. Navy members (13%) were more likely than those in the other Services (9% for Air Force, 8% for Army) to be self-employed in their main civilian job.

Most commonly, ADF Reserve members employed outside the ADF(R) were working as a:

- Professional (35%);
- Community and personal service worker (17%);
- Manager (15%); or
- Technicians and trades worker (13%).

Army members (32%) were less likely than those in Navy (48%) or Air Force (43%) to be employed as a professional, and more likely to be working as a labourer (Army 6%, compared with 2% for Air Force and 1% for Navy). Navy members (18%) were more likely than those in Army (15%) or Air Force (13%) to be a manager in their main civilian job, as shown in Table 25 below.

Table 25: Occupation group of main civilian job of ADF(R) members by Service

Occupation group of main civilian job	Total ADF(R) employed outside ADF(R)	Navy	Army	Air Force
	%	%	%	%
<i>N</i>	12,779	838	10,149	1,792
Professionals	35	48	32	43
Community and personal service workers	17	11	18	15
Managers	15	18	15	13
Technicians and trades workers	13	10	14	14
Clerical and administrative workers	8	10	7	8
Labourers	5	1	6	2
Machinery operators and drivers	3	1	4	2
Sales workers	3	1	4	2
Other	*	*	*	*
No response provided	*	*	*	1
TOTAL	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

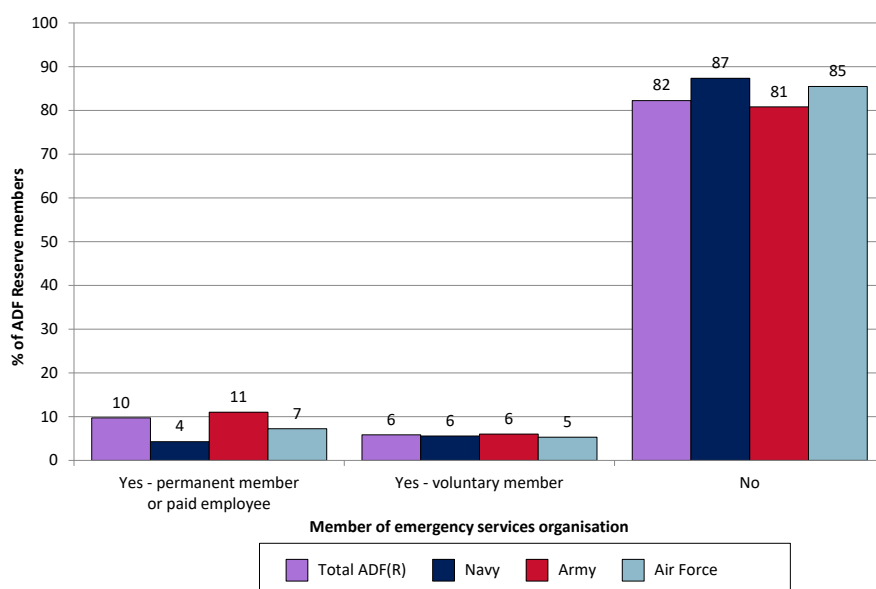
Base: ADF Reserve members employed outside of ADF Reserve (N=12,779)

With respect to industry of employment, members of the ADF Reserve employed outside the ADF(R) (N=12,779) were most commonly employed in public administration (including Defence) and safety (22%), followed by health care and social assistance (11%) and professional, scientific and technical services (11%). Air Force members (12%) were more likely than those in Navy (4%) or Army (6%) to be employed in the transport, postal and warehousing industry in their main civilian job. Navy members (17%) were more likely than those in the other Services to be employed in professional, scientific and technical services (14% for Air Force and 9% for Army). Army members (7%) were more likely than those in Navy or Air Force (both 2%) be employed in the construction industry.

Overall, members employed outside of the ADF(R) (N=12,779) worked for a median of 40 hours per week in their civilian jobs, consistent across the Services, with 48% working between 31 and 40 hours per week, and 24% working between 41 and 50 hours per week.

Ten percent of all ADF(R) members were also a permanent member or paid employee of a civilian emergency services organisation, and a further 6% were voluntary members. Army members (11%) were the most likely to be a permanent member of such an organisation, followed by Air Force (7%) and Navy (4%). There was no notable difference between the Services in terms of likelihood to be a voluntary member, as shown in Figure 17 below.

Figure 17: Member of emergency services organisation amongst ADF(R) by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

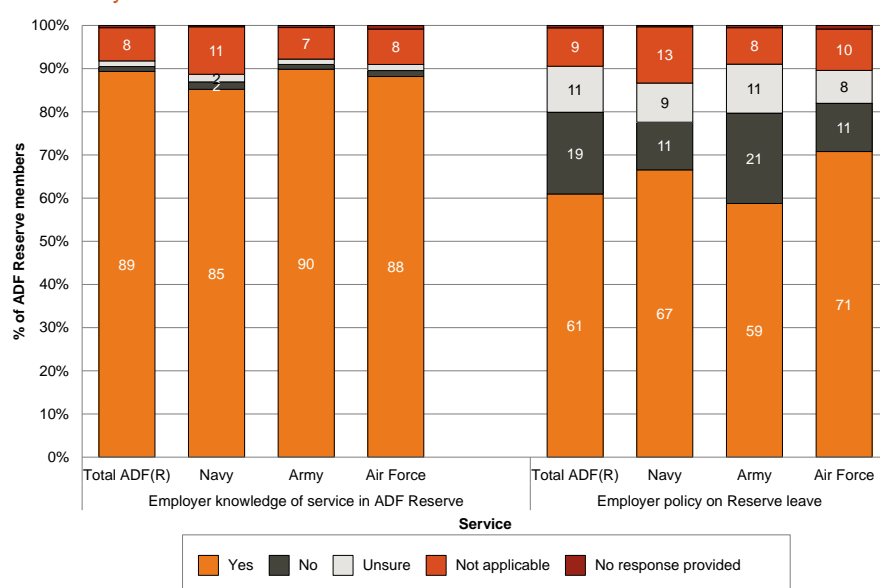
Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996

Leave taken to undertake Reserve Service

Almost all ADF(R) members in civilian employment (N=12,779) said that their employer knew about their service in the ADF Reserve (89%) or that the question was moot as they were self-employed (8%). One percent said that their employer did not know about their service in the ADF(R) and a further 1% were unsure about their employer's knowledge.

In addition, most (61%) reported that their employer had a policy on Reserve leave, with 19% saying this was *not* the case and 11% indicating that they were unsure. Army members (21%) were almost twice as likely as those in Navy or Air Force (both 11%) to say that their employer did *not* have a policy on Reserve leave (refer Figure 18 overleaf).

Figure 18: ADF(R) main civilian employer knowledge of ADF Reserve service and policy on Reserve leave by Service



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: ADF Reserve members employed outside ADF Reserve (N=12,779); Navy N=838, Army N=10,149, Air Force N=1,792

Amongst ADF(R) members in civilian employment (N=12,779), 73% had used at least one form of leave to undertake continuous ADF service in the 12 months prior to the 2019 Defence Census. Army members (75%) were more likely to have done so than those in Air Force (69%) or Navy (61%), as shown in Table 26 below.

