



**The Australian Justice
Tribunal**

CULTURAL BONDING

COST OF ODF TRAINING PROGRAM

(As at 2011)

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BREAKDOWN OF COSTS – ODF TRAINING PROGRAM

Projected Annual Intake of ODF Students

The AJT has estimated that by the year 2018, there will be approximately 350,000 school leavers annually. Of these, the number leaving boarding schools will be around 3,500.

It will be approximately these numbers of school leavers which will comprise Australia's first intake of ODF (Onshore Defence Force) Students as they undergo one further year of compulsory education before entering the workforce and higher learning institutions.

ODF Teacher/Student Ratio

All ODF Teachers (full time and voluntary casual) will be trained specifically to undertake ODF Training which will incorporate many aspects of the ODF Curriculum by video link Australia-wide. This will not only streamline (i.e. maximise) teaching time but reduce staff costs by allowing an ODF Teacher/Student ratio of one ODF Teacher for every 30 ODF Students (1:30).

Item 1 - Incomes of Management Body (\$3ml per annum)

An executive board of five proven men and women will comprise part of the management body responsible for co-ordinating all aspects of ODF Training. The CEO will be part of the executive board with non-executive board members rotating through the chair at the discretion of all members.

Combined executive incomes plus associated travel and accommodation expenses for all members of the board will be capped at \$2.5ml per annum.

It is envisaged that a maximum of 12 board members (executive and non-executive) will be drawn from the Australian Defence Force (ADF), federal government, and industry.

A further \$0.5ml per annum will be allocated to personal assistants appointed to the executive board members.

Item 2 - Incomes of Research & Procurement Team (\$0.975ml per annum)

A Research and Procurement team will source and procure all materials required to equip ODF Students and Staff. They will liaise with manufacturers and wholesalers throughout Australia (and if absolutely necessary, overseas - in some instances - until an Australian manufacturer can satisfy ODF requirements).

The team will be very much hands on. It will comprise no more than 15 staff at an average income level of \$65,000 per annum.

Item 3 - Incomes of ODF Training Staff (\$379.47ml per annum)

Having established an ODF Teacher/Student ratio of 1:30, this means that 11,700 ODF Teachers will be required (i.e. 350,000 ODF Students ÷ 30, equals approx. 11,700). But

because of the enormous financial burden that would be imposed on any government we will suggest replacing two thirds (66.7%) of these full time teachers (i.e. 7,800) with Volunteer Teachers (VTs) who have registered themselves on our national Register of Competencies.

On the basis that five VTs equate to one full time ODF Teacher, with each VT working no more than one full day (in many cases, two half days), then staff costs can be dramatically reduced. A VT would only be paid \$55 (out-of-pocket expenses) for that one full day and a further \$10 per VT per week would be set aside for stationery and promotional functions, making a total of \$65 per week. Hence:

Over a 42 week year (i.e. duration of ODF Training), VTs numbering 39,000 (i.e. 7,800 x 5 days) would cost the government **\$106.47ml** per annum (i.e. 39,000 x \$65 p.w. x 42 weeks).

Full time ODF Teachers numbering 3,900 (i.e. 33.3% of 11,700) would cost the government **\$273ml** per annum (i.e. 3,900 x \$70,000 p.a. income)

Volunteer Teachers (VTs)

From a suggested national Register of Competencies (RoC) there will be a vast range of disciplines (and retired, invaluable expertise within each) from which VTs can be drawn. ODF Training will not be relying solely on retired teachers formerly from within the State and Territory education systems.

Retired engineers, architects, accountants, lawyers, and those from the sciences of medicine, biology, aquaculture, environment, etc and the arts, will be vigorously sourced through the RoC and elsewhere.

Experienced Australian Defence (ADF) personnel, both retired and active (to a lesser degree) will also be drawn on to complement part of our VT requirements.

And as earlier mentioned, all ODF Teachers and VTs will be trained specifically to deliver ODF Training within their part of the ODF Curriculum.

