

To:

s33(a)(iii), s47E(d)

[Redacted content]

s33(a)(iii), s47E(d)

[Redacted]

s33(a)(iii), s47E(d)

[Redacted content]

**Info:**

**Originator:** DFAT CANBERRA

**MRN:** s47E(d)

**MI:** s47E(d)

**DTG:** 310905Z MAY 24

**Precedence:** ROUTINE

**Classification:** CONFIDENTIAL

**Special  
Handling:**

**Privacy  
Markings:**

**Title:** ADF Recruitment policy: expanded eligibility for Australian perm

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SUBJ:ADF Recruitment policy: expanded eligibility for Australian perm  
ODIN TYPE: s47E(d)  
MRN: s47E(d)

LONG TITLE: ADF Recruitment policy: expanded eligibility for  
Australian permanent residents

START OF SUMMARY

The Australian Government has endorsed two initiatives to allow more people to join the Australian Defence Force. Firstly, Defence will streamline the existing Overseas Lateral Recruitment Scheme which allows the ADF to fill capability shortfalls by recruiting skilled military overseas applicants. Secondly, Defence will expand recruitment to eligible permanent residents living in Australia. These changes are expected to be announced shortly. If and how these changes are briefed to international partners is at Posts' discretion. Talking points are attached to support engagement/briefing.

END OF SUMMARY

To streamline the Overseas Lateral Recruitment Scheme, Defence is working with the Department of Home Affairs to enhance flexibility under the Labour Agreement and explore opportunities to reduce visa-processing timeframes. This includes implementation of an accelerated visa process for candidates critical to capability.

2. Permanent residents will be eligible to apply to join the ADF if they have been living in Australia for the last 12 months, and they have not undertaken foreign military service in the previous two years. There will be a phased approach to eligibility, with New Zealanders eligible to apply to join from 1 July 2024. Permanent residents from the United States, United Kingdom and Canada ? as well as others with a checkable background that meets security requirements ? will be eligible from 1 January 2025. If successful in joining the ADF, recruits will be eligible ? and required ? to apply for citizenship on completion of 90 days of Defence service.

3. The Deputy Prime Minister and Minister for Defence Personnel are expected to announce these changes to ADF recruitment policy shortly. CDF has written to Five Eyes counterparts advising of the change to eligibility criteria for permanent residents. Talking



points to support any engagement/queries for all partners are attached.

FROM:  
CHCH/Defence/<sup>s47E(d)</sup>

TOPICS:  
\* INTERNATIONAL SECURITY/Defence Policy

# UNCLASSIFIED

Page 1 of 2 <sup>s47E(d)</sup>

**To:** DFAT SMTP CABLES  
s33(a)(iii), s47E(d)  
CAT A ATLANTIS

**Info:**

**Originator:** DFAT CANBERRA

**DTG:** 041933Z JUN 24

**MRN:** s47E(d)

**Precedence:** ROUTINE

**MI:** s47E(d)

**Classification:** UNCLASSIFIED

**Special  
Handling:**

**Privacy  
Markings:**

**Title:** ADF recruitment policy: expanded eligibility for Australian perm

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SUBJ:ADF recruitment policy: expanded eligibility for Australian perm  
ODIN TYPE: s47E(d)  
MRN: s47E(d)

LONG TITLE: ADF recruitment policy: expanded eligibility for  
Australian permanent residents

START OF SUMMARY

On 4 June, the Australian Government announced two initiatives to allow more people to join the Australian Defence Force. Firstly, Defence will streamline the existing Overseas Lateral Recruitment Scheme which allows the ADF to fill capability shortfalls by recruiting skilled military overseas applicants. Secondly, Defence will expand recruitment through a phased approach to eligible permanent residents living in Australia, commencing with New Zealanders from July 2024 and opening further to permanent residents from the UK, US and Canada from January 2025. Briefing to international partners is at Posts? discretion.

END OF SUMMARY

To streamline the Overseas Lateral Recruitment Scheme, Defence is working with the Department of Home Affairs to enhance flexibility under the Labour Agreement and identify opportunities to reduce visa-processing timeframes. This includes implementation of an accelerated visa process for candidates critical to capability.

2. Permanent residents will be eligible to apply to join the

Page 1 of 2 <sup>s47E(d)</sup>

# UNCLASSIFIED

# UNCLASSIFIED

Page 2 of 2 <sup>s47E(d)</sup>

Australian Defence Force (ADF) if they have been living in Australia for the last 12 months, and they have not undertaken foreign military service in the previous two years. There will be a phased approach to eligibility, with New Zealand permanent residents living in Australia eligible to apply to join from 1 July 2024. Permanent residents from the United States, United Kingdom and Canada will be eligible to apply from January 2025. All permanent resident applicants will be required to apply for and attain Australian citizenship once eligible to do so, following 90 days of Defence service.

3. The Deputy Prime Minister and Minister for Defence Personnel announced these changes to ADF recruitment policy on 4 June 2024. CDF has written to Five Eyes counterparts advising of the change to eligibility criteria for permanent residents. Media release and talking points to support any engagement/queries for all partners are attached.

FROM:

CHCH/DEFENCE / <sup>s47E(d)</sup>

TOPICS:

\* INTERNATIONAL SECURITY/Defence Policy

Page 2 of 2 <sup>s47E(d)</sup>

# UNCLASSIFIED



Australian Government  
Defence

Ministerial Brief for Action

s47E(d)

FOR: Minister for Defence Personnel

Action Requested by: 22 March 2024

INFO: Deputy Prime Minister

Reason for Urgency: To address Defence Strategic Review recommendation.

THROUGH: SEC CDF

CC: VCDF, ASSOCSEC, DEPSEC DSRI, DEPSEC SP&I, DEPSEC GOV, CPERS, FASMECC

RECRUITING OPTIONS FOR NON-AUSTRALIAN CITIZENS

Key Issues:

ADF personnel numbers are more than 4,400 below approved guidance (as at 1 February 2024), at a time when Australia's strategic environment is deteriorating. Defence is prioritising four key initiatives to improve recruiting and retention as the primary means of stabilising and growing the required workforce. These are:

1. Widening the aperture of potentially suitable applicants to join the ADF. The recruitment of non-Australian citizens into the ADF is one element of this initiative;
2. Increasing the volume of candidates in the recruiting system;
3. Improving recruiting processes to enable faster recruiting; and
4. Drawing out the propensity for people to serve longer through retention initiatives.

s47C

To assist in addressing ADF personnel recruiting challenges, the Defence Strategic Review (DSR) directed Defence to provide options to the Government by 2024 for the recruitment of non-Australian citizens into the ADF. Defence has developed s47 options for recruiting non-Australian citizens, in consultation with the Department of Home Affairs (Home Affairs).

Options 1 and 2 are recommended. These options retain the extant requirement for ADF recruits to attain Australian citizenship, which they can apply for after 90 days' service in the ADF.

s47C

Recommendations:

That you:

1. **approve** the implementation of Option 1 in 2024 - streamline the recruitment of foreign military personnel via the existing Overseas Lateral Recruitment Scheme (OLRS) enabled under a revised, more flexible Labour Agreement with Home Affairs. Recruits would be required to attain Australian citizenship.

Decision

Approve/Not approved

MECC

s47E(d)

CDR No:.....

s47E(d)

SERIAL:.....

[Redacted]

2. **approve** the implementation of Option 2 in 2024 - expand the recruitment of permanent residents living in Australia, who are citizens of select partner countries <sup>s47C</sup> [Redacted] **Approve/Not approved**  
<sup>s47C</sup> [Redacted] Recruits would be required to attain Australian citizenship.

3. **approve** one of the following conditions for Option 2:  
a. Apply a one year residency requirement to all eligible permanent resident applicants <sup>s42 and s33(a)(iii)</sup> **Approve/Not approved**

<sup>s42 and s33(a)(iii)</sup> [Redacted]

b. <sup>s47C</sup> [Redacted] **Approve/Not approved**

4. **approve** that as a first step under Option 2, Defence immediately amend internal Defence policy to enable New Zealand Special Category Visa (sub-class 444) (SCV 444) holders who have resided in Australia for a minimum of one year to apply to join the ADF (Note: There were approximately 365,000 SCV 444 holders aged 20-54 years living in Australia in 2021). **Approve/Not approved**

5. <sup>s47C</sup> [Redacted]

6. [Redacted]

7. [Redacted]

**Media Considerations:**

Implementation of options to expand recruitment of non-Australian citizens is highly likely to generate media interest. <sup>s33(a)(iii)</sup> [Redacted]  
<sup>s33(a)(iii)</sup> [Redacted]

[Redacted]

[Redacted]

Option 2 is highly likely to generate media interest, noting media reporting following an interview with you on ABC radio on 5 January 2024. You mentioned that as part of initiatives to grow the ADF workforce, the Government was considering allowing foreign nationals to serve in the ADF. This was reported by various media outlets and generated diverse opinions regarding the recruitment of non-Australian citizens into the ADF. s33(a)(ii), s33(a)(iii)  
s33(a)(ii), s33(a)(iii)

s47C

Signature

s22

Matt Keogh

s22

21 March 2024

Minister comments:

*I would like to see advice sooner how DFR would seek to promote Option 2 to maximise effectiveness.*

Cleared by

Ms Justine Greig PSM  
Deputy Secretary Defence People  
Defence People Group

4 March 2024

s47E(d)

Contact Officer

Ms Fiona McSpeerin  
First Assistant Secretary People Policy and  
Development  
s47E(d)

Secondary Contact Officer

s47E(d)  
Acting Assistant Secretary People Policy and  
Employment Conditions  
s47E(d)





Sensitivity: Yes.

