



# Introduction Warragul RSL



- Warragul RSL Executive
  - Bill Westhead President, Retired Major, Infantry, SO, FDG, and SOG VICPOL;
  - Mark Buttner VP Corporate Governance, retired LTCOL, Ex CO;
  - Ben Vahland VP Operations, S/SGT of Police and Navy Timor and Gulf veteran;
  - Noel Tucker VP Membership and Welfare immediate past President, retired Vietnam Veteran;
  - Bob Green Manager Communications, retired Vietnam Veteran;
  - Ms. Kylie Sage retired Navy (HMAS Westralia).
- No employees - all volunteers, no Pokies, funding derived from appeals, functions and rentals.



# Who are we?



- We are indoctrinated via repetitive training, operational circumstances and outcomes;
  - Competitive (sometimes ultra) environment. Directly measured against peers;
  - Patriotic;
  - Mentally and physical tough;
  - Opinionated;
  - Aggressive; mentally, physically and verbally;
  - Alert and reactive;
  - Vigilant;
- Encounter an obstacle – remove it;



# Emerging Cohort



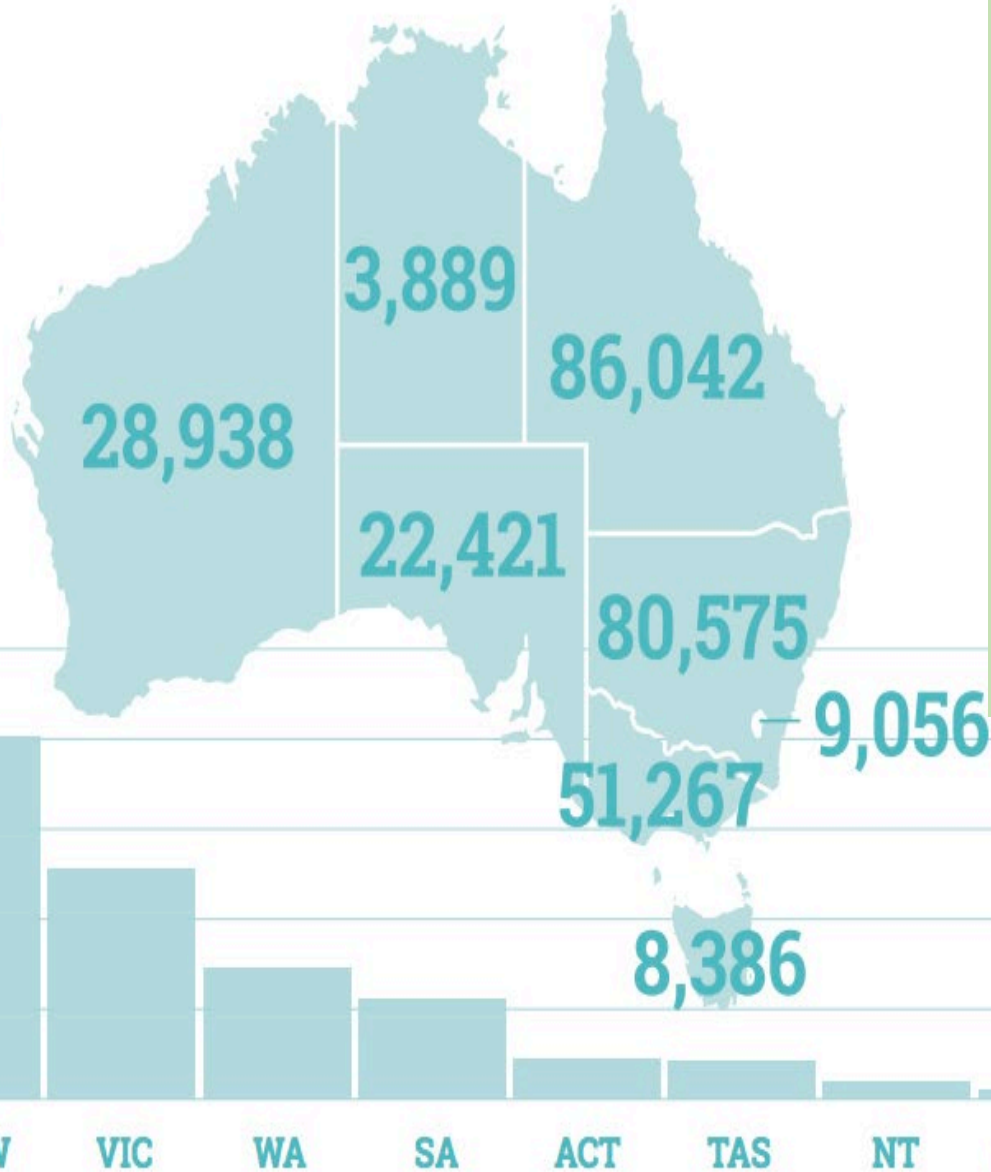
- We still produce world class soldiers but maturing much later. A snapshot of Australian demographic change resides in initial training data.
- The emerging ADF cohort is the only cohort in history not to have “Whole of Nation” support;
- It has been *flogged* over 20+ years with multiple Operations (78) and tours;
- Both Regular and Reserves;
- Equity and Diversity is impacting on illness and injury with more females injured;
- Increase in number as cohort ages and leaves the ADF; and
- DVA Claims will increase in number and complexity as the cohort ages.