Item 4 - Incomes of ODF Administrators & Assistants (\$157.30ml per annum)

The role of liaising with three ODF Teachers, appointing and coordinating 30 VTs (equivalent of 6 ODF Teachers), administering payrolls, and ensuring that the needs of 270 ODF Students are met, will be the responsibility of one full time ODF Administrator and one casual Assistant ODF Administrator.

Each ODF Administrator will be paid \$85,000 per annum and each Assistant, working 20 hours per week, will be paid \$40 per hour over 42 working weeks, amounting to \$33,600 per annum.

All three ODF Teachers and 30 VTs will ease the administration load by undertaking some of the basic administration requirements without interruption to core ODF Training.

The ratio of one ODF Administrator and one Assistant ODF Administrator per 270 ODF Students means that 1,300 of each classification will be required (i.e. 350,000 ODF Students ÷ 270 = 1,300 of each administration class). Hence:

Annual cost of 1,300 ODF Administrators at \$85,000 = **\$110.5ml** per annum.
Annual cost of 1,300 casual Assistant ODF Administrators at \$33,600 = **\$43.68ml**
per annum.

All ODF Administrators and Assistants will be given a 24/7 mobile phone plan at a cost of \$100 per month, totalling **\$3.12ml** per annum (i.e. 2600 x \$100 x 12 months).

The ratios adopted within the ODF Training Program will be 1:3:30:270 (i.e. one Administrator (plus Assistant)/three ODF Teachers/30 VTs/270 ODF Students).

Item 5 - Initial Capital Cost of Uniforms for ODF Training Staff (\$38.22ml)

Staff Numbers and Uniform costs:

1. ODF Teachers - 3,900 at \$840 each = \$3.276ml
2. ODF Volunteer Teachers - 39,000 at \$840 each = \$32.76ml
3. ODF Administrators & Associates - 2,600 at \$840 each = \$2.184ml

Item 6 - Annual Replacement Cost of Uniforms for ODF Training Staff (\$9.55ml per annum)

Note that the replacement cost of uniforms, annually, has been estimated at approximately 25% of the initial capital cost, being around **\$9.55ml** per annum.

Item 7 - Initial Capital Cost of iPads (incl. headphones) for ODF Training Staff (\$13.65ml)

1. ODF Teachers - 3,900 at \$300 each = \$1.17ml
2. ODF Volunteer Teachers - 39,000 at \$300 each = \$11.7ml
3. ODF Administrators & Assistants - 2,600 at \$300 each = \$0.78ml

Item 8 - Annual Cost of Replacing ODF Staff iPads (incl. headphones) (\$1.365ml per annum)

Note that the replacement cost of iPads, annually, has been estimated at approximately 10% of the initial capital cost, being around **\$1.365ml** per annum.

Item 9 - Initial Capital Cost of iPads (incl. headphones) for ODF Students (\$105ml)

350,000 ODF Students at \$300 each = **\$105ml**.

Note that the replacement cost of iPads, annually, has been estimated at approximately **\$15.75ml** per annum, being 15% of the initial capital cost.

The ODF Student Pack inventory has been costed using this replacement figure on a per ODF Student basis. Hence a figure of \$45 has been included in the overall cost of an ODF Student Pack (i.e. \$15.75ml per annum ÷ 350,000 = \$45).

Item 10 - Annual Cost of ODF Student Packs (\$309.75ml per annum)

Note that the inventory costing of ODF Student Packs includes the replacement cost (only) of unreturned iPads and not the initial capital cost.

The cost of ID Cards (initially and on completion of Training) has also been included in the \$885 cost of each ODF Student Pack.

