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# APPENDIX A

# A BRIEF HISTORY OF THE UNITED NATIONS

*Reason, justice and compassion are small cards to play in the world of politics, whether international, national, or trivial, but someone has got to go on playing them.*

*Lance Morrow*

## THE FOUNDATION OF THE UNITED NATIONS

The United Nations (UN) was founded on 24 October 1945, in the wake of World War II. The first step towards forming the organisation was take on June 12, 1941 when the leaders of Britain, the Commonwealth nations, Belgium, Czechoslovakia, France, Greece, Luxembourg, the Netherlands, Norway, Poland, and Yugoslavia met in London to sign the *Inter-Allied Declaration* pledging to work for a free world, where people could live in peace and security.

Two months later, aboard a ship off the coast of Newfoundland, Franklin D. Roosevelt and Winston Churchill signed the *Atlantic Charter* expressing their hope for a world where all people could live free from fear and need.

On 1 January, 1942, representatives of 26 nations signed the Declaration by United Nation. This was the first official use of the words United Nations. The declaration approved the aims of the *Atlantic Charter* and was later signed by 21 other nations.

On 30 October 1943, representatives of Britain, China, the Soviet Union, and the United States signed the *Moscow Declaration on General Security*. This declaration approved the idea of an international organisation for preserving world peace. A month later, Roosevelt, Churchill and Stalin met at Teheran, Iran to declare that they recognised the responsibility of all United Nations to achieve lasting peace.

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From August to October 1944, representatives of Britain, China, the Soviet Union, and the United States attended *The Dumbarton Oaks Conference* to plan a peacekeeping organisation. While there was considerable disagreement a over voting rights and procedures, a plan was developed featuring a Security Council (SC) on which Britain, China, France, the Soviet Union, and the United States would be permanently represented. In February 1945, Roosevelt, Churchill and Stalin meet at Yalta in the Crimea where they decided that some minor actions of the Security Council could not be vetoed by the permanent members. They also announced that a conference of United Nations would open in San Francisco on April 25, 1945. This conference would use the plan defined at the *Dumbarton Oaks Conference* to help prepare the Charter of the UN.

Delegates from 50 nations met in San Francisco for the *United Nations on International Organisation*. The conference was opened 13 days after the death of Roosevelt, and 12 days before the surrender of Germany. Victory over Japan was still four months away.

At the conference, some major disagreements arose between the Big Three (Britain, the Soviet Union, and the United States) and the smaller, less powerful nations. The Big Three believed they could guarantee future peace only if they continued to cooperate as they had during the war. They insisted that the Charter of the United Nations should give them the power to veto actions of the Security Council. The smaller nations opposed the veto power but could not defeat it. they did succeed in adding to the importance of such UN organs as the General Assembly and the Economic and Social Council (ECOSOC). In these bodies the responsibilities could be shared more equally than in the Security Council. Such efforts by the smaller nations helped create an organisation that has far-reaching powers and responsibilities.

On Jun 26, 1945, all 50 nations present at the conference voted to accept the Charter. Poland had been unable to attend but later signed as an original member. The Charter then had to be approved by the governments of the five permanent members of the Security Council and the majority of the nations that signed it. On October, 24 1995 the United

Nations celebrated the Fiftieth Anniversary of the Charter becoming effective.

The first session of the General Assembly opened in London early in 1946. A permanent home for the organisation was established in New York. By 1952, the buildings were completed and occupied.

# THE CHARTER

The Charter of the United Nations is the constitution of the UN. It performs three basic functions: it sets out the structures of the organisation and their interrelationships; it establishes a set of rules and principles which form the legal framework and justification of the UN's action in the international sphere; and it sets out norms for behaviour between states.

## PURPOSES AND PRINCIPLES

The Charter contains four purposes and seven principles. The four purposes are: to preserve world peace and security; to encourage nations to be just in the actions toward each other; to help nations cooperate in trying to solve their problems; and to serve as an agency through which nations can work toward these goals.

The principles of the United Nations are that: all members have equal rights; all members are expected to carry out their duty under the Charter; they agree to settle disputes peacefully; they agree not to use force or the threat of force against other nations, except in self defence; members agree to help the UN in every action it takes to carry out the purposes of the Charter; the UN agrees to act on the principle that non-member states have the same duties as member states to preserve world peace and security; and the UN accepts the principle of not interfering in the actions of a member nation within its own borders. But these actions must not hurt other members.