1. s33(a)(iii)  
s33(a)(iii)

s33(a)(iii) Attachment A provides detail on the changes to the SCV 444 and its implications for ADF recruiting. The conditions set out in Recommendation 3(a) are targeted to address these concerns, including;

- a. Applying a residency requirement to eligible permanent residents s47E(d) and s33(a)(ii)  
s47E(d) and s33(a)(ii) s47E(d), s33(a)(ii)  
s47E(d), s33(a)(ii)
- b. s33(a)(ii), s33(a)(iii)

2. In regard to Option 2, Defence has received advice from the Australian Government Solicitor (AGS) on s42

3. Defence has also received advice from the Office of International Law (OIL) in the Attorney-General's Department (AGD) (Attachment C). s42 and s33(a)(iii)  
s42, s33(a)(iii)

4. s33(a)(iii) and s47C

5. Decisions regarding the recruitment of non-Australian citizens into the ADF are within your remit as the Minister for Defence Personnel. s47C  
s47C





**Financial Impacts:** No impacts for implementing Options 1 and 2.

- Under Option 1, it is anticipated that overseas lateral recruitment levels would remain within the existing Labour Agreement cap s47E(d) [redacted] s47E(d) [redacted] It is also anticipated that under Option 2, the expansion of recruitment of eligible permanent residents would not contribute to Defence Force Recruiting (DFR) exceeding funded annual recruitment levels. s47C [redacted] s47C [redacted]

**Systems/legislation/deregulation:** Yes.

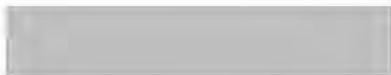
- Under all options, system changes will be required to identify ADF applicants who are non-Australian citizens, these changes can be accommodated within existing resources. No changes are anticipated to existing legislation for Options 1 and 2. For Option 2, application of an Australian residency requirement, restrictions on those with previous military service, and a requirement for citizenship of select partner nations, will require either a change to personnel policy or an amendment to *Defence Regulation 2016*. s47C [redacted] [redacted] [redacted]

**Consultation:** Yes.

- s [redacted]
- 4 [redacted]
- 7 [redacted]
- E [redacted]
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- ) [redacted]
- & [redacted]
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- 4 [redacted]
- 7 [redacted]
- C [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]
- [redacted]







**Attachments:**

- Attachment A New Zealand Special Category (sub-class 444) Visa holders.
- Attachment B s42 [Redacted]
- Attachment C s42 [Redacted]
- Attachment D Talking Points.
- Attachment E Five Eyes Militaries' Citizenship Requirements.

**Current Situation**

22. Defence is currently facing significant challenges to recruit, retain and grow the ADF workforce. s47E(d) [Redacted] But to achieve the required growth path, a significant increase in ADF inflow, combined with improved retention rates is needed. Defence is implementing a range of targeted financial and non-financial initiatives to grow the ADF, combined with Government investment in several retention programs. These measures have positively influenced the ADF's separation rate, which continues to reduce, s47E(d) [Redacted]
23. Table 2 shows that as at 1 February 2024, Defence had achieved s47E(d) [Redacted] of its year to date (YTD) target for ADF permanent (all avenues less Gap Year) workforce inflow.

FY 23/24	YTD Result	YTD Target	Full Year Target	Per cent of YTD target
Navy	s33(a)(ii) and s47E(d) [Redacted]			
Army	[Redacted]			
Air Force	[Redacted]			
<b>Total</b>	[Redacted]			

**Table 2: Recruiting achievement for ADF permanent (all avenues less Gap Year) workforce against year to date targets as at 1 February 2024.**

24. s33(a)(ii) and s47E(c) [Redacted]
25. The measures listed above and other Defence recruiting initiatives are intended to lift ADF recruiting achievement. Recruiting applications have increased by approximately 11 per cent over the last 12 months, and it is anticipated that with further processing improvements these increased applications will flow through to future recruitment. s47C & 47E(c) [Redacted]
26. The DSR directed Defence to provide options to Government by 2024 for the recruitment of non-Australian citizens into the permanent force of the ADF, as one step among a range of others. s47C [Redacted] Defence recommends to the Government the implementation of Options 1 and 2, both of which require recruits to attain Australian citizenship for continued service in the ADF. s47C [Redacted]



[REDACTED]

27. s33(a)(ii), s33(a)(iii) and s47C [REDACTED] While specific estimates are difficult, Options 1 and 2 are expected to provide at least an additional 350 personnel per financial year towards achievement of Defence recruiting targets, s33(a)(ii), s33(a)(iii) and s33(a)(ii), s33(a)(iii) and s47C [REDACTED] 47C

28. s47C [REDACTED]

29. Defence is prioritising three key initiatives to improve recruiting outcomes. These are:
- a. Widening the aperture of potentially suitable applicants to join the ADF. The recruitment of non-Australian citizens into the ADF is one element of this initiative;
  - b. Increasing the volume of candidates in the recruiting system; and
  - c. Improving recruiting processes to enable faster recruiting.

30. s47E(d) [REDACTED] Widening the aperture of potentially suitable applicants, including the recruitment of eligible permanent residents, is complementary to the main recruiting effort. Should Defence achieve its ADF workforce requirements through the successful implementation of the three recruiting initiatives outlined above, Defence anticipates that it would not need to permanently rely on recruiting eligible permanent residents, but would seek to have this option permanently available. The recruitment of Australian citizens would continue to be preferred over recruiting non-citizens as a right of extant citizenship.

#### Options

31. 47C [REDACTED] Through the combination of Options 1 and 2, Defence would initially seek to recruit an additional 350 people per annum from 2024-25 (noting recruitment beyond 350 would continue subject to demand). While this initiative would assist in addressing recruiting underachievement, the primary means of addressing ADF recruitment requirements continues to be the priority initiatives to achieve a more effective and efficient recruitment of Australian citizens through Defence Force Recruiting.

32. s47E(d) [REDACTED]  
[REDACTED]  
[REDACTED] s33(a)(iii) & 47E(d) [REDACTED]  
s47E(d) & 33(a)(iii) [REDACTED] s33(a)(iii) [REDACTED]  
s33(a)(iii) [REDACTED]

- a. s33(a)(ii) & 47E(d) [REDACTED]

s47C

### ADF Citizenship Requirements

33. The primary legislative provision which concerns entry into ADF service is regulation 12 of *Defence Regulation 2016*, which is made under section 124 of the *Defence Act 1903*. Regulation 12 provides for the CDF to appoint or enlist a person into the Navy, Army or Air Force. Under this regulation, before a person is appointed or enlisted, consideration must be given to whether the person is a fit and proper person to perform duties in the ADF. Subordinate policy on what constitutes a 'fit and proper person' is articulated in the Military Personnel Policy Manual. This policy currently requires individuals joining the ADF to be Australian citizens. Defence has engaged with our Five Eyes partners to understand their citizenship requirements; a summary is at [Attachment E](#).

34. s33(a)(ii) and s33(a)(iii)

35. Australian citizenship remains a requirement for employment in the Australian Public Service, Australian Border Force and Australian Federal Police.