# Veteran Numbers



O'SEAS  
2,100



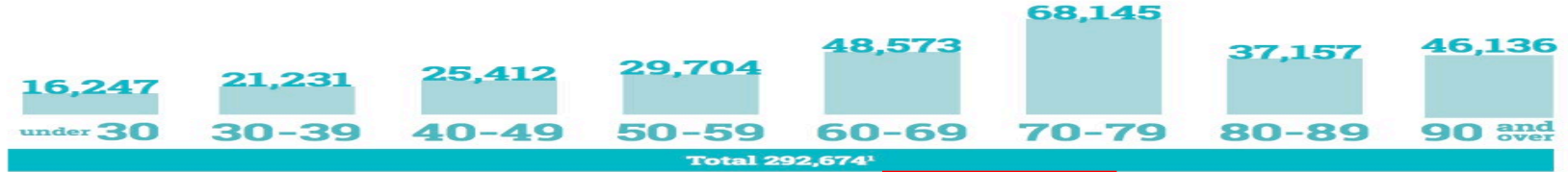
Total 292674  
Veterans 183655  
Dependants 109760  
Victoria 17.52%  
Gippsland 5,000 approx.\*



# Veteran numbers



## Clients by age



## Total clients by age group and location

Table A1: Total DVA clients by age group and state as at 30 June 2019

Age range	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Overseas	Total
<b>Under 25</b>	1,642	952	3,044	447	541	136	372	304	26	7,471
<b>25-29</b>	2,179	989	3,421	607	614	138	441	359	28	8,776
<b>30-34</b>	2,679	1,318	3,658	652	858	182	419	492	56	10,314
<b>35-39</b>	2,641	1,468	3,767	621	1,066	312	414	537	91	10,917
<b>40-44</b>	2,698	1,511	3,858	670	1,102	313	331	552	100	11,175
<b>45-49</b>	3,372	1,897	4,926	855	1,477	393	427	744	146	14,237
<b>50-54</b>	3,304	2,050	4,731	889	1,561	411	327	728	157	14,158
<b>55-59</b>	3,723	2,341	5,099	1,095	1,556	505	265	802	160	15,546
<b>60-64</b>	4,338	2,833	5,658	1,386	1,877	546	181	628	150	17,597
<b>65-69</b>	8,137	5,443	9,594	2,736	3,006	985	193	699	183	30,976
<b>70-74</b>	13,099	9,006	14,056	4,072	5,148	1,553	258	1,096	357	48,645
<b>75-79</b>	5,424	3,047	6,111	1,356	2,160	559	116	570	157	19,500
<b>80-84</b>	5,108	2,888	4,586	1,112	1,921	464	49	494	131	16,753
<b>85-89</b>	6,659	4,325	4,570	1,618	1,982	649	49	426	126	20,404
<b>90 or over</b>	15,560	11,177	8,913	4,299	4,051	1,238	46	621	231	46,136
<b>Total</b>	<b>80,575</b>	<b>51,267</b>	<b>86,042</b>	<b>22,421</b>	<b>28,938</b>	<b>8,386</b>	<b>3,889</b>	<b>9,056</b>	<b>2,100</b>	<b>292,674</b>