## MEMBERSHIP

The first members of the United Nations were the nations that signed the Charter in 1945. The Charter states that membership in the UN is open to all "peace-loving states" that are "able and willing" to carry out the duties required by the Charter. Both the Security Council and the General Assembly must approve applications for membership. A member nation that violates the charter may be suspended or expelled from the UN.

## THE MAJOR ORGANS OF THE UNITED NATIONS

The UN system is structured around six principle organs: the Security Council (SC), the General Assembly (GA); the Economic and Social Council (ECOSOC), the Trusteeship Council, the International Court of Justice (ICJ), and the Secretariat.

The GA is the only major organ in which all members of the UN are represented. The Charter permits the Assembly to discuss any question of importance to the UN and to recommend action to be taken by the members or by other organs of the UN. The SC has the major responsibility in the UN for keeping the peace. The Charter provides the SC with special powers to carry out this responsibility. The Secretariat has the job of helping all other organs do their work as efficiently as possible. The Charter gives the ECOSOC several duties, such as advancing human rights and helping people to better their way of life. The ICJ handles international legal dispute. The Charter established the Trusteeship Council to watch over and assist a number of small territories that were not self governing at the time the UN was founded.

## AMENDING THE CHARTER

The UN Charter sets forth the rules for changing the Charter. Amendments may be proposed in either two ways. The GA may propose an amendment if two-thirds of all its members agree to do so. Or two-thirds of the GA members and any nine members of the SC

may call a General Conference to discuss making changes to the Charter. As in the GA, a two-thirds vote of a General Conference is required to propose an amendment. A proposed amendment does not go into effect until it has been approved by two-thirds of all members of the United Nations, including the five permanent members of the SC.

## THE MAIN ORGANS OF THE UNITED NATIONS

The GA is responsible in some way for every other UN organ. It elects or takes part in electing the members of the other major organ, and it directs the operations of some UN bodies. The GA also controls the UN's budget. It decides how much money each member will contribute and how much of the UN's funds each UN body should receive.

The GA may discuss any question that concerns the work of the UN. It reaches decisions through a vote of its members. As a result of the vote, the GA may suggest actions to be taken by other UN bodies or by member nations. According to the Charter, the only decisions of the GA that UN members must obey are votes on the UN budget. All other decisions made by the GA are simple recommendations.

The GA's responsibility for keeping the peace is second only to the SC. The kind of peacekeeping action that the Assembly can take has been strengthened since the Charter was written. In the early years of the UN, sharp disagreements in the SC prevented the Council from acting in many cases. In 1950, the GA approved the resolution called "Uniting for Peace". This Resolution gave the GA the power to step in whenever peace is threatened and the SC has failed to act. In an emergency, the Assembly can recommend actions for the UN, including the use of armed force.

The GA's work revolves around six different committees: the First Committee deals with disarmament and international security issues; the Second Committee deals with world economic and financial issues; the Third Committee deals with social, humanitarian, and cultural matters, the Forth Committee deals with special political and decolonisation issues;

the Fifth Committee deals with administrative and budgetary matters and the Sixth Committee deals with questions of international law. Each member of the UN has a seat on each committee. The Committees are then divided into smaller working groups which have fewer members but always attempt to have broad geographical representation.

Two GA committees which deal specifically with peacekeeping are the Special Committee on Peacekeeping Operations (Committee of 34 or C-34) and the Fifth Committee. The C-34 was set up to consider general guidelines for peacekeeping operations. The Fifth Committee is particularly important because it authorises the budgets for peacekeeping missions.

## THE SECURITY COUNCIL

In its capacity as the main organ of the UN responsible for the maintenance of internal peace and security, the SC plays the decisive role for the UN in relation to the settlement of international disputes. It is composed of fifteen UN member states. Five are permanent members: the United States, the Soviet Union, United Kingdom, China, and France. The rest are recommended for selection by the GA to the SC for a term of two years. Under an informal agreement there are guidelines given for the selection of the ten non-permanent seats which are intended to give the Council geographical representation. The Council is presided over by a President whose seat rotates amongst the Council members every month by English alphabetical order.

