

Australian Defence Forces Case Study

Efficient Force Generation and Preparedness Planning and Career Management Using the Industry-Leading Force Optimisation Solution



Challenge

The ADF (Australian Defence Force) is tasked with planning, preparing, and conducting operations for the protection and promotion of Australia's security and national interests.

ADF operations serve three areas;

- Defence of sovereign territory
- Protection of overseas trade and offshore resources
- Executing contingency operations in support of multinational operations or the UN.

With a current force of about 85,000 Regular and Reserve personnel distributed over 150 major units, training centres and functional commands, the ADF faces a challenging spectrum of operations from the Middle East to the Pacific Rim. Managing deployed units to meet these tasks demands precision, efficiency, and value for money, especially when set against the Strategic Reform programme that will produce an efficient and accountable Defence organisation required to deliver and sustain Force 2030 within the Government agreed funding envelope while achieving savings of A\$20 billion over 10 years.

Benefits

Australian Defence Force (ADF) users report that Allocate Solutions gives Commanders significantly greater oversight of units and personnel. It enables more effective and efficient capability management and a deeper understanding of all aspects of forecasting, resourcing, and costing Defence activity. The reduction in administrative tasks has flow-on effects not just for units, but also for individuals, providing a positive impact on retention.

In 2009 the Royal Australian Navy (RAN) implemented Allocate Solutions as part of Whole Ship Coordination and noted that reducing time spent on administrative tasks allows greater focus on core duties, decreasing working hours, reducing stress, and enabling a much greater attention to the achievement of enhanced maritime capability. Since adopting Allocate Solutions the Australian Army's Forces Command now conducts quarterly Synchronisation Conferences using consistent information drawn from and applicable to all levels of command. Meanwhile Joint Operations Command also uses Allocate Solutions for programming and preparedness synchronisation. Since being adopted by the Royal Australian Air Force (RAAF) in 2013, all three Services benefit from simplified and automated Career Management and Personnel Planning with improved accuracy. Promotion Boards are

decentralised and enjoy fully integrated support, which improves fidelity and saves on travel producing a better result for both candidate and Board Member.

Career Management staff have easy, secure access to the most comprehensive range career data, which improves decision making and ensures personnel are assigned to posts most suited to their aspirations and those of the ADF (Australian Defence Force).



“Review into the links between Preparedness and Personnel & Operating Costs (PPOC) resulted in the establishment of the PPOC Reform Stream, as an element of the Defence Strategic Reform Program. Allocate Solutions is expected to assist in better understanding those links and the effects of adjusting the Defence budget as operational and performance demands change and as Defence manages the delivery of A\$20bn in savings over the next decade.”

Director General Defence Preparedness

Solution

ADF operational preparedness and career management was previously conducted using numerous spread sheets and/or stand-alone databases, all of which proved to be extremely labour intensive and required manual input of data. Allocate Solutions transformed data extracts into meaningful information within the entire system. It significantly improved the efficiency and effectiveness of decision-making in several areas while reducing the administrative load on deployed managers.

Specifically:

- Using Allocate Solutions, units are assigned to a task and training activities with a few clicks. Additionally, other information contained in Allocate Solutions enables the user to produce quick, accurate, detailed reports and records at any time

- Time required for VCDF Preparedness Branch to conduct regular preparedness reviews has been reduced by over 70%
- Over 200 Army users rely on Allocate Solutions as a key formation level planning tool. Initial use of Allocate Solutions for Force Generation in the Army reduced consultation time from six to one week per business cycle
- Allocate Solutions overcomes the inherent redundancy and effort in synchronising multiple spread sheets at planning conferences
- The Army Capability Management System and the formal Force Generation and Reporting tool now use one database for all requirements
- Allocate Solutions replaces Manning Document Establishment Reports with a live system that automatically allows users to generate reports to identify vacancies, optimal replacements and create executive orders all from a single source of the most up-to-date information
- Support for the Army officer postings process reduced the activity cycle by approximately 1/3 in its first use and improved accuracy
- Allocate Solutions is integrated with the existing HR (Human Resources) system (PMKeyS) into a modern, agile, and responsive system
- RAN users, approximately 12 per vessel, found that Allocate Solutions Whole Ship Coordination provides Commanders greater oversight of personnel, thus enabling more effective and efficient on-board personnel management. At sea, production of an accurate Watch and Station Bill has been reduced from 7:40 hours to 20 minutes (95% improvement) and an additional six hours per week has been removed from the Regulator's workload
- Overall a significant qualitative improvement in outputs from activities managed by Allocate Solutions.

Less time and money spent on administration means more for defence of the nation.



“Allocate Solutions has replaced the existing 20 plus Force Generation and Preparedness Spreadsheets to one coherent system, thus reducing many, many man hours of effort”, and “Allocate Solutions has provided the Army with a modern and efficient Career Management solution to replace the existing legacy system”

Army Trial Report

Outcomes

Allocate Solutions was first selected by RAN (Royal Australian Navy) as a means of crew administration and 'Whole Ship Coordination' before being trialled by Army in 2009. The Army's roll-out programme commenced immediately to support the delivery of substantial improvements and savings in the military Preparedness plan. This was followed by delivery to the Joint Operations Command for use in operational programming, VCDF's Preparedness reporting and the Operational Manning Document.

Allocate Solutions enables:

- Force Generation and Preparedness Planning for Operations, Training, Force Modernisation, Public Engagements and Exercises
- Force Synchronisation
- Full integration with the Army's Capability Management System
- Unit and Formation Training Goals
- Integration with the Logistic Planning System including equipment management.

Successes

One of the key success factors for the ADF is that the implementation of Allocate Solutions is not just a 'systems implementation.' With the support of Allocate's dedicated project team, the ADF is managing the alignment of the Allocate Solutions application, to their future business processes, thereby ensuring that delivery precisely meets the needs of servicemen and women in a timely and cost-effective manner. Allocate Solutions has assisted in achieving the required levels of Preparedness and the efficient Conduct of Operations, which are the two critical areas of activity provided by the Defence Forces to the Australian Government, with Preparedness accounting for 65% of the overall Defence budget.

Future

The relationship between ADF and Allocate means that both organisations understand each other's, requirements, strengths and working practices. Continual enhancements to Allocate Solutions, easily achieved through its inherent flexibility and structure, are now being identified and implemented efficiently to meet the operational needs of the ADF. As part of a review process, the ADF identified additional requirements to integrate Allocate Solutions with the Defence Logistic Planning System to produce a complete end-to-end resource planning capability. Through reduced workload and less reliance on standalone data sources, and with the automation of key ADF processes, staff are able to devote more effective time to core activities. In future, processes for all units will be synchronised between home-based forces and deployed commands, to give the ADF a truly global, holistic perspective of all their force elements and personnel.