### Key Risks and Mitigation

36. Key risks and mitigation strategies for Options 1 and 2 are summarised below:

- a. s33(a)(ii) and s33(a)(iii)

- b. s33(a)(iii)



[Redacted]

c. s33(a)(ii) & s33(a)(iii)  
[Redacted]  
s33(a)(ii) & s33(a)(iii)  
[Redacted]

d. Should an eligible permanent resident living in Australia be recruited under Option 2 but is subsequently not granted Australian citizenship, Defence would take appropriate administrative action. s47E(d)

e. s33(a)(ii) & s33(a)(iii)  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

37. The key risks associated with Options 1 and 2 (outlined above) also exist under s33(a)(ii) & s33(a)(iii) & s33(a)(iii)

s33(a)(ii) & s33(a)(iii)  
[Redacted]

[Redacted]



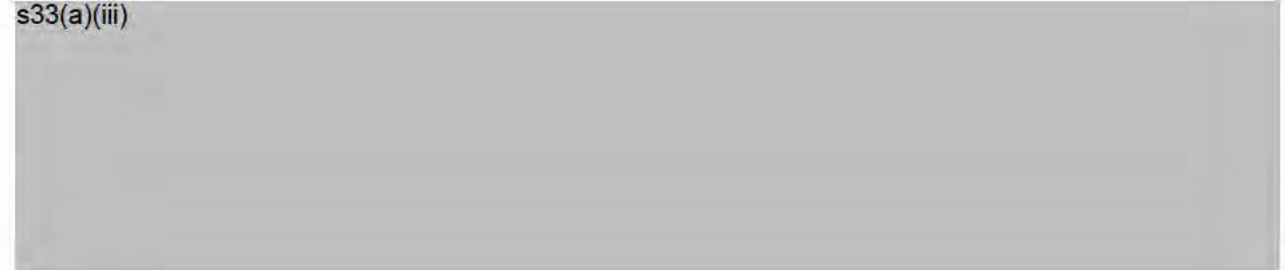
DSR External Advisory Panel Advice

38. s47E(d)

s33(a)(ii) & s33(a)(iii) & 47C

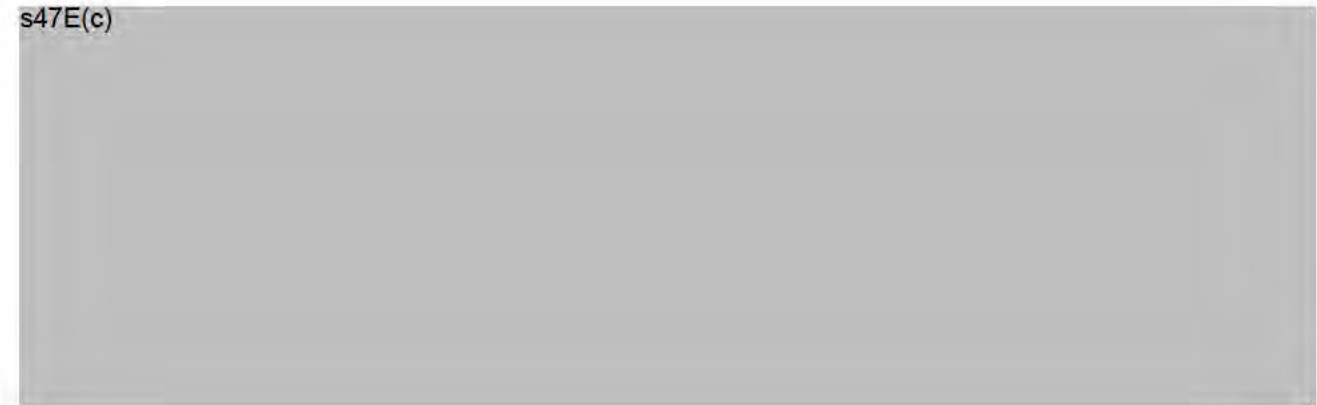


39. s33(a)(iii)



Next Steps

40. s47E(c)



## Attachment A

## New Zealand Special Category Visa sub class 444 holders

**Background**

The New Zealand Special Category Visa (sub class 444) (SCV 444) allows New Zealand citizens to visit, study, stay and work in Australia, provided they meet the eligibility conditions for the visa. A New Zealand citizen can access an SCV 444 on entry to Australia which allows them to stay in Australia for as long as they remain a New Zealand citizen.

**Change on 1 July 2023**

From 1 July 2023, a determination made by the Minister for Immigration, Citizenship and Multicultural Affairs, the Hon Andrew Giles MP, under the *Australian Citizenship Act 2007*, provides that SCV 444 holders are taken to be permanent residents of Australia for citizenship eligibility purposes. This change allows a New Zealand citizen on an SCV 444 to apply for Australian citizenship provided they meet the general residence requirement.

**Eligibility to apply to join the ADF**

Defence policy stipulates Australian citizenship is a requirement for entry to and service in the ADF. In exceptional circumstances, the policy permits the recruitment of non-citizens living in Australia as permanent residents. A permanent resident who joins the ADF must apply for and attain Australian citizenship to remain in the ADF. To facilitate this requirement, the *Australian Citizenship Act 2007* allows a permanent resident to apply for Australian citizenship on completion of 90 days Defence service.

**s33(a)(ii)**

specifies that a non-citizen will only be considered when there is no Australian citizen available for a position, and where the security risk is assessed against the risk to capability of not filling the position.

Prior to July 2023, a New Zealand citizen holding a SCV 444 was ineligible to apply to join the ADF. The July 2023 change to SCV 444 conditions, means that a New Zealand citizen residing in Australia on a SCV 444 is now eligible to apply to join the ADF. Like other permanent residents, the recruitment of a New Zealander living in Australia can be considered in exceptional circumstances; when there is no suitable Australian citizen to fill the ADF position. In 2021, there were approximately 365,000 New Zealand citizens between the ages of 20 and 54 years on an SCV 444 in Australia.

**s33(a)(iii)**



Attachment D

## MINISTERIAL TALKING POINTS

### Recruiting Options for non-Australian citizens

s47C





s47C





Contact officer: Fiona McSpeerin

Contact officer phone: S47E(d)

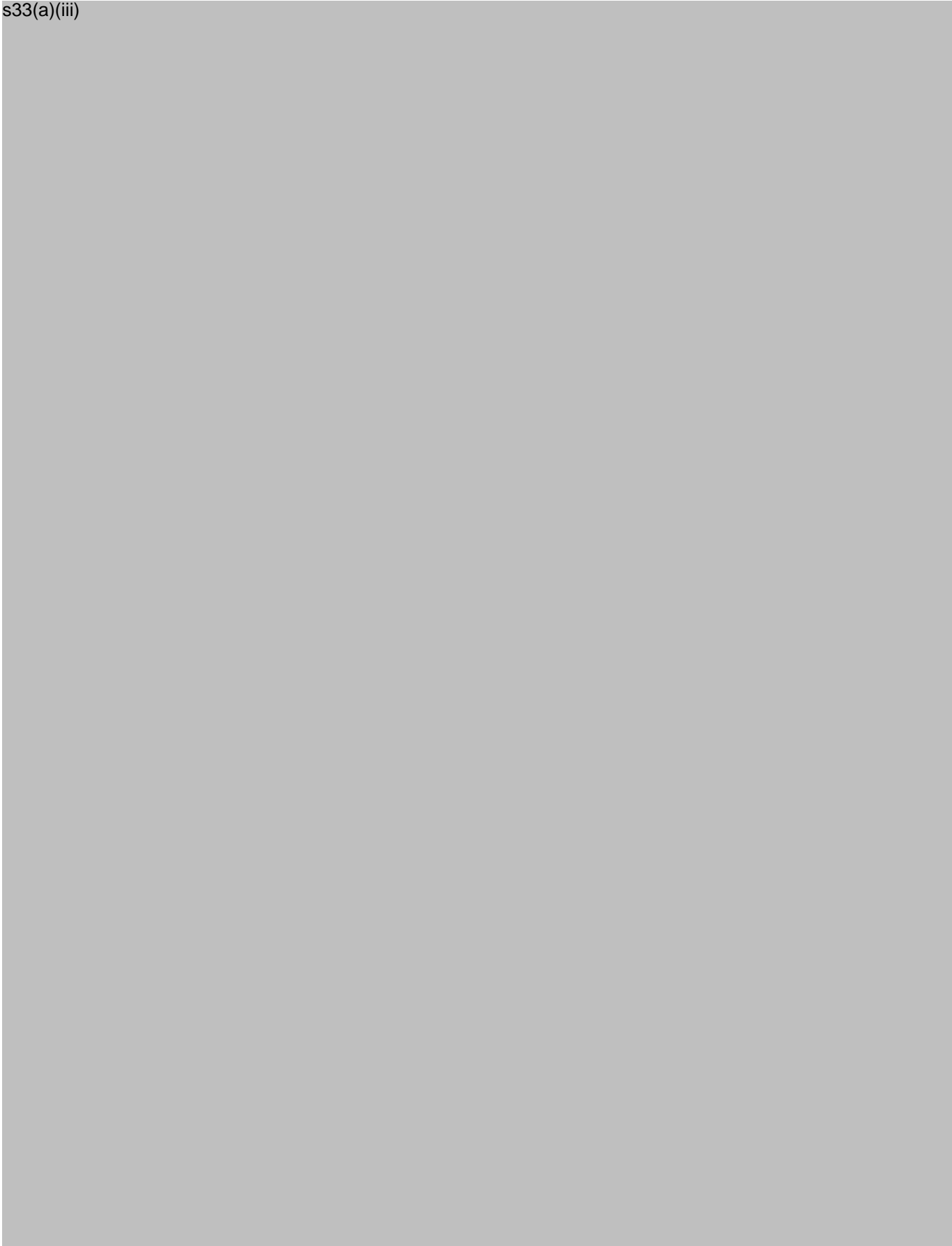
Clearance	Name	Appointment	Date and time
Cleared by: (Group/Service)	Justine Greig PSM	Deputy Secretary Defence People	1400, 04 March 2024
MECC Embedded Communication Director	s47E(d)	Director Communications, DPG (PSO)	1651, 04 March 2024
Has a copy been provided to Defence Media for Information?			