Voting can be divided generally into two categories; votes on procedural issues and votes on substantive issues. For a vote on a procedural issue to be successful a straight majority of nine votes is necessary. For a vote on a substantive issue to be successful a majority of nine votes is required including the concurring votes of the five permanent members.

Importantly, the SC acts on behalf of the membership of the UN on issues which threaten international peace and security, and its decisions are obligatory for all states. The councils mandate potentially covers a very broad range of issues. However, in practice the Council has generally taken a narrow interpretation of what constitutes a 'threat', basing decisions on the foundation of sovereignty and non-interference. Chapter VI of the Charter sets out techniques which the Council can us for peaceful settlement of disputes. This includes negotiation, inquiry, mediation, conciliation, arbitration, and judicial settlement. In Chapter VII of the Charter the SC is given the power to enforce its decisions. It may 'take action by air, sea, or land forces as may be necessary to maintain or restore international peace and security'. Before the Gulf War, Chapter VII enforcement action was only invoked once - in 1950 over the Korean crisis. At the time this action was possible because the Soviet Union, which would have vetoed any resolution which would have led to UN involvement, was boycotting the SC.

## THE SECRETARIAT

The Secretariat manages the day-to-day business of the UN. Its main role is to provide services for all other UN organs. The Secretariat is made up of the Secretary-General and other administrators assisted by clerks, secretaries, and specialists.

The Secretary General has broader powers than any other UN official. The Secretary General is the chief administrator of the UN and reports to the GA each year on the organisation's problems and accomplishments. The Secretary General advises the governments and uses the influence of the office to help solve many problems. Most important the Secretary General has the power to advise the SC of any situation that might threaten world peace.

The Secretary General is nominated by the SC and appointed by the GA for a five year term. All five permanent members of the SC must agree on a candidate before that person can be nominated. The Council then makes a recommendation to the GA. A majority vote of the

Assembly appoints a Secretary General.

The Secretary General's position as foreseen by the Charter is mainly an administrative one. Therefore, the powers of action available for holders of this position appear quite limited. However, over the years two important precedents have been set based on Article 99 of the UN Charter which will allow the Secretary General to take some initiative. These are: the right to conduct inquiries and fact-finding, and the right to carry out 'good offices' missions. The late Secretary General Dag Hammarskjold, noting the importance of Article 99, said it had 'transformed the Secretary-General from a purely administrative official, to one with an explicit political responsibility'. In addition to the additional powers derived from Article 99, the SC delegates that responsibility for the day-today functioning of peacekeeping operations. The Secretary General then delegates that responsibility to the Department of Peacekeeping Operations (DPKO) under the direction of an Under-Secretary General.

## THE UNITED NATIONS CHARTER ENCOUNTERS POLITICAL REALITY

The creators of the Charter envisioned a United Nations which would act through cooperation amongst sovereign states which had abdicated the use of force as a means gaining their foreign policy goals or settling disputes. In assuming a concert particularly amongst the veto-wielding permanent five, the writers of the Charter made two assumptions about the post-war world which have subsequently proved to be incorrect. First, it was believed that most of aggressive action would conform to the traditional state-versus-state type conflict. In these instances it would be relatively easy to point to an aggressor, and action would be relatively straightforward. This reasoning stemmed not only from a perceived reality of the relative stability of states, but also from the assumption that sates operated through their governments and were, to some extent, bound to follow certain behavioural norms within the international system. Second, for most of the life of the UN cooperation between the permanent five did not occur. The result was often deadlock. Although designed so that each of the great powers' interests could be protected through the use of the veto, complete lack of cooperation in the SC was not envisaged. This non-cooperation carried over from the SC

throughout the rest of the UN system.

While the charter is supposed to be a legally binding document to which all members of the UN are signatories, in reality many states ignore the resolutions and principles set out by the Charter and other documents. In general, non-compliance and obligatory resolutions, covenants and other international agreements has been overlooked in favour of the principle of sovereignty. While the Charter appears to be a comparatively weak instrument particularly in relation to domestic legal systems, it has, at least, set standards through which precedents have been set. Over the long term these precedents have changed the way states behave. The development of human rights protections is an example of this process.