Table 26: Type of leave taken from civilian employment in last 12 months to undertake continuous ADF service

Type of leave taken from civilian employment in last 12 months to undertake continuous ADF service	TOTAL ADF(R) employed outside ADF(R)	Navy	Army	Air Force
	%	%	%	%
N	12,779	838	10,149	1,792
Special paid leave for Reserve Training/Paid military leave	39	36	38	45
Unpaid leave	26	16	28	18
Paid recreation/holiday/annual leave	16	13	17	17
Unpaid military leave	8	8	8	7
Paid, but on a make-up basis	3	3	3	3
Other types of paid leave	3	2	3	5
Paid long service leave	2	3	2	3
TOTAL taken any leave	73	61	75	69
No leave taken	13	20	13	14
No continuous Defence service of five days or more in the last 12 months	13	19	12	16
Don't know	1	*	1	*
No response provided	1	*	1	1

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: ADF Reserve members employed outside ADF Reserve (N=12,779)

In addition, one in three (35%) ADF(R) members employed outside the ADF Reserve (N=12,779) had used at least one form of flexible working arrangement in the 12 months prior to the 2019 Defence Census in order to meet Reserve commitments. Air Force members (33%) were slightly less likely than those in Navy or Army (both 36%) to have used any form of flexible working arrangement over this time period.

Overall, the form of flexible working arrangement most commonly used by ADF Reserve members in their civilian job over the 12 month period prior to the 2019 Defence Census was changing hours of work (28%), followed by working from home and/or changing patterns of work (both 9%). Navy members (15%) were more likely than those in Air Force (9%) or Army (8%) to have worked from home. Those in Army (29%) were more likely than members of the other Services to have utilised changing hours of work (26% for Navy and 24% for Air Force).

Partners of Reserve ADF members

Among ADF(R) members with a spouse/partner (N=12,762), four in five (79%) said their spouse/partner was currently employed. The proportion of members whose partner was employed was higher among Army (82%) than Air Force (74%) or Navy (71%) members. Much of the difference in these employment rates can be attributed to the substantially lower proportion of Army members whose spouse/partner was out of the workforce because they had retired (5%, compared with 13% among Navy and 12% among Air Force).

Among ADF(R) members with a spouse/partner currently employed (N=10,319), the vast majority (89%) indicated that their partner was employed outside the ADF or Defence APS. Army members (8%) were the least likely to have a partner currently serving in the ADF or Defence APS, compared with 19% among Navy and 18% among Air Force members, as shown in Table 27 below.

Table 27: ADF(R) partners' main employer by Service

Partner main employer	Total ADF(R) with employed partner %	Navy %	Army %	Air Force %
<i>N</i>	10,139	969	7,341	1,829
Permanent Force	7	11	5	11
Reserve Force	1	2	1	2
Department of Defence (APS)	3	5	2	5
TOTAL ADF + Defence APS	11	19	8	18
Government (non-Defence) (including Commonwealth, State and Local Government)	27	24	28	23
Defence Related Employer	2	3	2	4
Other employer, including self-employed	60	54	62	55
No response provided	*	1	*	-
TOTAL	100	100	100	100

Source: Defence Census 2019

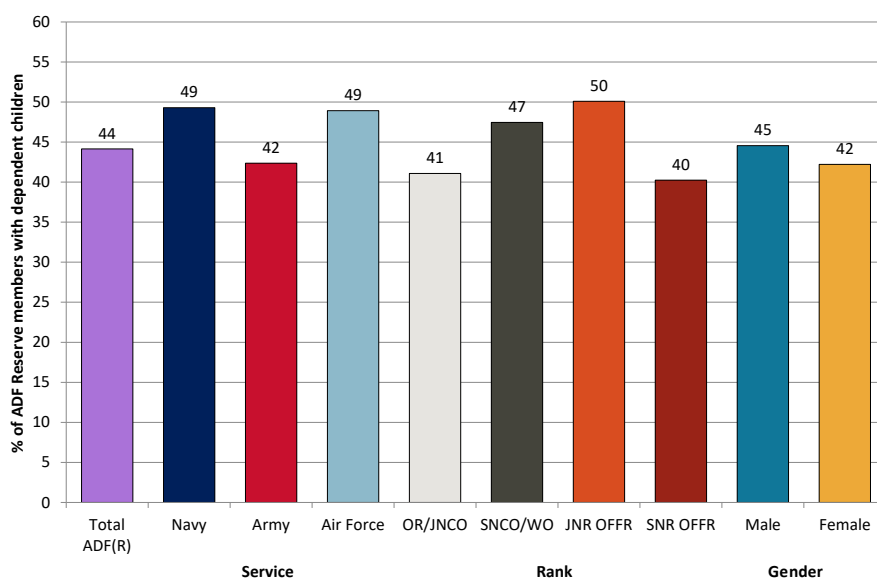
Note: - indicates a zero percent response. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: ADF Reserve members with an employed spouse/partner (N=10,139)

Children of Reserve ADF members

For the purpose of the 2019 Defence Census, a dependent child was defined as a member's own child (including an adopted child, stepchild, child of their partner (including de facto relationships), ex-nuptial child, foster-child or ward) who was financially dependent on them, and who is aged 21 or less; or is a full-time student aged 25 years or less; or has a disability/infirmity. Overall, 44% of ADF(R) members had at least one dependent child at the time of the 2019 Defence Census. Army members (42%) were less likely than those in Navy or Air Force (both 49%) to have dependent children. Junior Officers (50%) and SNCO/WO members (47%) were more likely to have dependent children than were OR/JNCO members (41%) or Senior Officers (40%). Males were somewhat more likely to have dependent children than were females (45% and 42% respectively), as shown in Figure 19 below.

Figure 19: Dependent children in ADF(R) by Service, Rank and Gender



Source: Defence Census 2019

Base: Total ADF Reserve members N=17,328; Navy N=1,626, Army N=12,706, Air Force N=2,996; OR/JNCO N=9,088, SNCO/WO N=3,030, JNR OFFR N=3,884, SNR OFFR N=1,326; Males N=14,281, Females N=2,985.

Among ADF(R) members with dependent children (N=7,651), 6% were sole parents. There was no notable difference between the Services or rank bands in this regard. However, females were substantially more likely than males to be sole parents (16% and 4% respectively).

Dependants with special needs

For the 2019 Defence Census, a dependant with special needs was someone who had been formally diagnosed by a specialist as having one or more special needs. A dependant with special needs could include a member's spouse/partner, child(ren) or other dependants living them.

Overall, 9% of ADF(R) members had one or more dependants with special needs. This included 8% with a child or children with special needs, 3% with a spouse/partner with special needs and 2% with other dependants with special needs. There was no notable difference between the Services in terms of the presence or types of dependants with special needs.

