

# “Building for the future – Change from Within”

## High Level Action Plan for the Report of the Commission on the Defence Forces



### Introduction

The Report by the Commission on the Defence Forces is the most comprehensive review of the DF undertaken in decades. This High Level Action Plan sets out a pathway for modernisation of the Defence Forces over the coming years. The Government were presented with three Levels of Ambition (LOA) and have approved the decision to move to **LOA 2** by 2028. This decision will positively transform the development of military capability across the three Services and modernise the strategic HR and culture within the Defence Forces.

“LOA 2 enhanced capability” = Building on current capability to address specific priority gaps in our ability to deal with an assault on Irish sovereignty and to serve in higher intensity Peace Support Operations”

This includes an increase in the Defence Budget to **1.5bn per annum by 2028** and to increase the permanent Defence Force establishment from 9,500 to **11,500 by 2030**.

### Strategic HR & Cultural Change delivered:

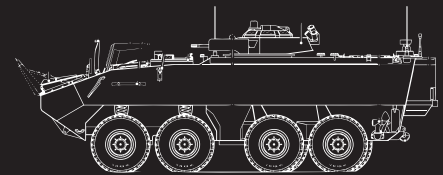
The creation of a number of new roles and structures in the Defence Forces will be initiated immediately, including:

- Civilian Head of Transformation reporting directly to COS
- Civilian Head of Strategic HR reporting directly to COS
- Gender Advisor
- Digital Transformation Officer
- Office of Reserve Affairs & Capability Development Branch (civil-military)
- Develop Recruitment and Induction Strategies, to expand recruitment and induction capacity within the Defence Forces
- Private healthcare access for enlisted pers progressed
- Gender, Diversity & unconscious bias training designed
- Explore creation of Lance Corporal rank

### Pay & Allowances:

- Removal of the requirement for 3 Star Private/Able Seaman to “mark time”, without pay increments, for the first three years at that rank
- Full rate of MSA paid to all personnel of 3 Star Private/Able Seaman rank.
- Access to seagoing service commitment scheme to direct entry personnel to the Naval Service

*“38 early actions set out for the period July to Dec 2022”*



### Reserve Defence Forces revitalised:

- Office of Reserve Affairs established to develop an RDF regeneration plan that seeks to enable the Reserve to support PDF units in the conduct of operational tasks
- Meet the establishment of **4,500 RDF by 2030**, comprising of ...
  - Army Reserve of 3,900
  - Navy Reserve of 400
  - New Air Force Reserve of 200



*“48 recommendations are accepted, 55 accepted in principle, 17 for further evaluation & 10 to Revert”*

*“all 130 recommendations have been captured across five strategic objectives”*



### Services reformed and restructured:

- A Force Redesign of the Army will be conducted with a view to ensuring that Army structures and capabilities are in line with international best practice and can deliver the capabilities required to fulfil Army assigned tasks on-island and overseas

### Joint Capability Development implemented:

- Commence planning for military radar capability including primary radar, a key national defence asset
- Review of current ATCP taskings aimed at freeing up resources for other priority tasks
- Establish permanent civil-military capability development planning processes and structures



*“Overall Force strength 16,000. 11,500 PDF and 4,500 Reserve”*