Attachment E

Five Eyes Militaries' Citizenship Requirements

s33(a)(iii)



s33(a)(iii)





**FOR:** Minister for Defence Personnel

**INFO:** Deputy Prime Minister

**CC:** SEC, CDF, VCDF, ASSOCSEC, CPERS, DEPSEC GOV, DEPSEC DSRI, DEPSEC SP&I, DEPSEC SEG, FASMECC

**RECRUITMENT OF NON-AUSTRALIAN CITIZENS**

**Key Issues:**

On 21 March 2024, you endorsed Options 1 and 2 of MS23-900723 – Recruitment of non-Australian citizens. Option 1 streamlines the ADF recruitment of foreign military personnel under the extant Overseas Lateral Recruit Scheme (OLRS). Option 2 expands the ADF recruiting base to encompass the recruitment of certain permanent residents living in Australia.

You requested advice on how Defence Force Recruiting would seek to promote Option 2 to maximise effectiveness. This advice is included in the Communication Strategy Overview at [Attachment A](#). A Media Release and Talking Points to support the public announcement of Option 2 are being prepared. These will be provided to the Office of the Minister for Defence Personnel by no later than 27 May 2024. Defence Force Recruiting communication products and media to promote Option 2 will be released from 1 July 2024 in alignment with the phases identified in [Attachment A](#).

**Media Considerations:**

Defence anticipates this announcement will receive a high level of media interest.

During the question and answer session following the Deputy Prime Minister’s speech on 17 April 2024 at the National Press Club, announcing the release of the *National Defence Strategy*, the Deputy Prime Minister was asked about the recruiting of non-Australians, in particular New Zealanders. A copy of the transcript is at [Attachment B](#).

s33(a)(iii)

**Minister comments:**

**Cleared by:**

Ms Justine Greig PSM  
Deputy Secretary Defence People  
Defence People Group

2 May 2024

s47E(d)

**Primary Contact Officer**

Ms Fiona McSpeerin  
First Assistant Secretary People Policy and  
Development

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**Secondary Contact Officer**

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Acting Assistant Secretary People Policy and  
Employment Conditions

s47E(d)

Sensitivity: Yes.

1. In response to the Deputy Prime Minister’s speech on 17 April 2024 at the National Press Club announcing the release of the National Defence Strategy, Matthew Knott from the Sydney Morning Herald asked – “it has been discussed the idea of enlisting Pacific Islanders or perhaps members from five eyes nations, but we do not have any detail from the Government on how far could that can go, how many numbers of people we could be talking about?”

The Deputy Prime Minister’s response was – *“There are questions and issues we need to work through in respect of any category of non-Australian citizens that might enter into the Australian Defence Force but I think the important thing is we need to start looking at this and an obvious place to start looking is amongst Australia’s partners – AUKUS and five eyes. There are 600,000 Kiwis who live in Australia right now, that is another obvious place to look too. We should think about ways in which we can involve our Pacific family more in our Defence Force and there is certainly, an interest around the Pacific in respect of that. As I say, there are issues to work through, but this is a Rubicon that has been crossed by the Defence forces of our friends and allies, you will see Nepalese and Fijians serving in the British Armed Forces, Micronesians serving in the US Armed Forces. It is a bridge that has been crossed by others. We do have significant workforce challenges which I have articulated, we are starting to turn that around in terms of recruitment and retention of those currently in the force, but it is not just a matter of maintaining the current numbers in the force, we need to grow the force out to 2040 and to do that we need to be thinking about these avenues and this wider pool of people we can draw from.”*

Financial Impacts: No.

Systems/legislation/deregulation: No.

Consultation: Yes.

2. s47E(d), s47C [Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted] These stakeholders will be engaged in the development of the communications products.

**Attachments:**

- Attachment A Communication Strategy Overview – Recruitment of non-Australian citizens.
- Attachment B Launch of the National Defence Strategy and Integrated Investment Program – Transcript.



**Background:**

3. Under Option 2, a permanent resident who joins the ADF is required to attain Australian citizenship to continue to serve and must meet the following conditions at the time they apply to join the ADF:
  - a. they are a citizen of a select partner country (see paragraph 5);
  - b. they have lived in Australia for the previous 12 months; and
  - c. they have not served in a foreign military force in the previous two years.
4. s33(a)(iii)  
[Redacted]
5. To enable implementation of Option 2 from 1 July 2024, s47E(d)  
s47E(d)  
[Redacted]
6. s33(a)(iii)  
[Redacted], Defence Force Recruiting will initially focus on recruiting candidates from New Zealand. While the policy changes to enable the recruitment of eligible permanent residents will be implemented on 1 July 2024, the initial focus will be on New Zealanders.
7. s47E(d)  
[Redacted]
8. A Recruitment of Non-Australian Citizens Communication Strategy is being developed with initial communication activities at the strategic level (Phase 1) followed by communication activities at the operational level (Phase 2 – New Zealand, Phase 3 – select partner countries).
9. Phase 1 includes a proposed Ministerial announcement and will focus on how the policy change will support the Government’s decision to grow the ADF and information on updates to eligibility criteria.
10. Phase 2 will focus on ADF Careers communication products and paid media to promote the changes to New Zealand permanent residents living in Australia.
11. Phase 3 will focus on ADF Careers communication products and media to promote the changes to other eligible permanent residents living in Australia prior to 1 January 2025.

## Communication Strategy Overview - Recruitment of Non-Australian Citizens

A phased approach will be taken to communicate Defence policy changes to support the recruitment of eligible permanent residents living in Australia to the ADF.

Phase one has a strategic focus and includes a public announcement and media engagement to communicate the policy change to a broad audience. Phases two and three have an operational focus covering updates to ADF Careers communication products and media to promote the changes to Australia's permanent resident community, with an initial focus on New Zealanders.

### Phase one

The Office of the Minister for Defence Personnel has advised there is likely to be a Ministerial announcement on policy changes supporting the recruitment of eligible permanent residents living in Australia to the ADF. The announcement is proposed to occur after 27 May 2024.

A media release and talking points to support the public announcement of the ADF recruitment policy change are being prepared. Key messages will include relevant policy details and information on how the changes will support the recruitment of eligible permanent residents. It will highlight that the initial recruitment focus from 1 July 2024 will be on eligible New Zealanders living in Australia before being expanded to other eligible permanent residents in January 2025.

Communication products including question and answer documents to support s47E(d) s [REDACTED] will be developed. Key messages will focus on how the change supports the Government's decision to grow the ADF and will provide relevant policy details.

An internal Defence communication campaign will follow the public announcement. This will include s47E(d) [REDACTED] providing details on the policy change and where to find further information. This will be complemented with a suite of products to ensure consistency of messaging. The products will include s47E(d) [REDACTED].

### Phase two

Phase two will commence from 1 July 2024, when the policy changes take effect, with an initial focus on New Zealanders. Defence Force Recruiting will initially focus on recruiting eligible permanent residents from New Zealand. Defence Force Recruiting will amend the ADF Careers website to capture the new eligibility criteria and prepare call centre personnel to take enquiries as the key entry point for prospective candidates to seek information.

Defence Force Recruiting will conduct complex non-campaign advertising activity, primarily utilising s47E(d) [REDACTED] to disseminate information about the changes. This will include s47E(d) [REDACTED].

s47E(d)

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**Phase three**

Phase three will focus on ADF Careers communication products and media to promote the changes to other eligible permanent residents living in Australia prior to 1 January 2025.

Lessons learned from Phase two will be taken into account to ensure messaging is clear, concise and achieves the desired recruitment outcomes for the ADF. Defence will work closely with the Department of Foreign Affairs and Trade and overseas posts to ensure appropriate engagement with select partner countries.



## **Launch of the National Defence Strategy and Integrated Investment Program**

The Hon Richard Marles MP  
Deputy Prime Minister  
Minister for Defence

17 APRIL 2024

I begin by acknowledging the traditional owners of the land on which we meet, the Ngunnawal people, and pay my respects to their Elders, past and present.

As the Minister for Defence, I also pay my respects to Aboriginal and Torres Strait Islander men and women who have served our nation in the past and continue to do so today.

It is a great honour to be back at the National Press Club.

### **The 2023 Defence Strategic Review**

On 24 April last year, the Albanese Government released the National Defence Statement and the Defence Strategic Review. Commissioned in the first 100 days of Government, the Defence Strategic Review set out a stark assessment of Australia's strategic circumstances and a bold agenda for necessary defence reform.

The National Defence Statement said that

A large-scale conventional and non-conventional military build-up without strategic reassurance is contributing to the most challenging circumstances in our region for decades.

And the Defence Strategic Review observed:

As a consequence, for the first time in 80 years, we must go back to fundamentals, to take a first-principles approach as to how we manage and seek to avoid the highest level of strategic risk we now face as a nation: the prospect of major conflict in the region that directly threatens our national interest.

The most complex strategic circumstances since the end of World War II has demanded the biggest reassessment of our strategic posture in 35 years: the foundational thinking about the fundamental task of the Australian Defence Force and what kind of an ADF we need to perform it.