Among those with dependants with special needs, the most common forms of special need diagnosed were a medical condition, illness or disability (36%), autism (34%) and/or social, emotional or behavioural special needs (26%). Navy members (47%) were the most likely to have one or more dependants with a medical condition, illness or disability, compared with 42% amongst Air Force and 33% among Army members.

Defence APS Employees

Previous Defence Experience and current Reserve Service

In the 2019 Census, 38% of Defence APS employees had some form of previous Defence or Defence-related experience – 21% had previous Permanent ADF experience in the Army (9%), Air Force (8%) or Navy (5%). Ten percent had previous ADF Reserve experience in the Army Reserve (6%), Air Force Reserve (2%) or Naval Reserve 2%. A further 19% had previously had some other form of Defence-related employment, including previous employment with Defence APS, Foreign Armed Services, Australian Defence Industries (ADI) or Defence Housing Australia (DHA).

Male APS personnel were nearly three times as likely as females to have had previous Permanent ADF experience (30% for males compared with 11% for females) or previous ADF Reserve experience (14% for males compared with 5% for females).

Previous Cadet and Gap Year Experience

Overall, 6% of Defence APS employees had participated in a Defence sponsored program or cadet organisation (either previously or currently), with 2% each being involved with Australian Air Force Cadets or Air Training Corps, or the Australian Army Cadets, as shown in Table 28. SES 1-3 level employees were considerably more likely than all other Defence APS employees to have participated in cadet organisations prior to joining the Defence APS (6% with Australian Air Force Cadets or Air Training Corps, and 4% with Australian Army Cadets). Those classified as APS TR-4 were more likely than others to have had involvement with Indigenous Entry Programs (3%). The vast majority (78%) of Defence APS employees had not participated in a Defence program and 15% did not provide a response to the question. Males (9%) were around twice as likely as females (4%) to have participated in a Defence program or cadet organisation prior to joining the Defence APS.

Table 28: Participation in Defence programs or Cadet organisations in Defence APS by Classification

Defence programs	Total Defence APS %	APS TR-4 %	APS 5-6 %	EL 1-2 %	SES 1-3 %
<i>N</i>	16,862	4,169	7,627	4,764	302
Australian Army Cadets	2	1	2	3	4
Australian Air Force Cadets or Air Training Corps	2	1	2	2	6
Australian Naval Cadets	1	1	1	*	-
Defence Work Experience Program	1	1	1	1	-
Indigenous Entry Programs	1	3	1	*	-
SERVOP G (ADF Gap Year)	*	*	*	-	-
<i>TOTAL any program</i>	6	7	6	6	10
None of the above	78	75	78	81	81
No response provided	15	18	15	13	9

Source: Defence Census 2019

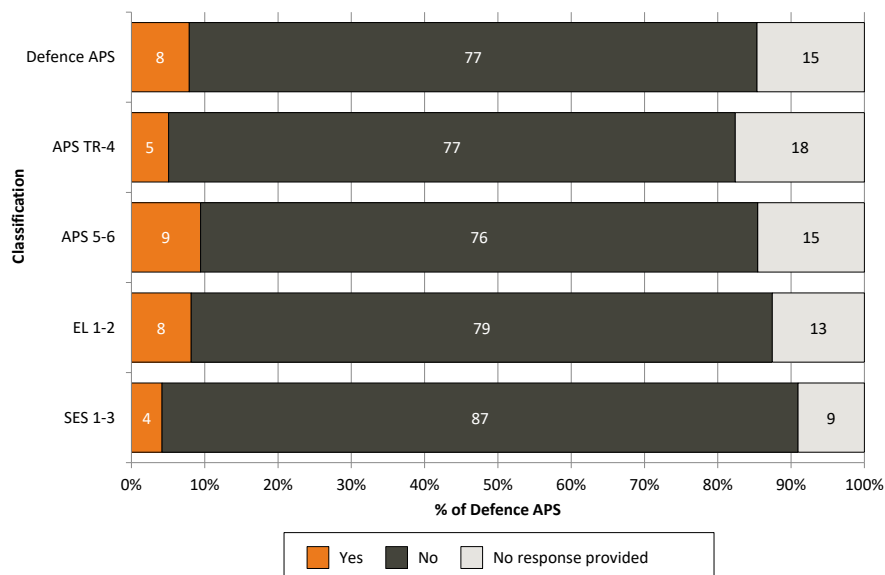
Note: Multiple responses permitted. Column totals may add to greater than 100%. - indicates a zero percent response. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Total Defence APS employees

Current Reserve Service

In total, 8% of Defence APS employees were members of the ADF Reserve at the time of the 2019 Defence Census. This was higher amongst APS 5-6 (9%), and EL1-2 (8%) level employees than those classified as APS TR-4 (5%) or SES 1-3 (4%), as shown below in Figure 20.

Figure 20: Reserve membership of Defence APS employees by Classification



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Defence APS employees N=16,862: APS TR-4 N=4,169, APS 5-6 N=7,627, EL 1-2 N=4,764, SES 1-3 N=302

Of those currently in the ADF(R) (N=1,332), just under half (49%) were members of the Army, 28% were Air Force members and 22% were members of the Naval Reserve.

Work Life Balance

Generally, Defence APS employees worked 39 hours per week; 61% worked 31-40 hours per week while 16% worked 41-50 hours per week. There was a correlation between the median number of hours usually worked and employees' classification, with:

- SES 1-3 employees working a median of 50 hours per week;
- EL 1-2 employees working 40 hours per week;
- APS 5-6 working 38 hours per week; and
- APS TR-4 working a median of 38 hours per week.

Generally, male and female Defence APS employees worked similar hours, although the distribution was slightly skewed towards higher hours for males with a median of 40 hours per week, and females working a median of 38 hours per week.

Overall, around half of Defence APS employees (51%) spent at least one night away from home on APS duty in the 12 months prior to the 2019 Defence Census, spending a median of 4 nights away from home. Almost a third (31%) of Defence APS employees did not spend any nights away from home on APS duty over this time. Nights away from home on APS duty was closely aligned with classification: as classification increased so too did nights away from home. APS 5-6 employees spent a median of 3 nights away from home, EL 1-2 employees spent a median of 10 nights away from home, while SES 1-3 employees spent a median of 15 nights away. On average, males spent a median of 5 nights away from home on APS duty compared with 2 nights for females.

Across Defence APS, 61% of employees indicated that they were using flexible working arrangements at the time of the 2019 Defence Census, including changes to their work location, work hours or pattern of work (see Table 29). Analysis by classification revealed that APS 5-6 and APS TR-4 employees (67% and 61% respectively) were more likely than EL 1-2 (55%) and SES 1-3 employees (40%) to be using flexible working arrangements. Females (63%) were marginally more likely than males (61%) to be using flexible working arrangements.