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# APPENDIX B

# BRIEF OVERVIEW OF THE MISSION TYPES
# AND THE LEVEL OF AUSTRALIAN INVOLVEMENT

| Mission | Location | Type | Australian Involvement |
|---|---|---|---|
| Cambodian Mine Action Centre (CMAC) (NB: not a UN peacekeeping mission as it is conducted under the auspices of the UN DHA) | Cambodia - Asia | Peacekeeping - Post Conflict | 4-8 Engineers deployed in 6 month rotations, 1993-1997 |
| *Mision del las Naciones Unidas para del* Sahara Occidental (MINURSO) | Western Sahara - Africa | Peacekeeping | Force Communications Unit deployed in 5 Contingents of 45 personnel in 6 month rotations, 1991-1994 |
| United Nations Aid Mission in Rwanda (UNAMIR) | Rwanda - Africa | Peacekeeping - Humanitarian | 2 contingents of 308 personnel comprised of 115 medical personnel, 106 member infantry group, 79 member logistic group, 5 members attached to UNAMIR HQ and 1 HQADFLO in Nairobi 1994-1995 |
| United Nations Operation in Somalia (UNOSOM I & II) | Somalia - Africa | Peacekeeping - Humanitarian | 5 contingents, 48 member movements group deployed for 6 months, 1992-1995 |
| United Nations Truce Supervision Organisation (UNTSO) | Israel - Middle East | Peacekeeping - Observer | 12 individually replaced UNMOs, deployed for 12 months (accompanied), 1956-present |
| United Nations Mission in Mozambique (OUNMOZ) | Mozambique - Africa | Peacekeeping - Humanitarian | 4 member Engineer group deployed for 6 months, 1994. |
| Multinational Force and Observers (MFO) (NB: not a UN mission) | Sinai - Middle East | Peacekeeping | 28 personnel are deployed to MFO HQ in 12 month (unaccompanied) rotations, 1993 - present |
| United Nations Transitional Authority in Cambodia (UNTAC) | Cambodia - Asia | Peacekeeping - Nation Building/ Election Monitor | 1 Force Commander; 502 person Force Communications Unit; plus 20 RAN and RAAF; 40 Joint Movements personnel and an additional 115 personnel, 6 Blackhawk Helicopters and an infantry protection party, 1992-1993 |
| United Nations Task Force in Somalia (UNITAF) (NB: US led peace enforcement/ humanitarian mission sanctioned by the UN but conducted by the U.S. | Somalia - Africa | Peacekeeping Humanitarian/ Peace Enforcement | Australia contributed a 937 strong battalion group based on the First Battalion, Royal Australian Regiment and B Squadron Third/Fourth Cavalry Regiment, 1992. |

# APPENDIX C

# INTERVIEW SCHEDULE

## TRAINING

**PRE-DEPLOYMENT TRAINING**

### Type of Training

What was the type and extent of training or preparation that you received in Australia to prepare you and the contingent for deployment?

What impact, or the lack of it, did it have on your ability to effectively assume the required peacekeeping role and carry out the required duties?

Was your briefing on the attitudes and habits of the people in _____ sufficient to prepare you for what you found when you got there?

If not, how did this affect you and other Australian peacekeepers?

Looking back on your experiences as a peacekeeper, what aspects, if any, did you feel least prepared for?

### Need for Special Training Pre-deployment

Is special training (or orientation) required prior to deployment in peacekeeping or peace-enforcement operations?

Is combined training necessary before a peace operation?

It has been said that peacekeeping and related duties can be effectively performed by soldiers who are well-trained in the conventional military soldiering skills. Has this been your experience or has there been/is there a requirement for additional orientation, skill and knowledge training unique to peacekeeping and related duties?

If so, what are those skills?

Are there "behavioural" or cultural aspects if peacekeeping duty that must take precedence over traditional warrior attitudes that are instilled during normal training?

Were there things about your deployment that you found particularly challenging?

# IN-COUNTRY

## COMMAND FEEDBACK

What procedures exist for commanders in the field to feedback recommendations to commanders and soldiers preparing for deployment?

## OTHER GOVERNMENT ORGANISATIONS

What has been your experience working jointly with combat soldiers, support soldiers, the AFP or civilians from government and non-government organisations?