Over the last few decades, the ADF has been a 'balanced' force capable of undertaking a broad range of functions in a broad range of environments, be it participating in a multinational effort in Afghanistan led by others, through to leading regional missions in Timor-Leste or Solomon Islands.

The essential thesis of the Defence Strategic Review demanded a shift from this 'balanced' force to a 'focused' force. There is now one job at hand: transforming our future capability

such that Australia can resist coercion and maintain our way of life in a much less certain region and world. The ADF needs to be entirely focused on this.

Of course Australia is part of a larger world. The strategic landscape in the Indo-Pacific is intimately connected with the success of Ukraine in its efforts to resist Russian aggression. A threat to the freedom of navigation in the Red Sea is a threat to the freedom of navigation in the South China Sea. It is important that Australia plays its global part and we are and, we will continue to do so.

But equally, the call for focus means that we simply have to make the difficult decision to keep the vast bulk of our effort in our region. This is what the world would expect of us. It is what our ally the United States does expects of us. But far more significantly and importantly it is where our national interest unambiguously lies. To make any other call would be to ignore the Defence Strategic Review at the first juncture and for Australia not to be taken seriously.

Our nation has a growing economic connection to the world. Trade is an increasing part of our national income. In 1990 trade represented 32 per cent of our GDP. By 2020 that had risen to 45 per cent of our GDP. Most of this trade is with our region: China, Korea and Japan being three of our top five trading partners. The great bulk of it is by sea.

We have key exposures. For example, at the beginning of this century we satisfied most of our liquid fuel needs by refining locally sourced crude oil in one of the eight oil refineries which then operated in Australia. Today there are just two refineries left. Around 80 per cent of what they refine is imported crude oil. Today, around 85 per cent of our liquid fuel needs are supplied by imported refined product, most of it from just three countries: Korea, Singapore and Malaysia. We are literally dependent upon this sea line of communication.

Our national security and our national prosperity are based on a stable peaceful region where the global rules-based order is preeminent and respected. Indeed the rules of the road at sea are everything for us. When the rules-based order is under pressure, Australia is under pressure.

Crucially, this narrative paints the picture of the geography of our national security. And it does not lie on the coast line of our continent. It lies further afield. An invasion of Australia is an unlikely prospect in any scenario, precisely because so much damage can be done to our country by an adversary without ever having to step foot on Australian soil.

Our national security actually lies in the heart of our region. Because the defence of Australia does not mean much without the collective security of the region in which we live.

And so to give effect to the focus the Defence Strategic Review demands, it in turn recommended the development of an ADF with a much greater capacity to project.

To contribute to regional security we must be able to project. To resist the coercion that would come from the disruption of our sea lines of communication we must be able to project. And to defend Australia's interests in the geography-less domain of cyber we must be able to project.

Impactful projection through the full spectrum of proportionate response is our task. We must be able to do this in a way which denies any adversary the ability to operate against Australia's interests: a strategy of denial.

And building a defence force capable of this is now the Albanese Government's historic mission.

The Defence Strategic Review recommended that the process of intermittent Defence White Papers be abandoned for a more structured and regular process of strategic update and renewal. It proposed a biennial National Defence Strategy accompanied by a refreshed Integrated Investment Program: Defence's ten-year procurement plan. It asked for the first of these to be released in 2024.

Today we are doing just that.

The 2024 National Defence Strategy is an evolution of the 2023 Defence Strategic Review. The 2024 Integrated Investment Program is the first version of Defence's ten-year procurement plan since the Defence Strategic Review, and it looks very different to Integrated Investment Programs of the past.

### **The 2024 National Defence Strategy**

Unsurprisingly, the National Defence Strategy reaffirms the complexity of our strategic circumstances.

The optimistic assumptions that guided defence planning after the end of the Cold War are long gone. Our environment is characterised by the uncertainty and tensions of entrenched and increasing strategic competition between the United States and China; large-scale war has returned to the European continent; and conflict is once again gripping the Middle East.

This competition is accompanied by an unprecedented conventional and non-conventional military build-up in our region, taking place without strategic reassurance or transparency.

The effects of this military build-up are occurring closer to Australia than previously, including a competition for security partnerships in Australia's immediate region.

This intensifying competition is creating an environment where the risk of miscalculation is more ominous and the consequences more severe.

The National Defence Strategy states:

China has employed coercive tactics in pursuit of its strategic objectives, including forceful handling of territorial disputes and unsafe intercepts of vessels and aircraft operating in international waters and airspace in accordance with international law.

Australia no longer has the luxury of a ten-year window of strategic warning time for conflict.

The National Defence Strategy observes that the combined effect of this has seen our strategic environment deteriorate over the last twelve months.

Against this strategic backdrop, the National Defence Strategy emphasises the need for impactful projection that can enable a strategy of denial which in turn is capable of deterring a potential adversary from projecting force against Australia. This includes the capability to hold the military assets of an adversary at risk at greater distance from our shores.

Equally important, this strategy aims to ensure that Australia can work with our partners to help deter broader conflict in our region that would be disastrous for us all. In this way, the Government seeks to invest in a sustainable strategic balance in the Indo-Pacific. A balance where no state is militarily predominant, and in which no state judges that the benefit of conflict might outweigh the risks.

## **Defence People**

People are Defence's most important asset, and like many other Australian industries, we face a profound workforce challenge.

Between 2020-21 and 2022-23 Defence achieved only 80 per cent of its uniformed recruiting requirements and, when combined with a strong external labour market draw for our people, this has resulted in a shortfall of around 4,400 personnel today.

Of course, we are focused on attracting and retaining the highly specialised and skilled workforce required to meet Defence's capability needs. This is not easy in a highly competitive labour market with record low levels of unemployment.

There have been fundamental shifts already to make Defence an employer of choice.

We are investing more in the education of our ADF personnel through the Defence Assisted Study Scheme and have expanded the ADF Health Program to include additional services. We have also introduced \$50,000 continuation bonuses to encourage personnel to stay in the ADF beyond their minimum service obligation requirements.

The Government acknowledges the importance of addressing cultural shortcomings within Defence, including those highlighted in the 2020 Inspector-General of the ADF Afghanistan Inquiry. The Government will also consider the findings of the forthcoming final report of the Royal Commission into Defence and Veteran Suicide, which will include informing strategies to improve Defence's culture.

We have taken meaningful steps to address Defence's workforce crisis, but there is more work to do to improve recruitment and retention, and to ensure Defence's workforce planning is informed by our capability requirements.

Defence will undertake a new, comprehensive workforce plan that will be aligned with the National Defence Strategy and the Integrated Investment Program – one that will deliver an effective and achievable approach to workforce planning.

This plan will look to how we can streamline recruiting practices and have them more focused on the skills that Defence needs the most. It will look at ways we can retain existing personnel for longer.



Significantly it will look at how the ADF can recruit from a wider pool of people. This means ensuring that Defence reflects the full diversity of Australia such that it is drawing on the talents of the entirety of Australian society. But like the defence forces of our friends and allies, we also need to look at ways in which we can recruit from among certain non-Australian citizens to serve in the ADF.

As a Government, we are committed to meeting the current and future needs of the Defence workforce – whether that be our ADF, Australian Public Service, or external workforce.

### **The 2024 Integrated Investment Program**

The 2024 Integrated Investment Program is a complete rebuild of the Integrated Investment Programs of the past. While it contains more money, it also required the reprioritisation of \$22.5 billion over the next four years and \$72.8 billion over the decade.

It is impossible to overstate the significance and difficulty of the task of rebuilding the Integrated Investment Program. I particularly want to pay tribute to Vice Admiral David Johnston – our next Chief of Defence Force – who led this work and the dedicated team that supported him.

The Integrated Investment Program accelerates spending on the critical capabilities that will enable the ADF to project.

Front and centre is a \$53-63 billion commitment over the next ten years to acquire a nuclear-powered submarine capability under the banner of AUKUS. This will see the first Australian flagged Virginia class submarine take its place in the Royal Australian Navy in the early 2030s. It will also see the establishment of the most high tech manufacturing facility in the country and work commence on the building of the first of the Australian built SSN-AUKUS submarines. These will start to roll off the production line at the Osborne Naval Shipyard in the early 2040s.

A nuclear-powered submarine capability represents the biggest leap in Australia's military capability since the establishment of the Royal Australian Navy. More than any other capability, this platform will give an adversary pause for thought and hold their assets at risk further from our shores.

Our future submarines define projection.

In addition, \$51-69 billion of investment will build and support the Navy's future surface combatant fleet and continuous naval shipbuilding. The six Hunter class frigates will be the most capable anti-submarine warfare frigates in the world. The 11 general purpose frigates will ultimately see the size of our surface combatant fleet double to the largest fleet Australia will have operated since the Second World War. Together with the six Large Optionally Crewed Surface Vessels, our Navy's vertical launch missile capacity will more than triple from around 200 cells to over 700 cells.

We are a maritime trading island nation. Having the most capable Navy in our history will be at the heart of our projection and, our strategy of denial.

