

Appendix F

Chapter 4: The ADF Workforce Pipeline: Women's representation and critical issues – Section 4.1 Representation

Enlistee separation rates by gender, financial year

The Review has calculated that separation rates for recruits are higher for women than men, and this is most noticeable in Army than the other Services. For the period of financial years 2004/05 to 2010/11, recruit separation rates by gender are:

- Army – women 17.8%, men 13.1%
- Navy – women 16.4%, men 14.5%
- Air Force – women 12.2%, men 11.2%.

These conversion rates are calculated from annual ab initio enlistment and 12 month rolling separation figures provided to the Review by the Workforce Planning Branch.⁴³

12 month rolling separations (for rank E00) are taken from 1 July at the beginning of the next financial year and enlistee figures are taken for the entire financial year.

As per the Directorate of Workforce Planning's advice, the Review acknowledges that the definition of Recruits has changed over time, and so the charts below use the Directorate of Workforce Planning's category of E00 for Recruits across each Service.

Army				
	Financial year	Enlistees	Separations from E00	Separation rate from E00
Male	2010/11	1807	265	14.7%
Female	2010/11	184	27	14.7%
Male	2009/10	2482	246	9.9%
Female	2009/10	210	36	17.1%
Male	2008/09	2719	341	12.5%
Female	2008/09	193	41	21.2%
Male	2007/08	2689	316	11.8%
Female	2007/08	207	23	11.1%
Male	2006/07	2154	293	13.6%
Female	2006/07	131	19	14.5%
Male	2005/06	1979	254	12.8%
Female	2005/06	144	17	11.8%
Male	2004/05	1876	349	18.6%

Army				
	Financial year	Enlistees	Separations from E00	Separation rate from E00
Female	2004/05	142	52	36.6%
Total Male	2004/05- 2010/11	15706	2064	13.1%
Total Female	2004/05- 2010/11	1211	215	17.8%

Navy				
	Financial year	Enlistees	Separations from E00	Separation rate from E00
Male	2010/11	835	103	12.3%
Female	2010/11	200	37	18.6%
Male	2009/10	1081	173	16.0%
Female	2009/10	268	52	19.4%
Male	2008/09	931	147	15.8%
Female	2008/09	237	51	21.5%
Male	2007/08	1001	120	12.0%
Female	2007/08	316	31	9.8%
Male	2006/07	973	102	10.5%
Female	2006/07	279	31	11.1%
Male	2005/06	764	128	16.8%
Female	2005/06	215	29	13.5%
Male	2004/05	786	153	19.5%
Female	2004/05	176	47	26.7%
Total Male	2004/05- 2010/11	6371	926	14.5%
Total Female	2004/05- 2010/11	1691	278	16.4%

Air Force				
	Financial year	Enlistees	Separations from E00	Separation rate from E00
Male	2010/11	467	54	11.6%
Female	2010/11	113	12	10.6%
Male	2009/10	593	65	11.0%
Female	2009/10	152	20	13.2%
Male	2008/09	617	71	11.5%
Female	2008/09	152	20	13.2%
Male	2007/08	670	72	10.7%
Female	2007/08	170	25	14.7%
Male	2006/07	603	81	13.4%
Female	2006/07	133	16	12.0%
Male	2005/06	610	58	9.5%
Female	2005/06	136	10	7.4%
Male	2004/05	377	41	10.9%
Female	2004/05	90	12	13.3%
Total Male	2004/05- 2010/11	3937	442	11.2%
Total Female	2004/05- 2010/11	946	115	12.2%