Has your experience and training prepared you to deal effectively with these groups?

## CONTACT WITH OTHER PEACEKEEPERS

Did you or those you served with experience any problems becoming integrated with the troops of other nations?

If so, what were the nature of the problems and how were they resolved?

Were there any other difficulties that could have been avoided with prior preparation?


# TRAINING GENERAL

## SCHOOL BASED EDUCATION AND TRAINING

Should individuals get school-trained in peace operations, or should units train to the tasks organisationally?

What are the most suitable locations for such training?

Is any aspect of peacekeeping training provided through professional military education?

Had you participated in that training prior to your deployment?

Should there be a distinction in the type of training and preparation received by officers and soldiers?

Overall, what do you think the Australian Army have learned about the kind of preparation of service members needed for peacekeeping and related duties, and where such preparation should occur (ie units, Command)?

Do you think that there are specific issues that still need to be addressed, and do you see evidence that the policies, procedures and practices are being adequately developed by the Australian Army or not?

# TRAINING DESIGN

What is in the training? and,

How was it arrived at?

What special training/.orientation has been developed for Australian forces designated for peacekeeping duty?

Who receives the training?

What does it consist of?

How was the curriculum determined?

Who conducts the training?

Is one organisation taking the lead or is each training independently?

What is the process Land Command employs for identifying special skills and training requirements, and for coordinating peace operation preparation?

Were you aware of the UN guidelines on peacekeeping preparation prior to your departure?

What attention is payed to the UN guidelines on peacekeeping training?

How are these reflected in the preparation of Australian peacekeepers?

# REFLECTION/PHILOSOPHY

## CHANGES IN APPROACH TO PEACEKEEPING TRAINING

Since your deployment have you noticed any changes in the approach to peacekeeping preparation?

If so what were they?

# POST-DEPLOYMENT

Are special training or orientations necessary post deployment?

# LEADERSHIP

## ROLE CONFLICT

Is there a noticeable change among former peacekeepers in their attitude toward conventional, war-fighting training role or not?

If so, what is the nature of the change?

## LEADERSHIP STYLE

Has involvement in constabulary (ie peacekeeping) duties brought about any specific changes in leadership styles and approaches. In your opinion, are leadership changes necessary from those usually taught on leadership courses in the Australian Army?

Can you think of examples from your own experience in peacekeeping duties when conventional leadership styles and approaches needed to be modified or adapted to specific situations?

## ORGANISATIONAL ROLE CONFLICT

Based on your experience, would you say there are tensions or conflicts between the requirements of performing a constabulary role and those of a conventional war-fighting role, or are the two complimentary?

## GREATEST LEADERSHIP CHALLENGE

What in your view are the greatest leadership challenges of peace operations and related duties?

# COHESION, MORALE, SATISFACTION

## COHESION

### Factors Influencing Cohesion

What have been the most prominent factors influencing unit or group cohesion -- positively or negatively -- on deployments?

## MORALE

### Factors influencing morale

Based on your experience, what have been the most prominent factors influencing unit or group morale -- either negatively or positively -- in peacekeeping deployments?

## SATISFACTION

### Greatest Sources of personal satisfaction

What have been the greatest sources of personal satisfaction and, conversely, of dissatisfaction, for you and other personnel on peacekeeping deployments?

# RE-INTEGRATION

## Problems of re-integration

Are you aware of problems encountered by peacekeepers in adjusting to, or being integrated into, home units on their return from peacekeeping duties?

What was the nature of the problem?

Have you observed any changes in orientation or attitude, either yourself or for others returning from peacekeeping duties to an Australian-based unit? If so, what has been the nature of these changes for you, and have they affected the way you do your job, the way you relate to those you work with?

# SELECTION

### SELECTION STATUS

## Volunteer

Do you consider that you were a volunteer for peacekeeping duties and, if so, why did you volunteer?

How does your experience compare with others?

Do you think that volunteers should serve on peacekeeping duties? Why or why not?

If you were asked to select peacekeepers fro a mission similar to yours, what sort of qualities would you be looking for? Alternatively, what sort of qualities would cause you not to select someone?

# WOMEN ON DEPLOYMENT

### EXPERIENCE AND SELECTION

What has been the experience in deploying women on peacekeeping duties?

