

YouSaid - Reserves

A snapshot from the February 2017 *YourSay Reserves* survey

Thanks!

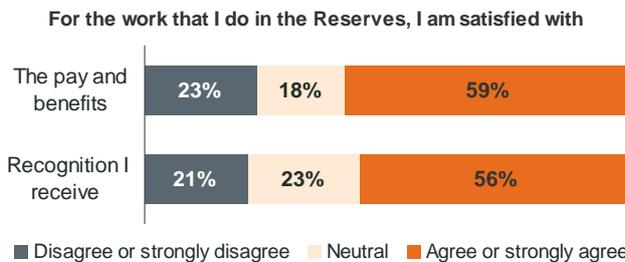
Thank you to everyone who participated in the February 2017 *YourSay Reserves* survey. A total of 7770 ADF Reserve members responded and in doing so, these participants provided comprehensive insights into the views of Reserve service which will inform workforce reform, people policies, programs and services for the benefit of all ADF members.

Pride in the ADF

The vast majority of respondents, around 90 per cent, were proud to tell others that they are a member of their Service. Three quarters also reported a strong sense of belonging to their Service, which was reflected in the top reasons for joining and staying in the reserves.

Job Engagement & Identification

At least three quarters of respondents indicated positive attitudes towards job-related survey items and these attitudes were consistent across the Services. This majority agreed or strongly agreed to liking the work they currently do (79%) and being satisfied with their ADF job (76%). Also featured was the perception that their Reserve work gave them opportunities to utilise their skills and training (79%). However, as shown below, those who agree with being satisfied with remuneration and job recognition are less frequent.



Nearly 80 per cent of respondents believe their individual role makes a contribution to the Forces and their service as a Reservist makes a wider contribution to the Defence of Australia (70%). The majority agree that whilst Defence values the work they achieve (63%), fewer perceive that Permanent Service personnel are generally supportive of Reservists (43%).

Health & Wellbeing

Over eight in ten respondents reported that their perceived level of workplace and individual morale was moderate, high, or very high. Just under half were aware of the assistance available under the Reserve Assistance Program (42%) and slightly more agreed that they were satisfied with the level of mental health support (56%).

Reasons for Joining & Staying

The drive to do something for Australia was the top reason for both joining and remaining in the Reserves. Beyond this, the top three reasons to join and stay vary according to Service.

Top 3 reasons for joining the Reserves		% of respondents
Navy	Doing something for my country	80%
	A sense of belonging to, or identification with the Navy	68%
	Opportunities to serve other than full time	64%
Army	Doing something for my country	80%
	The challenge of military training	65%
	Opportunities for self development	64%
Air Force	Doing something for my country	78%
	The nature of Reserve work	68%
	A sense of belonging to, or identification with the RAAF	68%

Top 3 reasons for staying in the Reserves		% of respondents
Navy	Serving my country	74%
	A sense of belonging to, or identification with the Navy	65%
	Opportunities to serve other than full time	63%
Army	Serving my country	73%
	A sense of belonging to, or identification with the Army	60%
	To make use of, or maintain my skills and experience	60%
Air Force	Serving my country	74%
	The nature of Reserve work	67%
	Opportunities to serve other than full time	67%

Overall, the top reasons to stay for all services appear to be more related to the altruistic desire to serve and maintain the connection with the service. The nature of Reserve work was also highly rated (4th, 60%).

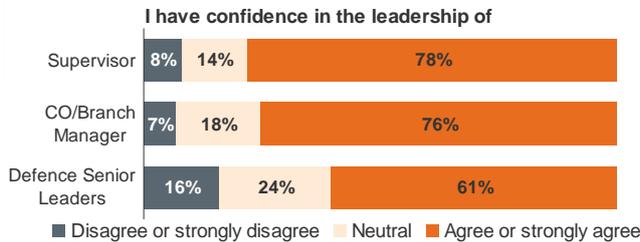
Beyond this, reasons concerned the opportunities that Reserve work offers such as skill use (5th, 60%), connection with friends and associates (6th, 55%) self-development (7th, 52%) and salary (8th, 46%).