20,802



# Warragul RSL Veterans



- 259 Members split 50/50 service and affiliates with 147 ES (70% have PTSD), a **fact of operational life**;
- Large number of Police who are ES;
- WW2 and Services widows - approximately 60;
- Vietnam veterans mostly reconciled but becoming more complicated due to aging; and
- We are managing eight (8) “Acute” PTSD’s
- **RSL Active** – increase of membership and therefore our responsibilities. Proof of Concept. “We’ve got your Back”!
  - Network with Gippsland First Responders.
- Employment for both the Veterans and the **spouse** is vital to long term well-being.



# The Human Resource



- Unique life skills and experiences;
- We are “housetrained” and committed to:
  - hard work,
  - mission focus,
  - are durable,
  - meet deadlines,
  - present professionally,
  - report honestly,
  - act with safety and integrity; and
  - have the values of diversity firmly implanted;
- ESP think the “big picture” and use initiative to improve standards and provision of service;
- They are well equipped technically (IT), and have moved in a multiplicity of “sophisticated” business and Whole of Government environments; and
- Their core values of courage, respect, teamwork and initiative have been inculcated; they are a way of life, not platitudes.



# HR Intangibles



Serving in the Military affords employers the knowledge that:

- Members have been vetted\* - most hold Security Clearances;
  - Cleared by all State and Federal Police Agencies;
  - Qualified to work with children;
- They are qualified trainers\* – Cert 111 and IV +;
- Logistic experts (licenses);
- Trained Report writers;
- Make reasoned decisions (and under pressure);
  - Appreciation process;
- If they have been injured they are covered by DVA – especially Afg. and Iraq. They adapt to and overcome PTSD;
- All recent military have been intimately involved with “Nation Building” and **Civil Military Coordination (CIMIC)**; and
- They are Leaders!





# Warragul DVA Hub



- Provide and facilitate the full suite of veterans “face to face” services in West Gippsland and South Gippsland;
- Take handoff from ADF Transition and settle veteran into district;
- Provision planned but considerate ES management and intervention;
- Individual and collective management of the cohort for the next decade;
- Technical support for the older cohort particularly widows;
- Intensive management to integrate younger veterans to being productive members of the community;
- Facilitate employment opportunities for spouses and family;
- Tech support required; and
- Coordinate activities and interests of ESO's



# Warragul DVA Hub



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- Take handoff from ADF Transition and settle veterans into the community;
- Provision planned but considerable support and intervention;
- Individual and collective support for the cohort for the next decade;
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- Coordinate activities and interests of ESO's

**We the, unqualified volunteers, are managing our “Acutes”**



# Summary



- Military personnel were instruments of Government policy therefore Governments have a responsibility for their short and long term welfare and rehabilitation;
- Employment is critical to Veteran health and longevity;
- All Tiers of Government should actively participate in the preferential recruitment of ESP;
- Not seeking charity. ESP have marketable skills pertinent to all employers. We need to break the preconceptions, actually Manage and Lead;
- Positive effect on community morale and employer;
- Need to be *detuned* to fit into employment culture; and
- It's cheaper in the long run.