

PUBLIC AFFAIRS GUIDANCE – Australian Operational Service Medal

PAG No/Name:	Australian Operational Service Medal Announcement
DTG:	Friday 13 August 2012
Coordination:	Defence People Group – Honours and Awards
POC Name:	Helen Gouzvaris, Acting Director Honours and Awards
POC Phone Number:	02 6266 1009

Situation

- On 22 May 2012 Her Majesty The Queen established the Australian Operational Service Medal (OSM) to accord recognition to members of the Australian Defence Force and certain civilians who render service in certain new military operations.
- On Thursday 19 July 2012 Minister for Defence Science and Personnel The Hon Warren Snowdon, with Chief of Navy Vice Admiral Ray Griggs AO CSC, will formally announce Her Majesty The Queen's decision to introduce the OSM and that this medal will phase out/replace the Australian Active Service Medal (AASM), Australian Service Medal (ASM) and campaign medals.
 - The AASM recognises Service of Australian Defence Force and certain other persons in prescribed warlike operations.
 - The ASM recognises military and other service in prescribed peacekeeping and non-warlike operations.
 - Campaign medals have been awarded for service in a designated military operation or duty in a geographical theater.
- In 1999 a precedent was set that Defence Civilians would not be eligible to receive the AASM and ASM. The then Chief of the Defence Force, Admiral Chris Barrie AC determined that it was not appropriate for civilians to be considered for military awards given the different role they play on operations.
- The Chief of the Defence Force did not want to deny them recognition, however, so Defence sought to establish a separate award for Defence Civilians. All attempts to deliver this were, up until the establishment of the OSM, rejected by Government.
- The OSM will have different variants, one for ADF personnel (including those involved in border protection operations) and a Defence Civilian variant.

Likely Issues

- This is an opportunity to promote that Defence recognises its people who willingly and ably perform unique tasks and experience significant hazards as part of their employment.
- There is the potential for ADF members to perceive that they are losing something through the introduction of the OSM and the phasing out of the ASM, AASM, and campaign medals.
- ADF members may have issues with civilians receiving the 'same medal' as military personnel due to precedence and the differences in the demands of service experienced by ADF members and Defence Civilians. The majority of ADF personnel do not have an issue with recognition of civilians, as long as the recognition is visibly different - according to a survey Defence conducted as part of the 2007/08 Defence Honours, Awards and Commendations Policy Review. It will be

important to reinforce the differences in versions.

- Defence Civilians who have served on a military operation since 1999 (under the auspices of the *Defence Force Discipline Act 1982*) and ADF members who have participated in certain border protection operations will be interested in their eligibility and the process they have to go through to seek recognition.

Target Audience

- ADF Members past and present
- Defence Civilians past and present
- External Service Organisations
- Department of Veterans Affairs
- Defence Families

Key Messages

- **The Australian Operational Service Medal recognises Defence people, ADF and Civilian, who willingly and ably perform their work in unique and hazardous environments and circumstances as part of a declared operation.**
- **In future ADF members will receive an Operational Service Medal in place of the Australian Service Medal, Australian Active Service Medal and campaign medal.**
- **The level of recognition that has been achieved in the past through these medals is maintained through the introduction of one based on:**
 - A unique ribbon received with the Operational Service Medal representing the operation our people have deployed on, in place of the campaign medal; and
 - Effectively linking recognition of the type of service our people have undertaken to the operations they have deployed on.
- **The Australian Operational Service Medal will also enable greater recognition of different types of operational service for both Australian Defence Force Members and Defence Civilians.**
 - providing the basis to progress recognition for ADF members involved in border protection operations; and
 - recognising eligible Defence Civilians, who have served as part of a declared operation since the end of INTERFET.
- **The Operational Service Medal, partnered with varying ribbon designs, will enable recognition of the type of service the recipient has undertaken.**
- **The detailed parameters for eligibility are not yet available. The Chief of the Defence Force, Parliamentary Secretary for Defence and the Governor-General must consider and approve the eligibility criteria for the Australian Operational Service Medal prior to its public release. Defence hopes to finalise this process in August 2012.**

Talking Points

Australian Defence Force Members

- Through the introduction of the Australian Operational Service Medal ADF members who undertake operational service have the potential to receive multiple medals - receiving an OSM with a unique ribbon for each new operation.
- For additional periods of qualifying service on the same operation there is a provision (where appropriate) for the issue of accumulated service devices. These devices will be in the form of a numeral similar to the numerals issued by the United Nations. The numerals will be the same for everyone.
- The Australian Operational Service Medal will now provide the basis to progress recognition for ADF members involved in border protection operations.

Civilians

- In 1999 the then Chief of the Defence Force, Admiral Chris Barrie, AC determined that civilians would not be considered for military awards (Australian Active Service Medal and Australian Service Medal).
- Defence has since been working to establish separate recognition for Defence Civilians who serve as part of a declared operation, under the *Defence Force Discipline Act 1982*.
- The Australian Operational Service Medal civilian variant will be of the same medal design as awarded to ADF personnel, however it will have a standard ribbon and clasp that differentiates it from the ADF variant and denotes the operation the recognition is for.
- The OSM will enable retrospective awards to eligible Defence Civilians, who have served as part of a declared operation since the end of INTERFET.
- Only one medal will be awarded to a Defence Civilian and second and subsequent awards on different operations will be in the form of a clasp.

“Q & A”

What does the introduction of the OSM mean for ADF members currently deployed on operations?