Do you know of any instances when service women have been deliberately deployed or not deployed on peacekeeping and related duties, and what were the operational or other reasons for doing so?

For example to what extent have the preferences and cultures of the belligerents been factors in individual deployments as opposed to qualifications of the members?

## MILITARY SERVICE

### Attitude toward continued service

In what way, if at all, has your peacekeeping experience affected your attitude toward serving Australia, toward  serving in the Australian Army, and toward remaining in the Army for a full career?

# APPENDIX D

## CONTACT SUMMARY FORM

Interview Identification Number:_____

Contact Type:

| | | | |
|---|---|---|---|
| Interview Visit: | ① | Site: | _____ |
| Interview Phone: | ② | Contact Date:_____ | |
| Written Response: | ③ | Today's Date:_____ | |
| | | Written By: _____ | |

1.   What were the main issues or themes that struck you in this contact?

2.   Anything else that struck you as salient, interesting, illuminating or important in this contact?

3.   What new or remaining questions do you have in considering the next contact with this site?

4.   Were there any leads to be followed as a result of this contact?

5.   Summarise the information you got or failed to get on each of the target areas you had for this contact?

Training:

Leadership:

Cohesion, Morale, Satisfaction:

Selection:

Military Service and Career:

# APPENDIX E

# ETHICS APPROVAL

## MACQUARIE UNIVERSITY

## ETHICS REVIEW COMMITTEE (HUMAN SUBJECTS)

| | |
|---|---|
| **MEMORANDUM TO:** | Major David Schmidtchen<br>SCHOOL OF EDUCATION |
| **FROM:** | Dr J Ungerer<br>(Ref: Cynthia Hamilton, 850 7448/FAX. 850 7565<br>email chamilto@OCS1.OCS.mq.edu.au) |
| **DATE:** | 3 April 1996 |
| **SUBJECT:** | ETHICS REVIEW COMMITTEE (HUMAN SUBJECTS)<br>APPLICATION FOR APPROVAL OF CLEARANCE |

Interim ethics approval has been granted, subject to the condition below, for the following project:

**"Preparing Australian Army Personnel for United Nations Peacekeeping Operations"**

1.  The interview consent form for participants outside the Australian Army should be amended to include a statement assuring participants of the right to withdraw at any time without penalty and without having to give a reason.

Interim approval enables you to initiate the project as proposed, subject to compliance with the conditions, if any, specified in this memorandum. You must inform the Committee of your willingness to accept and comply with any conditions by signing the agreement statement at the end of this memorandum and returning it together with one copy of this letter to the Committee. If amendments to information and consent forms are requested, amended copies of these forms must also be provided to the Committee.

Approval will be for a period of twelve months, commencing 1 April 1996. At the end of this period you will be required to submit an application for renewal of the approval if the project is still current.

Please remember that if your project aims change in a manner which results in alteration of the protocol, the Ethics Review Committee (Human Subjects) must be notified. At all times you are responsible for the ethical aspects of your research.

A review of this interim approval will be conducted at the next meeting of the Ethics Review Committee (Human Subjects), scheduled for 19 April 1996. Should there be any further amendments to the approval, they will be communicated to you shortly after this date.

Dr J Ungerer
Chair, Ethics Review Committee (Human Subjects)

I, **DAVID SCHMIDTCHEN**, agree to comply with the conditions of approval, if any, specified in this memorandum. I also agree to provide the Committee with final copies of any amended information and consent forms.

SIGNATURE: _____ DATE: _____

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Personnel Division

# MINUTE

A92-10065
PERS DIV - DPPLANS-A 140/96

MAJ Schmidtchen, Defence Fellow

For Information:

DPSYCH-A (CP4-6-02)

1 PRU (NBH-2-03)

1 PSYCH UNIT

**TRAINING FOR PEACE OPERATIONS - RESEARCH PROPOSAL**

1.      Your research proposal to investigate 'Preparing Australian Army Personnel for United Nations Peace Operations' has been approved by the Army Personnel Research Committee (APRC), of which I am Chair. However, this approval is given subject to you meeting with LTCOL N. Reynolds, CO 1 PRU, to discuss the technical details of your survey instruments.