INVENTORY - ODF STUDENT PACK

Headwear – (1 broadbrim dark blue hat with band and badge)	\$50
Headwear – (1 dark blue beret with badge)	\$15
Footwear – (1 pr black rubber sole dress shoes)	\$35
Footwear – (1 pr dark blue joggers)	\$30
Shirt – (1 light blue, long sleeve with epaulettes)	\$40
Shirts – (2 light blue, short sleeve with epaulettes)	\$30
Trousers/Slacks – (2 prs dark blue)	\$130
Belt – (1 black belt with customised buckle)	\$40
Sports Shorts – (1 pr dark blue)	\$30
Sports Top – (1 light blue)	\$30
Tie – (1 light blue/dark blue striped)	\$20
Cravat – (1 white pre-tied)	\$25
Jacket – (1 windproof with epaulettes & dress buttons)	\$100
Pullover – (1 dark blue)	\$50
Socks – (3 prs dark blue/black)	\$10
Socks – (2 prs extra short light blue)	\$30
Tee Shirts – (3 white)	\$30
White Gloves – (2 prs)	\$30
Backpack – (1 Roller Carry-On Backpack)	\$55
Insignia – (badges, patches, stickers)	\$25
ID Card – (bus, train, tram, etc); plus another issued at completion of Training	\$15
iPad – [Replacement cost only (i.e. \$15.75ml p.a. ÷ 350,000)]	\$45
	<hr/>
	Sub Total =
\$855	
Plus delivery costs per pack to 2,700 Distribution Centres (Secondary Schools) Australia-wide	\$30
	<hr/>
	Grand Total =
	<hr/> <hr/>
	\$885

Hence, the estimated annual cost of ODF Student Packs is: 350,000 ODF Students at \$885 each = **\$309.75ml** per annum.

Item 11 - Annual Cost of Internet Service (\$9.072ml per annum)

The approximate monthly cost of providing unlimited internet service at each of the 2,700 ODF Training sites would be around \$280 per month, making the total cost Australia-wide \$9.072ml per annum (i.e. 2,700 x \$280 x 12).

Item 12 - Incomes of ODF Students (\$427ml per annum)

Working on the premise of an intake of 350,000 ODF Students for each ODF Training year, then the cost to a government over a 46 week year (i.e. duration of ODF Training plus four weeks leave) per ODF Student would be as follows:

1. \$250 paid to each ODF Student three business days prior to Christmas day immediately preceding the commencement of ODF Training on 10 January in the following year (**Total of \$87.5ml** per annum).
2. 23 fortnightly payments of \$100 equals \$2,300 per ODF Student (**Total of \$805ml** per annum).
3. A final lump sum payment to each ODF Student of \$250 paid three business days prior to Christmas immediately following the completion of ODF Training (**Total of \$87.5ml** per annum).

Item 13 - Annual Cost of Billeting ex-Boarders (\$56.35ml per annum)

We will work on the premise that the 3,500 school leavers who were previously boarders at secondary schools will continue to require accommodation and meals (i.e. full board) as ODF Students.

The traditional and most cost effective method of achieving this end is to pay willing residents within close proximity to ODF Training sites, the sum of \$350 per week for each ODF Student they are prepared to offer full board for a period of 46 weeks. This would be a total cost of **\$56.35ml** per annum.

All other expenses attached to billeted ODF Students, being ID Cards, allowances of \$100 per fortnight, annual bonuses of \$500, Student Packs, and free travel, have already been included in the overall costings for all 350,000 ODF Students.

Security of these ODF Students will be a government priority.

Item 14 - Annual Cost of ODF Student Free Travel (\$273ml per annum)

Subject to negotiations with State and Territory transport departments and privately owned transport companies it is estimated that free bus, rail and train services will cost approximately **\$273ml** per annum (i.e. 350,000 ODF Students x \$780 each per annum).

Item 15 - Annual Cost of Awards (\$5.25ml per annum)

Individual and team awards will be granted at the end of each term for achievement within sporting, athletic, entrepreneurial, leadership, and academic activities.

Item 16 - Initial Capital Cost of Pre-recorded Video Lectures (\$5ml)

A total of 100 videoed lectures will be produced to form the foundation of the ODF Training Program. Each lecture will be 35 minutes in duration and cover the foundation of the program.

A budget of \$5ml has been set. The upgrading of the initial 100 lectures and the extending of subject matter will be the responsibility of 15 micro, roving, video production crews.