The OSM has no bearing on ADF members currently deployed and they will continue to receive the same benefits they currently do. The OSM will only come into place for all new declared military operations from hereon in, apart from the retrospective element for border protection and Defence civilians.

Will variants of the OSM still demonstrate the higher demands required of active service versus service?

Currently, Defence awards ADF members an Australian Active Service Medal or an Australian Service Medal, in recognition of warlike and non-warlike service respectively. They have also recently received campaign medals for service in ‘warlike’ operations in East Timor (Timor-Leste), Iraq, and Afghanistan.

In future ADF members will receive an OSM in place of the ASM, AASM and campaign medal. A unique ribbon received with the OSM will represent the operation they’ve deployed on, in place of the campaign medal. This approach also effectively links recognition of the type of service our people have undertaken to the operations they have deployed on.

In making these changes Defence seeks to:

- Provide our people with the potential to attain more visible recognition through the prospect of

attaining multiple OSM medals through deployments to different operations with unique ribbons;
and

- To simplify the recognition process and its supporting administration.

Eligible Defence Civilians are entitled to receive one OSM with a standard ribbon, regardless of operation, making it visibly different from the recognition ADF members receive.

Defence will recognise Defence Civilians who undertake subsequent deployments with a clasp that they can add to their existing OSM.

What is the medals design?

Imagery of the medal and its variant ribbons will not be available until it is manufactured.

Work is underway to commence the manufacturing process and it is anticipated that initial stocks of the medal will be available to enable presentation to occur to certain Australian Defence Force personnel before December 2012. Defence will ensure imagery is available on the Honours and Awards web site at the earliest opportunity www.defence.gov.au/medals/.

What are the requirements for eligibility?

This information is not available at this time. The Chief of the Defence Force, Parliamentary Secretary for Defence and the Governor-General must consider and approve the eligibility criteria for the Australian Operational Service Medal prior to its public release. Defence hopes to finalise this process in August 2012.

Which Border Protection Operations will the OSM apply to?

The specific detail of border protection operations has not yet been approved so this information cannot be provided at this time.

Is the award retrospective and over what time?

Yes - there is an element of retrospectivity within the Regulations however, at this stage, it is only envisaged that retrospectivity would apply for border protection for ADF personnel together with retrospective recognition for civilians, serving under the auspices of the Defence Force Discipline Act, who have not been able to qualify for military awards since the then CDF Barrie made the decision that civilians would no longer be considered for the AASM and ASM in 1999.

Does this mean additional allowances are due retrospectively?

No - allowances and medals are considered separately and the provision of an OSM does not have any bearing on what allowances may/may not have been given.

The establishment of the OSM will not have any impact on the other benefits and conditions of service that ADF personnel presently receive for warlike or non-warlike service.

How can I apply if I am a potential retrospective recipient?

Wait until Defence announces eligibility criteria later this year. If the criteria apply, you can seek an application form from the Directorate of Honours and Awards.

Phone the free-call number 1800 111 321 for further guidance, noting its operating hours are: 10.00am-4.00pm AEST/AEDST, Monday to Friday, excluding public holidays

Why did Defence decide to stop issuing the existing medals to civilians in 1999?

This was a decision of then CDF Barrie who determined that it was not appropriate for civilians to be

considered for military awards given the different role they play on operations.

What is behind the decision to open the medal up to Defence Civilians now?

Since the decision of CDF Barrie in 1999 Defence has been pursuing an alternate form of recognition for Defence Civilians, seeking to establish a civilian service medal which could be available across the whole of Government. This did not eventuate.

Defence recognises that our people, both ADF and APS, at times willingly and ably perform their work in unique and hazardous environments and circumstances. The Australian Operational Service Medal recognises this service.

How many Defence Civilians have been on operations since 1999?

This information is not available at this time and is being sought separately.

What are the roles that Defence Civilians play in operations?

Civilians generally provide specialist skills not readily available within the services eg, scientific, financial, policy analysts etc

What processes is Defence applying to prevent “double dipping” as the Australian Service Medal and Australian Active Service Medal are phased out?

The OSM Regulations do not allow for it to be awarded for an already ‘medalled’ operation so there will be no opportunity for “double dipping”.

Release Strategy/Tactics

- **FAQ** – Honours and Awards internet site www.defence.gov.au/medals/ - intranet site FAQ currently redirects to the internet.
- **Fact Sheet** – aligned with templates on WOG website www.itsanhonour.gov.au
- **Talking Points for SLG and Service Communication teams**, to be updated and recirculated once eligibility criteria for OSM is approved.
- **Service Newspaper piece x2** initial announcement and follow up once eligibility criteria approved. Also submit to **Defence Family Matters**
- **Defence Magazine piece** focus on recognition of Defence Civilians
- **Facebook** pointer message regarding retrospective award on Army, Navy and Air Force page once eligibility criteria is approved with link back to the Honours and Awards website for further detail.
- **Spotlight** – announcement posted once eligibility criteria are approved directing people to the Honours and Awards site for detail.
- **Signal/Defgram** – for initial announcement of OSM and follow up to provide detail on eligibility criteria.
- **Article/FAQ and Fact sheet** –circulated to Department of Veterans Affairs and External Service Organisations for the information of their clients/membership.

Clearance	Name	Position	DTG
Drafted by:	Lisa Smallacombe	SCEA DPG	15/7/2012
	Helen Gouzvaris	A/D Honours & Awards	15/7/2012
1* and above approval public release	Annebelle Davis	A/FAS People Solutions	16/7/2012
	MAJGEN Gerard Fogarty	HPC	16/7/2012 18:33
PA Clearance			