2.      On completion of your Defence Fellowship, you are required to provide a copy of your report to the Chair of the APRC and DPSYCH-A for appropriate distribution. A disclaimer should be added to your paper, stating 'The findings and views in this report are a result of the author's research studies and are not to be taken as the official opinion of the Department of Defence (Army Office)'. In addition, approval from the APRC is required in relation to any material that you intend to publish from this study.

3.      Periodically the Secretary of the APRC, MAJ D.M. Ward, will contact you for an update on the progress of the study for APRC meetings. MAJ Ward can be contacted on (06) 265 3822, DNATS 865-3822 or fax (06) 265 3553 if you have any further queries regarding this minute.

4.      I wish you all the best for the successful completion of your Defence Fellowship. I look forward to reading your report in due course.

G.C. HAY
COL
DPPLANS-A
Extn: 56986

7 Mar 96

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# APPENDIX F

Telephone: (02) 850 7718
Facsimile: (02) 850 8674

Peace Operations Study
1 Psych Unit
Victoria Barracks
PADDINGTON NSW 2021

In reply please quote:                                          [Date], 1996

DF/SCH/3

[Name]
[Unit]
[Address 1]
[Address 2]

**Land Headquarters and Australian Defence Force Peacekeeping Centre Research Project, "Preparing Australian Army Personnel for Peace Operations".**

1.      Land Headquarters (LHQ), the Australian Defence Force Peacekeeping Centre (ADFPKC) and Deployed Forces Support Unit (DFSU) are sponsoring a study titled "Preparing Australian Army Personnel for Peace Operation Deployment". The aim of the research is to improve current peace operations preparation, policies and practices.

2.      The study will critically review the preparation of personnel for peace operations. This will be achieved by conducting semi-structured interviews with key personnel from selected missions. The interview will address contingent preparation, training, leadership, cohesion and return to Australia.

3.      I would appreciate it if you would consent to be interviewed on these topics. I will be in area during the times detailed at Enclosure 1. If you are available during my visit, the interview will be conducted at time and place that is convenient to you. It is expected to take approximately one hour. The only restriction is that the location must be quiet and preferably free from interruption.

4.      The results of the research will be reviewed by the three sponsors and Headquarters Training Command. The findings of the research will contribute to the development of peace operations policy, and the preparation of future overseas deployments.

5.      Please complete the enclosed 'Registration of Interest Form' indicating your willingness to participate, and return it to the address provided as quickly as possible. For your information a copy of the 'Interview Consent Form' is enclosed which provides more detail on the ethical requirements of the study. If you participate in the study you will be required to complete this form.

6.      If you have any questions about the study please contact me.


D.J. Schmidtchen
MAJ
Defence Fellow

Enclosures:

1.      Registration of Interest Form.

2.      Interview Consent Form.

# REGISTRATION OF INTEREST

Instructions:

It would be appreciated if you could complete this form and return it as quickly as possible to:

By internal mail to :

**Peace Operations Study**
**1 Psych Unit**
**Victoria Barracks**
**Paddington  NSW  2021**

or, by fax to:  **(02) 850 8674**

Participation in the study is completely voluntary. All information gathered in the study will be completely confidential. Individuals will not be identified in reports of the study.

Participants in the study will be asked to complete a semi-structured interview of approximately one hour and a brief survey measuring the impact of peace operation environment conditions on individual and group functioning.

If you elect to participate, and then elect to withdraw at a later time, you can do so without penalty. Any information you have provided up to the point of your withdrawal will be removed from the study.

If you **do not** wish to be interviewed you need only complete the 'Participation' section. This will ensure that you will not be contacted again.

If you **do** wish to be interviewed please complete all sections. You will be contacted to arrange a time and place for the interview.

If you would like more detail on the Study please contact MAJ David Schmidtchen on 015 012 190 or (02) 850 7718.

Participation:

I ........................................................................................ do / do not want to participate in the study **entitled**
**"Preparing Australian Army Personnel for Peace Operations".**
(Rank)            (Initials)            (Name)

Availability:

I will be in your region during the following weeks. Please indicate (by marking the appropriate box) the week(s) in which you would be available.

13 -17 May    ❑        20 - 24 May    ❑        27 -31 May    ❑        15 -19 Jul    ❑

22 - 26 Jul    ❑        12 -16 Aug    ❑        19 -23 Aug    ❑

Contact Details:

Phone:                .................................................................