A key emphasis of the Defence Strategic Review and now the Integrated Investment Program is the investment in longer range strike and targeting. \$28-35 billion is being directed to this effort.

A new range of missile systems will be integrated into our Navy's surface combatants which includes: Tomahawk, Evolved Sea Sparrow and Naval Strike Missiles.

Our Army will acquire 42 High Mobility Artillery Rocket Systems which will be equipped with Precision Strike Missiles and Guided Multiple Launch Rocket Systems. This will take Army's firing capacity from a tactical range of 30 kilometres today, to operational and strategically relevant ranges beyond 500 kilometres and will be at the heart of the Army's new Long Range Fires Regiment.

The Royal Australian Air Force will acquire longer range missiles for the Joint Strike Fighters, the Super Hornets and the Growlers. These will variously include: the Long Range Anti-Ship Missile, the Joint Air-to-Surface Standoff Missile – Extended Range and the Advanced Anti-Radiation Guided Missile – Extended Range. Work will also continue on the development of hypersonic air-launched weapons for employment on the Super Hornets.

The war in Ukraine has placed into sharp relief the pressure on global defence industry in producing missiles. Accordingly, ensuring Australia has access to the required quantity of new long-range missiles will be greatly assisted by the establishment of a domestic guided weapons and ordnance manufacturing capability.

Working closely with industry, the Government is committing \$16-21 billion over the next decade, including almost a quarter of that over the next four years, to see this industrial uplift become a reality. Defence is continuing to work with industry on initiatives to grow our domestic industrial base, building on recent commitments such as its \$37.4 million contract with Lockheed Martin Australia to commence manufacturing missiles in Australia from next year.

The Australian Army must become far more amphibious and mobile in order to be able to project and contribute to the collective security of our region. Investing in a more mobile army is central to the Integrated Investment Program. \$7-10 billion is being invested in over 26 new landing craft – both medium and heavy – which will transform the mobility of the Army building on the restructure of the Army that was announced last year.

The platform for Australia's projection is our northern bases. The Integrated Investment Program devotes \$14-18 billion over the decade to the enhancement of bases from the Cocos (Keeling) Island airfield through Darwin and Tindal to RAAF Base Scherger in Far North Queensland.

\$3.6-3.8 billion over the decade is seeing the establishment of the Advanced Strategic Capabilities Accelerator. ASCA will ensure that Australia remains at the cutting edge of military technology and asymmetric military developments.

Cyber is now a critical domain of conflict. Through both the ADF and the Australian Signals Directorate, Australia genuinely punches above our weight in this domain. A further

commitment of \$15-20 billion over the decade will ensure that Australia builds this capability such that we remain at the forefront of developments in the cyber domain.

We have all seen the prevalence of drones in combat, including in Ukraine and the Red Sea. So we are increasing funding for Australian drone and counter-drone capabilities. To make this happen, we are providing an additional \$300 million over the next four years and \$1.1 billion over the decade.

Reallocating spending cannot occur without difficult decisions. Just as important as what we are doing are the decisions we have taken about what we are not. Meaningful change and meaningful focus cannot happen without meaningful choices. To proceed on the basis that we can do it all, when no Government has ever funded it all, is both a fantasy and dishonest. But most critically, a weakness in not being able to make a difficult decision fundamentally compromises strategic planning.

In the Government's response to the Defence Strategic Review last year we announced the reduction in the number of new Infantry Fighting Vehicles from 450 to 129. This was on the basis that there was no capacity to ever move 450 Infantry Fighting Vehicles off our shores. This meant they would never contribute to Australia's ability to project. This is just one example of the decisions we have been prepared to take.

We are taking \$1.4 billion from planned enhancements to Defence facilities across Canberra and re-investing this in our operational bases, including northern base infrastructure such as those at RAAF Bases Darwin, Townsville and Learmonth.

Defence had planned to acquire two large support vessels to increase the capacity of our Navy's sea lift and refuelling support. The focus on improving our maritime lethality means these support vessels are no longer a priority. This action will generate savings of \$120 million over the next four years and \$4.1 billion over the decade.

These are all examples of difficult decisions to delay projects, reduce the scope of projects, to cancel projects.

Of vital importance these decisions will see the over-programming of the Integrated Investment Program come down to manageable levels. We are heading to that sweet spot of 20 per cent over-programming and with it a defence budget which is under control. After a decade of negligent defence budgeting under the Coalition, which robbed our defence establishment of the ability to plan and acquire critical capabilities on schedule, the Government has regained agency over the nation's fundamental security.

But overall we are increasing the Defence budget, and today I can announce that the Government will provide a further \$1 billion for Defence capability over the next four years.

This additional funding will provide for further investments in the near term that will go towards accelerating long-range fires, in particular the earlier purchase of the Precision Strike Missile.

It includes over \$200 million to enable Defence to go after more cutting-edge, asymmetric robotic and autonomous systems, so they can be tested and deployed in the field earlier. This

includes autonomous aerial munition delivery vehicles; Blue Bottle, an uncrewed surface vessel; and Ghost Shark, an extra-large autonomous underwater vehicle and a great example of Australian defence industry innovation.

This funding will allow Defence to uplift long-overdue upgrades to its theatre logistics like storage, logistics networks and infrastructure to be ready in times of need.

And it will go towards enhancing our fuel resilience, particularly across our northern bases.

Not all of these investments will be headline grabbing. But they are also the kinds of necessary investments that cannot be delivered quickly when you need them most.

### **The Defence Budget**

Almost two years into this job let me tell you that the centre of strategic policy is Defence funding. History will judge us not by what we say, but by what we do. And you can only do, if you properly fund.

In last year's Budget we announced an additional \$30.5 billion in Defence spending over the decade. Some have argued this is not real, but this is funding that has been contested and decided through all the cabinet processes. Accordingly the first tranche of this – \$3 billion – will appear in the forward estimates of this year's budget.

This year, on 20 February the Government announced it will provide an additional \$11.1 billion over the next decade to deliver an enhanced surface combatant fleet including \$1.7 billion over the next four years.

Including today's announcement of an additional \$1 billion in defence spending, the total increases in defence funding since the Albanese Government came to office has been, \$5.7 billion over the next four years to 2027-28 and over \$50 billion over the next decade to 2033-34 – compared to the previous government's plan for the exact same period.

This financial, year spending in Defence will be \$53 billion. These increases will see annual Defence spending almost double over the next ten years to \$100 billion in the financial year 2033-34.

It will see Defence spending as a proportion of Gross Domestic Product projected to increase to around 2.4 per cent by 2033-34. Prior to the Government commissioning the Defence Strategic Review in 2022, the previous trajectory of the Defence budget over the same period was to plateau at around 2.1 per cent of GDP.

Putting aside adjustments like foreign exchange and operations, the additional \$5.7 billion will be the biggest lift in Defence expenditure over a forward estimates period in decades.

The growth from 2.0 per cent to around 2.4 per cent of GDP in defence spending is the largest growth since defence spending went from 2 per cent to 5 per cent between 1949 and 1953 as Australia engaged in the Korean War. But taken over a ten year period it will be the largest sustained growth in the Defence budget since the Second World War.



These are facts which have been and will be in the Budget. And it doesn't matter how often the Liberal Party and their cheer squad try to deny them, they will remain the facts of Australia's strategic policy under the Albanese Government.

Rather than deny them, it is time for the Liberals to commit to them. Because as it stands this level of Defence spending is not bipartisan. The Liberals remain stuck in 2022 and a policy of spending 2.1 per cent of GDP on Defence.

### **The Liberals were a Defence Disaster**

When the Albanese Government came to office we inherited a mess.

A Defence budget that included \$42 billion of spending commitments without the provision of a single dollar. Over-programming which was on track to average around 36 per cent over the next four years.

28 major projects were running a total of 97 years over time.

The Coalition being in and out of a submarine deal with Japan and then in and out of a submarine deal with France had seen a ten-year capability gap open up on our most important and potent military platform.

The Royal Australian Navy's surface fleet was the oldest since the end of the Second World War.

The ADF was shrinking in size.

We saw six – really seven – different Defence Ministers in nine years with Defence Ministers churning at a rate of one every 18 months.

There was no consistency in government action ... a strategic void ... a lost decade.

The Liberals were one of the worst Defence governments in our nation's history at a time when Australia could least afford it

### **Two Years of Dramatic Reform**

Over the last two years our Government has taken AUKUS from a concept and turned it into reality.

The acquisition of the Virginia class submarines from the United States – a decade earlier than planned has closed the capability gap on our future submarines. The decision to operate the same future class of submarines with the United Kingdom means we will be sharing the risk of the biggest industrial endeavour in our country's history.

Infrastructure at HMAS Stirling in Perth and the Osborne Naval Shipyard in Adelaide is being built today. The Australian Submarine Agency exists today. Australian submariners are being trained to operate our future nuclear-powered submarines in the US today. Our industrial workforce which will maintain and build our submarines is being trained in the US and the UK today. And the sovereign submarine partners that will build and maintain our future submarines have been chosen and are up and running today.