Table 29: Use of flexible working arrangements amongst Defence APS by Classification

Use of flexible working arrangements	Total Defence APS	APS TR-4	APS 5-6	EL 1-2	SES 1-3
	%	%	%	%	%
<i>N</i>	16,862	4,169	7,627	4,764	302
Yes	61	61	67	55	40
No	32	31	26	39	54
No response provided	7	8	7	6	6
TOTAL	100	100	100	100	100

Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Defence APS employees

Most commonly, Defence APS employees who were using flexible working arrangements (N=10,350) were using one or more of the following:

- Flexible work hours (74%);
- Working away from the office/working from home (32%);
- Purchasing additional leave (13%); and/or
- Working part time (9%).

Of those using flexible working arrangements, almost half of EL1-2 employees were using home located work (49%), compared with 31% of APS 5-6 and 14% of APS TR-4 employees. Females were more than four times more likely than males to be working part time (17% compared with 3%), and were more likely to be purchasing additional leave (16% and 11% respectively).

Across all classifications, the main reasons for using a flexible working arrangement nominated by those using flexible working arrangements (N=10,350) were to assist with caring for children (25%) and to meet other/general personal aspirations, responsibilities and obligations (24%). A very high 41% of respondents did not provide an answer to this question⁷.

Females were more likely than males to use a flexible working arrangement to assist with caring for children (28% of females compared with 22% of males), while males were more likely than females to use an FWA to meet other/general personal aspirations, responsibilities and obligations (27% of males compared with 21% of females).

⁷ The high non response rate for reasons for applying for flexible working arrangements is likely due to questionnaire design, and the fact that this question was asked of respondents in a different part of the online survey to the question on whether they were currently using an FWA.

Education and training

Amongst Defence APS employees, most (79%) had completed a post-school qualification. The highest level of education completed was most likely to be a Bachelor degree (22%), while 14% had achieved a Master's degree, and 13% a Vocational qualification or Associate diploma. SES 1-3 and EL 1-2 employees were most likely to hold Master's degrees (46% and 27% respectively). APS TR-4 had the greatest proportion of employees whose highest completed educational qualification was secondary school (39%). Males were more likely than females to have a post-school qualification (84% compared with 73%) and were particularly more likely to have a Master's degree (16% of males and 11% of females) or Doctorate (7% of males and 2% of females).

STEM Education

In the 2019 Defence Census, additional questions were included to ascertain whether Defence APS employees had any qualifications in STEM (Science, Technology, Engineering and Mathematics) related subjects at any level, not just their highest level of completed education. A little under half of Defence APS employees with a post-school education (N=13,369) indicated that they had some form of STEM education (48%). This was slightly higher for EL 1-2 employees (54%) than APS 5-6 (48%), SES 1-3 (42%) and APS TR-4 employees (37%). Males (63%) were significantly more likely to have any STEM related qualifications than females (25%).

Most commonly STEM qualifications were a Bachelor Degree level (32%), or Postgraduate Award (26%). One in five (20%) Defence APS employees with a STEM qualification indicated it was at a Diploma/Advanced Diploma level, while 17% held a Trade/Vocational Certificate (Cert I - IV) STEM related qualification. Higher classifications were more likely to have a Postgraduate STEM Award (56% for SES 1-3 and 40% for EL 1-2). APS TR-4 were most likely to have a STEM Bachelor Degree (34%), and APS 5-6 were similarly likely to have a STEM qualification at the Bachelor Degree (25%), Diploma/Advanced Diploma (24%) or Trade/Vocational Certificate (23%) level, as shown in Table 30 below.

Table 30: Level of STEM qualifications of Defence APS by Classification

Level of STEM qualification	Total Defence APS with STEM qualifications	APS TR-4	APS 5-6	EL 1-2	SES 1-3
	%	%	%	%	%
<i>N</i>	6,377	921	2,928	2,407	122
Trade/Vocational Certificate (Cert I-IV)	17	24	23	9	3
Diploma/Advanced Diploma	20	15	24	17	22
Bachelor Degree (incl. with Honours)	32	34	25	38	35
Postgraduate Award	26	12	16	40	56
No response provided	27	28	31	24	18

Source: Defence Census 2019

Note: Multiple responses permitted. Column totals may add to greater than 100%

Base: Total Defence APS employees with STEM qualifications (N=6,377)

Of those with any STEM qualifications (38% of all Defence APS employees; N=6,377), the most common subject studied was Engineering and Related Technologies (56%), followed by Information Technology (including Cyber) (22%) and Natural and Physical Sciences (17%), with proportions relatively consistent across Classification. Males (64%) were more than twice as likely as females (26%) to have studied Engineering and Related Technologies. Females were more likely to have studied Natural and Physical Sciences (26%) or Medicine (19%) than were males (15% and 3% respectively).

Four percent of Defence APS employees were studying for a STEM related qualification at the time of the 2019 Defence Census.

Partners of Defence APS Employees

Of those Defence APS employees who had a spouse/partner (N=10,693), 82% indicated their partner was working. The 17% who were not employed included 3% who were not employed and seeking work, 7% were not seeking work and 7% were retired.

Overall, 21% of Defence APS employees with an employed spouse/partner (N=8,792) indicated their partner was employed by Defence – 6% had a partner in the ADF(P), less than 0.5% had a partner in the ADF(R) and 14% had a partner who was also employed by Defence APS. Those employees with an SES 1-3 classification (22%) were most likely to have a partner who was also a Defence APS employee. A little under half (48%) indicated that their partner worked for an *other* (i.e. not Government of Defence related) employer, as shown in Table 31 below.

Table 31: Defence APS partners' main employer by Classification

Partner main employer	Total Defence APS with employed partner	APS TR-4	APS 5-6	EL 1-2	SES 1-3
	%	%	%	%	%
N	8,792	1,665	4,110	2,829	188
Permanent Force	6	9	7	4	3
Reserve Force	*	1	*	*	1
Department of Defence (APS)	14	11	14	17	22
<i>TOTAL ADF + Defence APS</i>	<i>21</i>	<i>21</i>	<i>21</i>	<i>21</i>	<i>26</i>
Government (non-Defence) (including Commonwealth, State and Local Government)	28	22	26	33	34
Defence Related Employer	3	3	3	3	2
Other employer, including self-employed	48	53	50	43	37
No response provided	1	1	1	1	-
TOTAL	100	100	100	100	100