Item 17 - Initial Capital Cost of Roving Infield Productions (\$1.305ml)

- 15 Vehicles (\$55,000 each) - \$0.825ml
- 15 Cameras (\$30,000 each) - \$0.45ml
- 15 iPads and mobile phones for Camera Operators - \$0.015ml
- 15 iPads and mobile phones for Presenters - \$0.015ml

Item 18 - Annual Cost of Roving Infield Productions (\$3.846ml per annum)

- Camera Operators' Incomes at \$85,000 p.a. each (x 15) = \$1.275ml
- Accommodation and meals - \$500 Av. two days p.w. for 46 weeks (x 15) = \$0.345ml
- Mobile phone 24/7 plans at \$1,200 per annum (x 15) = \$0.018ml
- Registration, insurance, fuel, maintenance - \$20,000 p.a. (x 15) = \$0.3ml
- Presenters' Incomes at \$95,000 p.a. each (x 15) = \$1.425ml
- Presenters' mobile phone 24/7 plans at \$1,200 per annum (x 15) = \$0.018ml
- Accommodation and meals - \$500 Av. two days p.w. for 46 weeks (x 15) = \$0.345ml

The annual replacement costs of vehicles and cameras will be more accurately determined closer to the implementation of our ODF Training program; but for the moment an amount of **\$0.12ml** per annum will suffice.

Note that these micro, roving, video production crews will not only produce insights into every aspect of the trades, professions and life generally for a daily ODF Student audience, but will also upgrade the initial 100 pre-recorded video lectures.

Item 19 - Additional Cost of National Awareness Program - 1st Two Years (\$12ml)

Although social media will be used extensively to create awareness of the ODF Training Program, there will be television and newspaper advertising designed to direct school leavers into social media sites.

And these sites along with Australia-wide advertising will have the dual function of answering the many questions that may be asked by parents and guardians of those school leavers about to enter ODF Training.

In the year leading up to the first intake of ODF Students a \$5ml budget will be applied to the development of a television advertising campaign plus a video presentation which will show ODF Students in uniform. Social media sites will also publish the ODF Curriculum, and continue to answer questions.

It is anticipated that national electronic, press, and direct mail advertising will cost an average of \$7.5ml per annum (including the initial video and television production of \$5ml) for the first two years.

Item 20 covers the annual ongoing cost of the ODF National Awareness Program at \$1.5ml per annum. By deducting this amount for the first two years from the total cost of \$15ml over the same period then the Additional Cost of the National Awareness Program is \$12ml.

Item 20 - Annual Cost of ODF National Awareness Program (\$1.5ml per annum)

The annual sending of notices to impending school leavers, follow-up press and television advertising, the maintaining of social media sites, and liaison with secondary schools will cost approximately \$1.5ml per annum.

Item 21 - Annual Cost of First Aid (\$5.4ml per annum)

It is estimated that primary medical treatment of ODF Students should not exceed \$5.4ml per annum (i.e. \$2,000 p.a. for each of the 2,700 ODF Training sites).

Item 22 - Cost of Gap Year Impacting on Higher Learning Institutions (\$3.5bl)

The first intake of ODF Students will automatically deprive Higher Learning Institutions of some 131,250 students [i.e. 350,000 school leavers x 75% approx. being those who have completed year 12. Of these 262,500 approximately 50% (131,250) would have immediately become full time students at Higher Learning Institutions.]

But now with ODF Training, it will be 12 months before these 131,250 are in a position to commence tertiary studies and accordingly provide revenue for Australian institutions. Hence, it will be vital to negotiate with all institutions to determine what funding will be required to make up the shortfall in revenues, at least to ensure sustainability for that one vital gap year.

Suffice it to say that a government could be faced with a bill as high as \$3.5 billion, no part of which would ever be repaid; but an amount substantially less than first year student loans plus subsidies.

Summary

The cost of ensuring a cohesive multicultural nation will not come cheap. However, the alternative is disharmony and the destabilisation that destroys a nation's security.