We commissioned and delivered the biggest reassessment of our strategic circumstances in 35 years through the Defence Strategic Review.

This in turn has seen a restructuring of the Australian Army and the first real funding for a domestic Guided Weapons and Explosive Ordnance Enterprise.

We have a fully funded plan for a future surface fleet which more than doubles the current size of our Navy's surface combatant fleet.

We are revitalising our international defence relationships from Korea to the Philippines, from Japan to Indonesia, from the UK and France to India. We have put the Pacific at the heart of our strategic policy where it belongs. And we have deepened relationships with New Zealand, Singapore and of course the United States.

Legislation to establish a seamless defence industrial base between the United States and Australia has passed the US Congress and our own parliament. Breaking down these barriers had been a generational dream. Now it is done.

For the first time we have articulated the kind of defence industry we will need to underpin our future force through the Defence Industry Development Strategy.

We have responded to the interim findings of the Royal Commission into Defence and Veterans Suicide. And we are committed to fulfilling the promise of the Royal Commission by following through on improving defence force culture.

Later this year we will move forward on the biggest reform to the Defence estate in memory.

And most importantly these reforms have come with the biggest increases in defence funding in decades.

I am very fortunate and privileged to work alongside Pat Conroy, Matt Keogh and Matt Thistlethwaite in the Defence portfolio. Together I believe we have overseen a dramatic period of Defence reform in the first two years of the Albanese Government.

And in a very difficult world, this consistent vision, backed up by meaningful action and real funding gives Australia genuine agency over our future security.

**From:** [Media](#)  
**To:** s47E(d)  
**Cc:** [Media](#); s47E(d)  
**Subject:** FYSA: cleared MR - AUSTRALIAN DEFENCE FORCE OPENS RECRUITMENT TO NON-AUSTRALIAN CITIZENS [SEC=OFFICIAL]  
**Date:** Monday, 3 June 2024 3:14:21 PM  
**Attachments:** [image001.png](#)

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## OFFICIAL

Hi all,

FYSA: Please see below which will be distributed by ODPM tomorrow morning.

Thanks

s47E(d)

**Media and Information Disclosure Branch** | Department of Defence

Russell Offices | Canberra ACT 2600

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**THE HON RICHARD MARLES MP**  
DEPUTY PRIME MINISTER  
MINISTER FOR DEFENCE

**THE HON MATT KEOGH MP**  
MINISTER FOR VETERANS' AFFAIRS  
MINISTER FOR DEFENCE PERSONNEL

## MEDIA RELEASE

### **AUSTRALIAN DEFENCE FORCE OPENS RECRUITMENT TO NON-AUSTRALIAN CITIZENS**

As one of the Albanese Government's initiatives to grow the Australian Defence Force (ADF), New Zealanders who call Australia home will soon be able to apply to join the ADF.

As outlined in the *National Defence Strategy*, Defence must recruit, retain and grow a highly specialised and skilled workforce.

To help achieve this, Defence is expanding the eligibility criteria to enable more people to join the ADF, including permanent residents who have been living in Australia for 12

months.

Under this expanded criteria, from July 2024, eligible New Zealanders who are living in Australia can apply to join the ADF.

Additionally, from January 2025, eligible permanent residents from the United Kingdom, United States and Canada will also be able to apply to join the ADF.

As well as meeting ADF entry standards and security requirements, permanent residents wishing to join the ADF must have lived in Australia for at least one year immediately prior to applying, not have served in a foreign military in the preceding two years, and be able to attain Australian citizenship.

Defence is also streamlining the existing Overseas Lateral Recruitment Scheme, which allows the ADF to fill capability shortfalls by recruiting skilled military overseas applicants.

[www.adfcareers.gov.au](http://www.adfcareers.gov.au)

***Quotes attributable to the Deputy Prime Minister, the Hon Richard Marles MP:***

“Australia and New Zealand have a longstanding relationship – opening the Australian Defence Force to New Zealanders living in Australia will increase opportunities whilst strengthening our ANZAC bond.

“The Australian Government has chosen to grow the Australian Defence Force because it is essential to meet the nation’s security challenges through the next decade and beyond.”

***Quotes attributable to the Minister for Defence Personnel, the Hon Matt Keogh MP:***

“Our people are our most important capability, but reversing the Defence recruitment shortfalls of the last Government requires innovation – we’re being bold in order to grow the Australian Defence Force.

“Recruiting from a wider pool of people, will help ensure our Australian Defence Force reflects the full diversity of Australia and is able to draw on the talents of the entirety of Australian society.”

**TUESDAY, 4 JUNE 2024**

**MEDIA CONTACT:**

Deputy Prime Minister’s Office: s47E(d) [@defence.gov.au](mailto:s47E(d)@defence.gov.au)  
s47E(d) (Minister Keogh’s Office): s47E(d)

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**From:** [McSpeerin, Fiona MS](#)  
**To:** [Bodell, Susan MS](#); [Philip, Bernard Mr](#); [Lewis, David MR](#) s4; [Clutterham, Lisa MS](#) s4; [McDonald, Nerolie BRIG](#); [West, Peter MR](#) s4; [Stothart, Wade MAJGEN](#); [Wiltshire, Jan CDRE](#) 7  
**Cc:** [Greig, Justine MS](#); [Fox, Natasha LTGEN](#); s47E(d)  
[MS](#); [Perkins, Celia MS](#); [Jettrey, Hugh MR](#); s47E(d)  
**Subject:** RE: Expected public announcement tomorrow morning [SEC=PROTECTED]  
**Date:** Tuesday, 4 June 2024 2:10:23 PM

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[REDACTED]

All, further to my note last night, s47E(d)  
s47E(d)

All candidates will need to meet ADF entry and security requirements, in addition to the one year residency and two year foreign military service restrictions.

s33(a)

s22

Happy to discuss

Kind regards,

Fiona

s47E(d)

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**From:** McSpeerin, Fiona MS  
**Sent:** Monday, 3 June 2024 6:21 PM  
**To:** [Bodell, Susan MS](#) s47E(d) <[REDACTED]@defence.gov.au>; [Philip, Bernard Mr](#) s47E(d) <[REDACTED]@defence.gov.au>; [Lewis, David MR](#) s47E(d) <[REDACTED]@defence.gov.au>; [Clutterham, Lisa MS](#) s47E(d) <[REDACTED]@defence.gov.au>; [McDonald, Nerolie BRIG](#) s47E(d) <[REDACTED]@defence.gov.au>; [West, Peter MR](#) s47E(d) <[REDACTED]@defence.gov.au>; [Stothart, Wade MAJGEN](#) s47E(d) <[REDACTED]@defence.gov.au>; [Wiltshire, Jan CDRE](#) s47E(d) <[REDACTED]@defence.gov.au>  
**Cc:** [Greig, Justine MS](#) s47E(d) <[REDACTED]@defence.gov.au>; [Fox, Natasha LTGEN](#) s47E(d) <[REDACTED]@defence.gov.au>; s47E(d) <[REDACTED]@defence.gov.au>



s47E(d)

**Subject:** Expected public announcement tomorrow morning [SEC=PROTECTED]

**Importance:** High

Hi all, re the anticipated media release in the morning on non-Australian citizen recruitment initiatives, s33(a)

The media release also highlights that all PR applicants need to meet ADF entry standards, including security requirements, in addition to the residency and foreign military service constraints.

s33(a)


Just for awareness.

Thanks,  
Fiona

FASPPD

s47E(d)

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 ****	<b>DECISION BRIEF FOR CDF:</b>	
	<b>RECRUITMENT OF NON-AUSTRALIAN CITIZENS – LETTERS TO FIVE-EYES PARTNERS</b>	
Group/Service: Defence People Group	Reference: s47E(d)	
For information: SEC, VCDF, ASSOC SEC, CPERS, DEPSEC SP&I, FAS IP, FAS PAC	Due date: 22 May 24 <b>URGENT</b>	

**Purpose**

1. To seek your endorsement of the letters to five-eyes partners advising them of changes to ADF recruitment policy which may affect their citizens living in Australia.

**Recommendations**

2. That you:
- a. Note that SP&I have s33(a) [redacted] / your letter to your counterparts (Enclosure 1).
  - b. Sign the enclosed letters to five-eyes partners (Enclosures 2-5).

**Key Issues**

3. As endorsed by the Government, Defence will expand the recruitment of permanent residents living in Australia who are citizens of select partner countries. This will be implemented in two phases. From 1 Jul 24, Phase 1 will focus on the recruitment of New Zealanders living in Australia. s33(a) and 47C [redacted]

s33a and 47C

4. At Enclosure 1, SP&I have s33a and 47E(d) [redacted]

s33a and 47E(d)

<p>s47E(d) [redacted]</p> <p><b>Justine Greig</b> DEPSEC DP Tel: s47E(d) Mob: s47E(d) 21 May 24</p> <p>Contact Officer: Fiona McSpeerin Clearance Officer: Fiona McSpeerin</p>	<p>a. <b>Noted</b> Please discuss</p> <p>b. <b>Signed</b> Please discuss</p> <p>s47E(d) [redacted]</p> <p><b>Angus J Campbell</b> GEN CDF 22 May 24</p> <p>Tel: s47E(d) Tel: s47E(d)</p>
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5. As requested by you, the enclosed letters (Enclosures 2-5) provide advice to your five-eyes counterparts on changes to ADF recruitment policy that will be announced shortly.