Source: Defence Census 2019

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

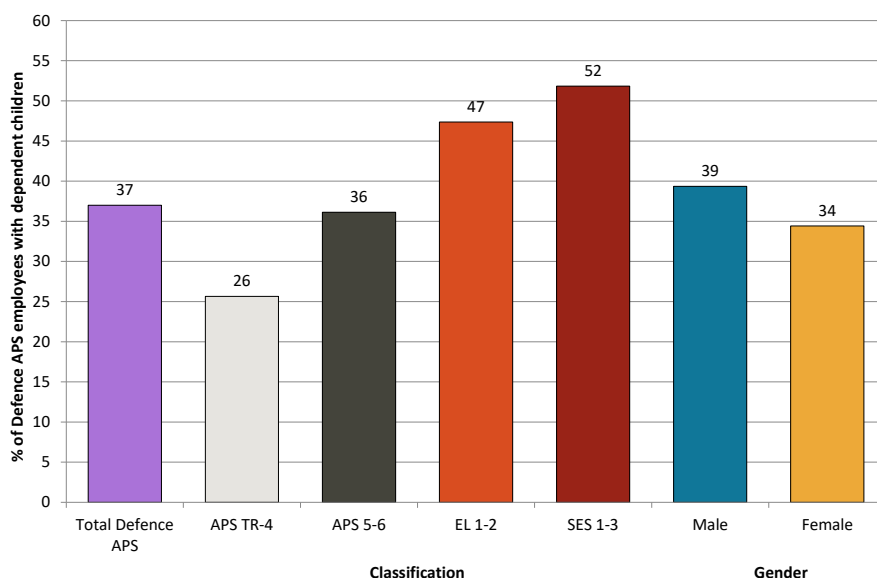
Base: Defence APS employees with an employed spouse/partner (N=8,792)



Children of Defence APS Employees

In 2019, 37% of Defence APS employees had at least one dependent child living with them, down from 47% in 2015 and 46% in 2011⁸. A little under half (46%) did not have any dependent children and 17% did not provide a response to the question. Male Defence APS employees (39%) were more likely than females (34%) to have dependent children living with them, as shown in Figure 21 below.

Figure 21: Dependent children amongst Defence APS by Classification and Gender



Source: Defence Census 2019

Note: Values may not sum to totals due to rounding

Base: Total Defence APS employees N=16,862; APS TR-4 N=4,169, APS 5-6 N=7,627, EL 1-2 N=4,764, SES 1-3 N=302; Males N=9,164, Females N=7,228

Among Defence APS employees with dependent children (N=6,239), 9% indicated that they were sole parents. Those classified as APS TR-4 (17%) were more likely than employees of all other classifications to be sole parents. Female Defence APS employees with dependent children living with them (16%) were three times more likely than males (5%) to be sole parents.

Childcare

Overall, 43% of Defence APS employees with dependent children living with them (N=6,239) required childcare for their child(ren); 39% were currently using childcare while 4% required childcare but were not currently using it or it was not available. Fifty seven percent of those with dependent children living with them did not require childcare. Analysis by classification showed EL 1-2 and APS 5-6 employees (44% and 43% respectively) were more likely to require childcare than APS TR-4 or SES 1-3 employees (41% and 38% respectively).

Females with dependent children living with them were noticeably more likely than males in the same situation to require childcare (50% of females compared with 38% of males) and were more likely to be currently using it (46% of females compared with 33% of males).

⁸ The decline may be partly attributable to the fact that whilst the 2015 questionnaire had asked whether employees had dependent children, the 2019 questionnaire more specifically asked employees whether they had dependent children who lived with them.

Those Defence APS employees with dependent children living with them who required childcare for their child(ren) (N = 2,665) were asked a series of questions in relation to the childcare they used. The most commonly utilised forms of childcare were:

- Spouse/partner (47%);
- After-school care (41%);
- Unpaid care provided by a relative or friend (38%);
- Childcare centres (35%);
- Vacation care (28%); and
- Before-school care (22%).

Two percent of APS employees said they had no regular childcare and 1% said childcare was not available to them for at least one of their children. Males with dependent children living with them and requiring childcare were noticeably more likely than females in the same situation to have a spouse/partner providing childcare (56% of males compared with 38% of females).

A majority (62%) of Defence APS employees requiring childcare for their dependent children who lived with them (N=2,665) indicated that their current childcare arrangements fully met their needs, as shown in Table 32. Around one third (34%) said their childcare needs were partially met, and 3% said their childcare needs were not met at all. The proportion of employees whose childcare needs are not fully met continues to rise; 37% in 2019, up from 31% in 2015 and 28% in 2011⁹.

Table 32: How well childcare needs are met for Defence APS by Classification and Gender

How well childcare needs are met	Total Defence APS with dependent children requiring childcare	APS TR-4	APS 5-6	EL 1-2	SES 1-3	Male	Female	2015 TOTAL APS
	%	%	%	%	%	%	%	%
<i>N</i>	2,665	437	1,172	996	59 [^]	1,359	1,240	3,090
Fully	62	63	64	60	[^]	62	63	67
Partially	34	33	33	37	[^]	34	34	30
Not at all	3	4	2	2	[^]	3	2	1
<i>TOTAL childcare needs not fully met</i>	<i>37</i>	<i>37</i>	<i>35</i>	<i>39</i>	<i>[^]</i>	<i>37</i>	<i>36</i>	<i>31</i>
No response provided	1	*	1	1	[^]	1	1	1
TOTAL	100	100	100	100	100	100	100	100

Source: Defence Census 2019

Note: [^] indicates small sample sizes (N<50), results have been suppressed. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Base: Defence APS employees with dependent children living with them who require childcare (N=2,665)

⁹ Note that in the 2019 Defence Census, the question on how well childcare arrangements met needs was asked of all who required childcare or care arrangements for their dependent children who lived with them (N=2,665). This differed from the 2015 Defence Census, where this question was asked of those who were using childcare or care arrangements for their dependent children who lived with them for more than 90 nights per year (N=3,090).

Those whose childcare needs were not fully met (N = 986) were asked why their childcare arrangements did not fully meet their needs. The most commonly given reasons were that:

- Childcare was not affordable (51%);
- Salary packaging for childcare was not available (22%);
- Childcare services were not open late enough (18%);
- Childcare services were not open early enough (17%); and
- Childcare was not available for vacation periods (17%).

Affordability of childcare services was more likely to be an issue for APS 5-6 level employees (56%) than APS TR-4 (49%) or EL 1-2 (48%) level employees.



Dependants with special needs

For the 2019 Defence Census, a dependant with special needs was someone who had been formally diagnosed by a specialist as having one or more special needs. A dependant with special needs could include a spouse/partner, child(ren) or other dependants living with a Defence APS employee. In total, 9% of Defence APS employees had dependants with special needs living with them at the time of the 2019 Defence Census. Most commonly, their dependants with special needs were children (6%), followed by spouse/partner (3%) and/or other dependants (1%). A slightly higher proportion of SES 1-3 level employees (11%) had one or more dependants with special needs living with them than did EL 1-2 (10%), APS 5-6 (9%) and APS TR-4 level employees (7%). The vast majority (73%) of Defence APS employees did not have any dependants with special needs living with them and 18% did not provide a response to the question.

Of those employees who had dependants with special needs living with them (N=1,489), the most common types of special needs diagnosed were:

- A medical condition, illness or disability (45%)
- Social, emotional or behavioural needs (31%);
- Autism (26%);
- A specific learning difficulty (19%);
- Physical (17%);
- Intellectual (15%); or
- Sensory (15%).