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Leadership & Management

Most respondents agreed to having confidence in their leaders and managers.



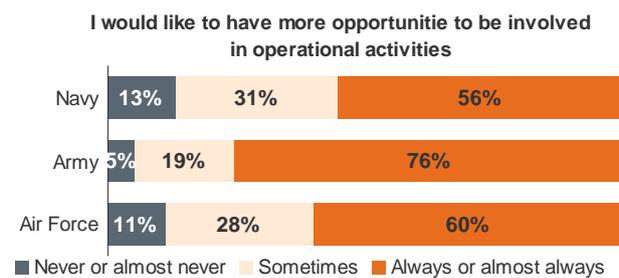
Supervisors were perceived positively as many respondents agreed to having a good supervisor (74%), whom they trust (75%), and who provides satisfactory leadership (78%).

Alternatively, only half of the respondents agreed that Defence Senior Leaders make effective strategic decisions for Defence (51%), achieve good outcomes (52%), and are held accountable for their actions (53%). Communication may be problematic as few believe that communication between Defence Senior Leaders and other members is effective (39%) or that Senior Leaders are interested in their views (46%).

Career & Operational Service

Over one third of Navy and Air Force respondents did not believe that their career development in the Reserves had been good, though Army respondents were slightly less likely to report the same (27%).

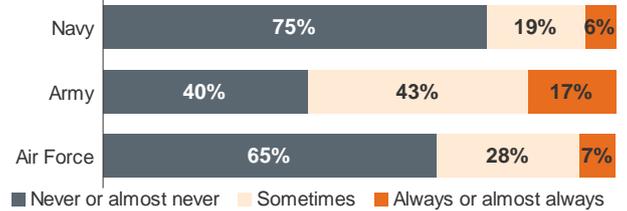
On average 68 per cent wished for more opportunities to be involved in operational activities; however this figure was significantly more for Army Reservists.



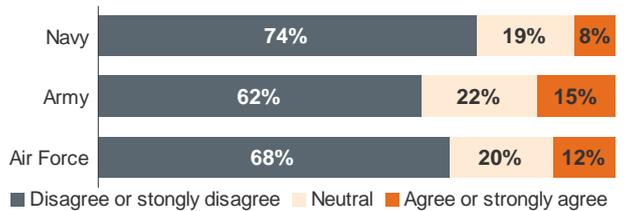
Nearly 13 per cent of all respondents had been deployed within the last 2 years, and 83 per cent of these agreed that they were well prepared for their most recent deployment. For three-quarters of respondents, deployments also had a largely positive impact on their intention to continue serving.

Army respondents however were more likely to report that their Reserve service interfered with other work commitments, and agree that they are expected to contribute an unrealistic amount of time to their Reserve job.

How often do your Reserve commitments interfere with your civilian work commitments?



I am expected to contribute an unrealistic amount of time to my Reserve job.



Interestingly, there was no difference between each Service with regard to balancing Reserve work, other work and life aspects. Indeed, most reported being satisfied in their ability to do so (70%).

Sample Summary

The sample comprised of 59% Army, 22% Navy, and 19% Air Force. Of those who indicated their Service Spectrum, 51% were SERCAT 5, 4% SERCAT 4, 22% SERCAT 3, and 23% SERCAT 2. Over 1,500 responded that they did not know their Service Category indicating more individual communication about the application of the Total Workforce Model is required.

About the YourSay Reserves survey

The purpose of YourSay surveys is to apply the science of research to the Defence workforce and provide strategic insight into people capability.

The YourSay Reserves survey is Defence's primary organisational climate survey tailored for the administration to all Reserve personnel on an annual basis. The results are used to inform a variety of initiatives, including for example, Project Suakin.

Want to know more?

A sample of our research products and more information about *YourSay* is available from the Directorate of People Intelligence & Research intranet site (<http://drnet.defence.gov.au/People/WP/People-Intelligence-and-Research/pages/People-Intelligence-and-Research.aspx>) or contact the YourSay research team at Your.Say@defence.gov.au.

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