**Consultation**

6. <sup>s47E(d)</sup>



**Enclosures:**

1. <sup>s33(a)</sup>
2. CDF letter to New Zealand Chief of the Defence Force – Recruitment of Australian Permanent Residents with New Zealand Citizenship
3. CDF letter to Canadian Chief of the Defence Staff – Recruitment of Australian Permanent Residents with Canadian Citizenship
4. CDF letter to United Kingdom Chief of the Defence Staff – Recruitment of Australian Permanent Residents with United Kingdom Citizenship
5. CDF letter to United States Chairman of the Joint Chiefs of Staff – Recruitment of Australian Permanent Residents with United States Citizenship

**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

**KEY MESSAGES**

- Defence is widening the eligibility criteria to enable more people to join the ADF, including expanding the recruitment of permanent residents living in Australia under a staged approach.
- From 1 July 2024 eligible New Zealanders living in Australia can apply to join the ADF.
- From January 2025, this will be extended to eligible permanent residents from the United Kingdom, United States and Canada who are living in Australia.
- In addition to meeting ADF entry and security requirements, permanent residents wishing to join the ADF must have lived in Australia for one year immediately prior to applying and not have served in a foreign military in the preceding two years.
- Permanent Residents who join the ADF will be subject to the same service obligations as anyone else who joins the ADF.
- Permanent resident applicants will be required to apply for Australian citizenship once they are eligible to do so, following 90 days of Defence service.
- Defence is also streamlining the existing Overseas Lateral Recruitment Scheme, which allows the ADF to fill capability shortfalls by recruiting skilled military overseas applicants.
- Through these changes, the Australian Defence Force is aiming to recruit at least 350 personnel over the next financial year.

**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

***If asked about why Defence is adopting a staged approach to this initiative?***

- Acknowledging the significant New Zealand diaspora in Australia, Defence will initially focus on recruiting candidates from New Zealand.
- Following New Zealand, Defence will then focus on permanent residents from the United Kingdom, United States and Canada who are living in Australia.

***If pressed about when will recruiting be open to permanent residents from other countries?***

- The Government is taking a measured, considered approach to this significant policy decision to widen the eligibility pool for ADF service.
- Defence will open recruitment to permanent residents in Australia through a steady, phased approach commencing with eligible New Zealander permanent residents from July 2024.
- We will then open to permanent resident candidates in Australia from the remaining Five Eyes partners from January 2025.

***If pressed: about the current Overseas Lateral Recruitment Scheme being limited to Five Eyes countries.***

- The Overseas Lateral Recruitment Scheme allows Defence to fill capability shortfalls by recruiting skilled military overseas applicants.
- Historically, this Scheme has predominantly recruited personnel from Five Eyes countries, however, the ADF has and continues to recruit military personnel from other countries to meet capability needs.

***If asked about what service obligations will be applied to Permanent Residents who join the ADF?***

- Permanent Residents who join the ADF will be subject to the same service obligations as anyone else who joins the ADF.
- Service obligations vary based on employment category and method of entry and include a number of considerations such as:
  - the length and cost of the member's initial training,
  - the availability of the training event,



**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

- the difficulty in retaining Defence members with those skills; and
- their attractiveness to civil industry

***If pressed: about whether permanent residents who are dual citizens will be able to apply.***

- A permanent resident applicant could have dual citizenship with one or more other countries. When they acquire Australian citizenship, they can retain their citizenship of the originator country if the laws of that country allows it, for example the United States does not permit this.
- Overseas Lateral Recruitment Scheme applicants are initially recruited under permanent resident visa arrangements. When they acquire Australian citizenship, they can retain their citizenship of the originator country if the laws of that country allows it.

***If asked about the eligibility criteria for recruiting non-citizens.***

- In addition to meeting ADF entry standards, non-Australian citizens will have to satisfy the following conditions:
  - be a permanent resident, or a Special Category (subclass 444) Visa holder, living in Australia,
  - meet the security requirements for ADF service,
  - have lived in Australia for one year immediately prior to applying to join the ADF, and
  - have not served in a foreign military in the two years prior to applying to join the ADF.
- Permanent residents who apply to join the ADF are required to attain Australian citizenship. They are eligible to apply for citizenship on completion of 90 days of Defence service.

***If pressed about recruiting from the Pacific region, Prime Minister Hon. James Marape press release announcing potential recruitment opportunities for Papua New Guineans into ADF.***

- The Government is deeply focused on enhancing Australia's defence relationships across Southeast Asia and the Pacific, as well as in the Indian Ocean and North Asia regions.

**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

- Defence is thinking about ways in which we can involve Australia's Pacific family more in our Defence Force work, including options for them to join the ADF.

***If asked about change to tradition or historical approaches within the Australian Defence Force being negatively perceived.***

- Defence's culture must continue to evolve and strengthen to achieve the significant reform required to deliver on our strategic outcomes, including the National Defence Strategy.
- It must be values-based, address current cultural challenges and promote a positive, inclusive and psychologically safe workplace.
- All those who join the ADF are to abide by the Defence Values and Behaviours, no matter their background or citizenship status.

***If pressed about perceived concerns from members of the public about non-Australian citizens being eligible to join the ADF.***

- Our people are our most important capability and improving recruitment outcomes requires innovation – we are being bold in order to grow the Australian Defence Force.
- Recruiting from a wider pool of people, will also ensure that our Australian Defence Force reflects the full diversity of Australia and is able to draw on talents from across the Australian community.
- Applicants will be required to apply for and attain Australian citizenship once they have met the initial eligibility period of 90 days of Defence service.

**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

*If asked whether the recruitment of foreign nationals into the Australian Defence Force will be a threat to national security?*

- The Australian Government Security Vetting Agency (AGSVA) is the central agency for the processing and granting of security clearances and plays a key role in supporting Defence with the provision of responsive and assured security vetting services.
- AGSVA applies a comprehensive security vetting process to all individuals applying to join the ADF. This process will also apply to non-Australian citizens.
- Permanent resident applicants will be required to attain citizenship when eligible to do so and if they fail to apply for citizenship or are not granted citizenship, appropriate action will be taken.

*If pressed about recruitment of citizens of other nations impacting security clearance process, resources and timeframe.*

- The Australian Government Security Vetting Agency (AGSVA) is the central agency for the processing and granting of security clearances and plays a key role in supporting Defence with the provision of responsive and assured security vetting services.
- Defence is working closely with both AGSVA and Home Affairs to implement this initiative.
- The Government is committed to providing the resources needed to grow and retain the ADF workforce.
- Permanent residents who apply to join the ADF will be initially assessed on their ability to meet the security clearance requirements for ADF service. Applicants who are unlikely to be meet ADF security requirements will not be progressed by Defence Force Recruiting.

**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

**BACKGROUND**

- Successive Australian Governments have maintained the policy that all members of the Australian Defence Force are Australian citizens. Until now, Permanent Residents could join the ADF, only in exceptional circumstances, and were required to attain Australian citizenship.

**Overseas Lateral Recruitment Scheme**

- Defence is able to recruit foreign military personnel from overseas through the existing Overseas Lateral Recruitment Scheme, under a Labour Agreement between Defence and the Department of Home Affairs.

**Eligibility For Australian Citizenship**

- Under section 21 of the *Australian Citizenship Act 2007*, to be able to apply for and be eligible for Australian citizenship, the person must, among other things, be a permanent resident at the time of application and meet either the general residence requirements or the Defence service requirements.
- The general residence requirement (section 22) requires an applicant to have been in Australia for four years prior to the application date, and not to have been an unlawful non-citizen in this period. They must also have been a permanent resident for 12 months prior to the application date.
- The Defence service requirement (section 23) requires a person to have served relevant Defence service, which requires 90 days of service in the ADF.

**MEDIA**

- Extensive reporting on the joint announcement of the Deputy Prime Minister and Minister for Defence Personnel on 4 June 2024.
- Deputy Prime Minister released the *2024 National Defence Strategy (NDS) and the 2024 Integrated Investment Program (IIP)* on 17 April 2024, where he addressed the workforce challenges being faced by Defence, and the potential for widening eligibility criteria to join the ADF to, as appropriate, non-Australian citizens.

**QUESTION BRIEF (QB)**

**TOPIC OF THE DAY: Citizenship Requirements for ADF Service**

- Prime Minister Hon. James Marape announced potential recruitment opportunities for Papua New Guineans in the Australian Army following a discussion with Australian Prime Minister on 25 April 2024.

<u>Date</u>	<u>Outlet</u>	<u>Reporting</u>
13 June 2024	WA Today (syndicated)	House deposit bonus for joining the army: ADF should offer \$50,000 lump sum to new recruits

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