Conclusion

In April and May 2019, 53,505 Australian Defence Organisation (ADO) personnel, comprising ADF Permanent and Reserve members and Defence APS employees, voluntarily participated in the eighth Defence Census to be held since 1991. Census forms were distributed to over 92,000 ADO personnel serving both nationally and worldwide. Defence appreciates the effort and time taken by those personnel to contribute to this very important research. The findings of the 2019 Defence Census are already being used to support the development of current and future personnel policies and conditions. The research data is also used to support the development of social and family infrastructure in areas where ADO personnel are employed, both now and into the future.

This report outlines the demographic attributes of the Defence workforce as they were in 2019. The results reflect a snapshot of the composition of the Defence workforce confirming the effect of policy, tempo and change in Australian society and how it has impacted the Defence workforce. This is more evident in the increase in females across the ADF, people identifying as Aboriginal or Torres Strait Islander and the increase in people from culturally and linguistically diverse backgrounds. The Census shows that while the Defence workforce is ageing, based on higher proportions in older age bands, the median ages of the workforce are largely unchanged reflecting the younger ages of new entrants. The provision of new information on STEM qualifications and their use by the Defence workforce is important for planning and setting policies for Defence's development of this workforce capability. While the proportion of members of the Defence workforce with partners was steady there was an increase in the partners of Permanent ADF members who were working.

The Defence Census demonstrates the tempo of ADF service with a high proportion of Permanent ADF members having been operationally deployed, almost a quarter in the 12 months preceding the Census.

Requests for further information from the 2019 Defence Census should be directed to the Manager Defence Census at defence.census@defence.gov.au.



Glossary

TERM	EXPLANATION
ADF	Australian Defence Force
ADF(P)	Permanent Force - refers to Permanent ADF members (SERCAT 7 and 6)
ADF(R)	Reserve Force - refers to ADF Reserve members (SERCAT 5, 4, 3)
APS	Australian Public Service
Defence APS	Civilian personnel of the Department of Defence employed under the Public Service Act 1999
LIA	Living-in Accommodation
SERCAT	Service Category, part of the ADF Total Workforce System. SERCATs group members together, according to their approved service arrangements, conditions of service and obligation to serve.
SERVOP C (CFTS)	SERVOP C (Continuous Full-Time Service). Defence service rendered by Reserve members contracted to the ADF(P) performing Permanent duties for a specified time whilst remaining members of the ADF Reserve.
STEM	Science, Technology, Engineering and Mathematics
ADF Rank Levels	
REC	Recruit
APP	Apprentice
TRA	Trainee
SMN/PTE/AC/W	Seaman/Private/Aircraftman/Aircraftwoman
AB/PTE(P)/LAC/W	Able Seaman/Private (Proficient)/Leading Aircraftman/Aircraftwoman
LCPL	Lance Corporal
LS/CPL	Leading Seaman/Corporal
PO/SGT	Petty Officer/Sergeant
SSGT	Staff Sergeant
CPO/WO2/FSGT	Chief Petty Officer/Warrant Officer Class 2/Flight Sergeant
WOWO1/WOFF	Warrant Officer/Warrant Officer Class 1/Warrant Officer
MIDN/SCDT/OC DT	Midshipman/Staff Cadet/Officer Cadet
ASLT/2LT/PLTOFF	Acting Sub Lieutenant/2nd Lieutenant/Pilot Officer
SBLT/LT/FLGOFF	Sub Lieutenant/Lieutenant/Flying Officer
LEUT/CAPT/FLT LT	Lieutenant/Captain/Flight Lieutenant
LCDR/MAJ/SQNLDR	Lieutenant Commander/Major/Squadron Leader
CMDR/LTCOL/WGCDR	Commander/Lieutenant Colonel/Wing Commander
CAPT/COL/GPCAPT	Captain/Colonel/Group Captain
CDRE/BRIG/AIRCDRE	Commodore/Brigadier/Air Commodore
ADF Rank Bands (for Census reporting purposes)	
OR/JNCO	Other Ranks/Junior Non-Commissioned Officer - includes SMN/PTE/AC/W, AB/LCPL/LAC/W, LS/CPL
SNCO/WO	Senior Non-Commissioned Officer/Warrant Officer - includes PO/SGT/SSGT, CPO/WO2/FSGT, WOWO1/WOFF

TERM	EXPLANATION
JNR OFFR	Junior Officer - includes MIDN/SCDT/OCDDT/OFFCDT, ASLT/2LT/PLTOFF, SBLT/LT/FLGOFF, LEUT/CAPT/FLTLT, LCDR/MAJ/SQNLDR
SNR OFFR	Senior Officer - includes CMDR/LTCOL/WGCDR, CAPT/COL/GPCAPT, CDRE/BRIG/AIRCDRE and above
APS Classification Groups (for Census reporting purposes)	
APS TR-4	Trainee/Graduate/APS 1-4 Level (APS Classification Band includes Trainee/Apprentice, Graduate APS (including Cadets), APS Levels 1-4 (or equivalent, including comparable Science and Technology classifications 1-2))
APS 5-6	APS Levels 5-6 (APS Classification Band includes APS Levels 5-6 (or equivalent, including comparable Science and Technology classifications 3-4))
EL 1-2	Executive Levels 1-2 (APS Classification Band includes Executive Levels 1-2 (or equivalent, including comparable Science and Technology classifications 5-6))
SES 1-3	Senior Executive Service (APS Classification Band includes Senior Executive Service Band 1-3 (or equivalent, including comparable Science and Technology classifications 7-8))
Defence Service/Groups (for Census reporting purposes)	
Navy	Royal Australian Navy/Naval Reserve
Army	Australian Regular Army/Army Reserve
Air Force	Royal Australian Air Force/Air Force Reserve
Categorisation ADF(P)	
MWD	Members with Dependants (An ADF member who maintains a home for dependants and lives in the home with one or more of those dependants; for example: married with children; married without children; in ADF recognised interdependent partnership; single parent with a child residing with them for more than 90 nights a year)
MWD(U)	Members with Dependants (Unaccompanied) (An ADF member with dependants who elects to move on posting unaccompanied by his/her dependants who continue to reside in their current location. MWD(U) is usually elected by serving members for the purpose of maintaining geographic stability for their families)
MWOD	Members without Dependants (An ADF member without ADF-recognised dependants; for example: single; divorced without children; divorced with children living elsewhere; in interdependent partnership (includes de facto relationship) not recognised by ADF; living apart from family for personal reasons)
Flexible Working Arrangements	
FWA	Flexible Working Arrangements
ALW	Alternate located work
HLW	Home located work
ROW	Remote overseas work
VWH	Variable work hours

Demographic Profile of the Permanent Force

	Total ADF(P)	Navy	Army	Air Force
Participants in Census	38,284	8,921	19,498	9,865
Total members	58,476	14,139	29,968	14,369
Gender	%	%	%	%
Male	80	77	84	76
Female	18	21	14	23
X (Intersex/Indeterminate/Unspecified)	1	1	1	*
Prefer not to say/No response provided	1	1	1	1
Age	%	%	%	%
Under 20 years	5	6	6	3
20-29 years	41	43	46	29
30-39 years	28	27	26	34
40-49 years	17	15	15	23
50 years and over	9	9	7	11
<i>Median age</i>	<i>31</i>	<i>30</i>	<i>29</i>	<i>34</i>
No response provided/Can't say	1	1	1	*
Rank	%	%	%	%
Other Ranks/Junior Non-Commissioned Officers	56	56	61	43
Senior Non-Commissioned Officers/Warrant Officers	18	19	17	20
Junior Officers	22	20	19	31
Senior Officers	4	5	3	5
Country of birth	%	%	%	%
Australia	87	87	87	86
Overseas	13	13	13	14
No response provided	*	*	*	*
Languages first spoken	%	%	%	%
English only	91	91	91	91
English and another language	6	6	6	6
Only a language other than English	3	2	2	3
No response provided	*	*	*	*
Religion or religious group	%	%	%	%
Identifies as having a religion or belonging to a religious group	42	42	42	43
Does not identify as having a religion or belonging to a religious group	56	57	57	55
Prefer not to say/No response provided	1	2	1	1
Aboriginal and/or Torres Strait Islander	%	%	%	%
Not of Aboriginal or Torres Strait Islander origin	95	95	95	96
Aboriginal origin only	3	3	3	2
Torres Strait Islander origin only	*	1	*	*
Both Aboriginal and Torres Strait Islander origin	*	*	*	*
<i>TOTAL Aboriginal and/or Torres Strait Islander origin</i>	<i>4</i>	<i>4</i>	<i>4</i>	<i>3</i>
Prefer not to say/No response provided	1	1	1	1

	Total ADF(P)	Navy	Army	Air Force
Sexual orientation	%	%	%	%
Attracted to persons of a different sex	90	88	91	90
Attracted to persons of the same sex	4	6	3	4
Attracted to persons of the same sex and persons of a different sex	2	3	2	2
Attracted to persons of neither sex	*	*	*	*
Prefer not to say/No response provided	4	4	4	4
Transgender status	%	%	%	%
Does not identify as transgender	99	99	99	99
Identifies as transgender	1	1	1	*
Prefer not to say/No response provided	1	1	1	1
Categorisation	%	%	%	%
Member with Dependants [MWD]	49	42	47	61
Member with Dependants (Unaccompanied) [MWD(U)]	8	9	7	7
Member without Dependants [MWOD]	41	47	43	31
No response provided	2	2	3	1
Relationship status	%	%	%	%
Currently in a relationship	66	62	65	74
Not currently in a relationship	33	37	34	26
No response provided	1	1	2	*
Dependent Children	%	%	%	%
Has dependent children	38	33	36	47
Has dependent children who live with them for 90 nights or more a year	35	30	33	44
Has dependent children who live with them for less than 90 nights a year	6	6	6	6
<i>Median number of dependent children</i>	2	2	2	2
Does not have dependent children	60	65	61	52
No response provided	2	2	3	1
Previous Defence membership or employment	%	%	%	%
Previous Service with the Permanent Force	14	16	14	13
Previous Service with the Reserve Force	7	4	9	5
Other previous Defence-related employment	4	4	4	4
No previous Defence Service or employment	77	77	75	79
No response provided	3	3	3	2
Participation in Defence program or Cadet organisation	%	%	%	%
Participation in a Defence program	20	19	20	22
No previous participation in a Defence program	78	78	78	77
No response provided	2	3	3	2
Years of service	%	%	%	%
<i>Median years of ADF service in ADF (combined ADF(P) and ADF(R))</i>	8	8	7	11

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Demographic Profile of the ADF Reserve

	Total ADF(R)	Navy	Army	Air Force
Participants in Census	6,298	906	3,938	1,454
Total members	17,328	1,626	12,706	2,996
Gender	%	%	%	%
Male	82	75	85	77
Female	17	25	15	23
X (Intersex/Indeterminate/Unspecified)	*	-	*	*
Prefer not to say/No response provided	*	*	*	*
Age	%	%	%	%
Under 20 years	2	-	3	*
20-29 years	18	3	23	6
30-39 years	23	14	25	16
40-49 years	21	21	21	25
50 years and over	35	61	28	53
<i>Median age</i>	<i>43</i>	<i>53</i>	<i>39</i>	<i>50</i>
No response provided/Can't say	*	-	*	1
Rank	%	%	%	%
Other Ranks/Junior Non-Commissioned Officers	52	18	62	30
Senior Non-Commissioned Officers/Warrant Officers	17	30	14	25
Junior Officers	22	33	19	30
Senior Officers	8	19	5	15
Country of birth	%	%	%	%
Australia	83	83	83	83
Overseas	17	17	17	17
No response provided	-	-	-	-
Languages first spoken	%	%	%	%
English only	87	93	85	92
English and another language	9	5	10	6
Only a language other than English	5	2	5	3
No response provided	*	*	*	*
Religion or religious group	%	%	%	%
Identifies as having a religion or belonging to a religious group	59	61	58	61
Does not identify as having a religion or belonging to a religious group	40	39	41	38
Prefer not to say/No response provided	1	*	1	1
Aboriginal and/or Torres Strait Islander	%	%	%	%
Not of Aboriginal or Torres Strait Islander origin	96	98	96	97
Aboriginal origin only	2	1	2	1
Torres Strait Islander origin only	1	-	1	*
Both Aboriginal and Torres Strait Islander origin	*	-	*	*
<i>TOTAL Aboriginal and/or Torres Strait Islander origin</i>	<i>3</i>	<i>1</i>	<i>3</i>	<i>2</i>
Prefer not to say/No response provided	1	1	1	1

	Total ADF(R)	Navy	Army	Air Force
Sexual orientation	%	%	%	%
Attracted to persons of a different sex	90	88	90	90
Attracted to persons of the same sex	4	6	4	4
Attracted to persons of the same sex and persons of a different sex	2	1	2	2
Attracted to persons of neither sex	*	*	*	*
Prefer not to say/No response provided	4	4	4	5
Transgender status	%	%	%	%
Does not identify as transgender	99	99	99	99
Identifies as transgender	*	-	*	*
Prefer not to say/No response provided	1	1	1	1
Relationship status	%	%	%	%
Currently in a relationship	74	84	70	82
Not currently in a relationship	26	16	29	18
No response provided	*	*	*	*
Dependent Children	%	%	%	%
Has dependent children	44	49	42	49
<i>Median number of dependent children</i>	2	2	2	2
Does not have dependent children	56	50	57	51
No response provided	*	*	*	*
Previous Defence membership or employment	%	%	%	%
Previous Service with the Permanent Force	41	77	29	69
Previous Service with the Reserve Force	28	48	24	35
Other previous Defence-related employment	16	27	12	24
No previous Defence Service or employment	42	13	51	19
No response provided	2	1	2	1
Participation in Defence program or Cadet organisation	%	%	%	%
Participation in a Defence program	22	19	22	22
No previous participation in a Defence program	77	80	77	77
No response provided	1	1	1	2
Years of service	%	%	%	%
<i>Median years of ADF service in ADF (combined ADF(P) and ADF(R))</i>	14	28	10	23
<i>Median years of ADF(R) service only</i>	6	8	6	6

Note: - indicates a zero percent response. * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Demographic Profile of Defence APS Employees

	Total Defence APS
Participants in Census	8,923
Total employees	16,862
Gender	%
Male	54
Female	43
X (Intersex/Indeterminate/Unspecified)	*
Prefer not to say/No response provided	3
Age	%
Under 20 years	*
20-29 years	9
30-39 years	14
40-49 years	21
50 years and over	38
<i>Median age</i>	<i>48</i>
No response provided/Can't say	19
APS Classification Band	%
APS Trainee – APS 4	25
APS 5-6	45
EL 1-2	28
SES 1-3	2
Country of birth	%
Australia	69
Overseas	15
No response provided	16
Languages first spoken	%
English only	70
English and another language	9
Only a language other than English	5
No response provided	16
Religion or religious group	%
Identifies as having a religion or belonging to a religious group	42
Does not identify as having a religion or belonging to a religious group	39
Prefer not to say/No response provided	20
Aboriginal and/or Torres Strait Islander	%
Not of Aboriginal or Torres Strait Islander origin	81
Aboriginal origin only	2
Torres Strait Islander origin only	*
Both Aboriginal and Torres Strait Islander origin	*
<i>TOTAL Aboriginal and/or Torres Strait Islander origin</i>	<i>2</i>
Prefer not to say/No response provided	16

	Total Defence APS
Sexual orientation	%
Attracted to persons of a different sex	68
Attracted to persons of the same sex	4
Attracted to persons of the same sex and persons of a different sex	2
Attracted to persons of neither sex	*
Prefer not to say/No response provided	26
Transgender status	%
Does not identify as transgender	83
Identifies as transgender	*
Prefer not to say/No response provided	16
Relationship status	%
Currently in a relationship	63
Not currently in a relationship	20
No response provided	17
Dependent Children	%
Has dependent children	37
<i>Median number of dependent children</i>	2
Does not have dependent children	46
No response provided	17
Previous Defence membership or employment	%
Previous Service with the Permanent Force	21
Previous Service with the Reserve Force	10
Other previous Defence-related employment	19
No previous Defence Service or employment	46
No response provided	17
Participation in Defence program or Cadet organisation	%
Participation in a Defence program	6
No previous participation in a Defence program	78
No response provided	15
Years of service	%
<i>Median years of employment with Defence APS</i>	11

Note: * indicates a value between 0% and 0.5%. Values may not sum to totals due to rounding

Background to the Defence Census

The Defence Census gathers a variety of in-depth demographic, financial, educational and similar information from Defence members and their families that is not available from any other Defence or public sources of information in the one anonymous data holding.

The information obtained through the Defence Census is vital to planning, assessment and improvement of personnel services (including potential new services) for ADF members and their families, Reserve members and Defence APS employees.

Services such as education, childcare, housing and health services are under the jurisdiction of various Government and non-Government agencies. Therefore, it is important that Defence has up-to-date and authoritative information on its members when negotiating with various Government agencies and commercial providers in order to provide the right mix of services to ADF members and their families in an efficient and effective manner.

This information is also important to policy makers when evaluating the support and services that should and can be provided to Defence personnel and in developing strategies that target areas of greatest need. As these needs are subject to change over time, it is necessary for the information contained in the Census database to be updated regularly.

The first Defence Census was conducted on 12 March 1991, and involved ADF Permanent Force members only. The aim of this initial Census was to develop an authoritative and credible demographic database of the Permanent ADF workforce.

Following that first Census, the (then) Defence Force Personnel Policy Committee decided that, in order to maintain an up-to-date database, consistent with the issues covered by the 1991 Census, there was a need to conduct a similar Census at four yearly intervals. Subsequently, a Defence Census was conducted in 1995, 1999, 2003, 2007, 2011, 2015 and 2019. As with the first Census, the 1995 Census only included Permanent members of the ADF. In 1999 the scope of the Census was expanded to include members of the Reserve. The Census was further broadened in 2003 to include Defence APS employees, changing its scope towards being a full Census of all Defence personnel. That scope was retained for the four most recent Censuses conducted in 2007, 2011, 2015 and 2019.

Roy Morgan was commissioned by the Department of Defence to conduct the Census for each of the years 1995, 1999, 2003, 2007, 2011 and 2019.

Project management team

The Director General Workforce Planning was the sponsor for Defence Census 2019. The Manager Defence Census was the Project Manager responsible for the overall management of the project on a day-to-day basis and for the coordination of Defence administrative support in conjunction with Roy Morgan.

All Defence Services and Groups, through representation on the Census Administrative Working Group provided detailed direction to the Manager Defence Census on key Defence issues, and to Roy Morgan on the scope, format and content of the Census questions. The Census Administrative Working Group helped organise the distribution and collection of Census forms from within Defence locations.

Administration of the Census

Unit Census coordinators were appointed within each Defence unit/organisation and were responsible for providing advice on the number and type of Census forms (ADF(P) or ADF(R)) required, and then receiving, distributing and collecting completed forms within their unit. ADF Reserve members on SERVOP C (CFTS) received their forms at their unit. All other ADF Reserve members received a Census form at their nominated home address and, if completed by paper, returned the form directly to Roy Morgan in a reply paid envelope.

All personnel were given the opportunity to answer online and the online address and unique password for each form were displayed on the front cover of the paper Census form.

Defence APS employees took part in the Defence Census as part of the APS Employee Census 2019 conducted online in May-June 2019, with additional questions added for Defence employees.

Census target population

All Permanent and selected Reserve members of the ADF and all Defence APS employees were encouraged to participate in the Census. The Census included all personnel deployed on operations or serving overseas.

Privacy

Participation in the Defence Census 2019 was voluntary and anonymity of respondents was guaranteed. The conduct of the Census conformed to the Australian Privacy Principles contained in *the Privacy Act 1988*. Participants were asked not to identify themselves on the Census form or in any comments.

Following data transcription, all Census forms were destroyed by Roy Morgan.

Acknowledgement

The conduct of the 2019 Census was an immense and complex undertaking. Defence wishes to acknowledge the outstanding support work undertaken by the members of the Defence Census Administration Working Group, the many Census Coordinators and the Defence Primary Mail Centre staff, all of whom carried out their Census duties as an adjunct to their normal daily work. Without the assistance of those people, Defence would not have been able to conduct the Census. Defence also acknowledges the extensive work undertaken by Roy Morgan in preparing, distributing, recovering, compiling, analysing and presenting the 2019 Defence Census. The ADO looks forward to conducting the next Defence Census, currently planned to occur in 2023.

Further information

Significant further analysis of Defence Census 2019 data has been undertaken to explore key issues that have arisen from the results. Further information can be found at www.defence.gov.au/defencecensus/. Defence personnel can find directions to access additional information including Fact Sheets.

For further information contact:

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