Fax:                .................................................................

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# APPENDIX G

## INTERVIEW CONSENT FORM

Please read the following carefully:

1.      The aim of the study is to investigate the Australian Army's approach to preparing officers and soldiers for peace operations. The results of the study will be used by Land Headquarters, the Australian Defence Force Peacekeeping Centre and Headquarters Training Command to improve current deployment preparation policies, practices and procedures. The study is being conducted during 1996 by Major David Schmidtchen under the Defence Fellowship Scheme, and in conjunction with Macquarie University, Sydney. Major Schmidtchen can be contacted on 015 012 190 or (02) 850 7718.

2.      I acknowledge that I am willing to participate in this Study.

3.      I have been informed that it is my right not to answer any question.

4.      I consent to the researcher tape recording the interview on the understanding that once a transcript of the tape is made the tape recording will be destroyed and the researcher will take the necessary precautions to ensure my anonymity.

5.      I have been informed that at the end of the interview I will be asked to volunteer to complete a survey titled "Cohesion, Morale and Satisfaction" measuring my perceptions of the impact of peace operations environment conditions on individual and group functioning. Completion of this survey is completely voluntary.

6.      I consent to the researcher using the information I provide for the preparation of research articles, with the understanding that the researcher will take the necessary precautions to ensure my anonymity.

7.      I fully understand that I am able to withdraw from participation in this Study at any time I desire, without penalty. I understand that involvement in the Study will not disadvantage my career in the Army.

8.      I understand that the Consent Form and the interview transcripts will be stored in separate locations and will remain in the possession of the researcher . I have been informed that the information I provide will be stored on computer disk . The hard disk file will be security protected, and a security protected backup copy will be stored in a locked cabinet.

9.      I fully understand the terms of this arrangement. Any questions I have asked have been answered to my satisfaction and I have been given a copy of this form to keep.

I................................................................................................................consent to take part in the Study entitled "Preparing Australian Army Personnel for Peace Operations".
    (Regt No)        (Rank)        (Name)

Participant:

SIGNED:...........................................     DATE:...............................

Researcher: 264258     Major D.J. Schmidtchen

SIGNED:...........................................     DATE:...............................

Note: If you have any complaints or reservations about any ethical aspect of your participation in this research, you may contact the Chairperson of the Army Personnel Research Committee Colonel G. Hay on (06) 265 3822 or the Macquarie University Ethics Review Committee (Human Subjects) on (02) 850 8609. Any complaint you make will be treated in confidence and investigated, and you will be informed of the outcome.

# APPENDIX H

## INTERVIEW DATA SHEET

Interview Code:_____

Interview Date:_____

Consent Signed: YES    NO

Name:_____

Current Rank:_____

Current Position:_____

Contact Number:_____

Deployment Name:_____

Contingent:_____

Duration (Month/Year): From_____to_____

Deployment Position:_____

Circle appropriate Corps

| | |
|---|---|
| RAAC | RAEME |
| RAA | RAAEC |
| RAE | AACC |
| RASVY | RAAPC |
| RASIGS | RACMP |
| RAINF | AAPSYCH |
| AAAVN | AABC |
| RACT | RAANC |
| RAAMC | AALC |
| RAADC | RAAChD |
| RAAOC | OTHER |

How many years had you served in the Army prior to your deployment?  ☐☐

What was your age in years at the start of the deployment?  ☐☐

In what type of unit were you serving just prior to deployment?

Operational Deployment Force  ☐

Land Command Formation Unit - less ODF (eg HQ 1 DIV,  25 Combat Sup Pl)  ☐

Reserve Formation/Unit (eg HQ 2 DIV, 2 RNSWR)  ☐

Training Unit (eg 1RTB, School of Sigs)  ☐

Support Unit (eg Log Bn, BASC)  ☐

Command/Defence Centre (HQ Log Comd, DC-M)  ☐

Army Office/HQ ADF  ☐

Other  ☐

Please indicate if you were part of: (place a tick in the appropriate box):

The first deployment:  ☐

A unit rotation:  ☐

Deployed individually  ☐
or part of a small
group:

**GO ON TO INTERVIEW SCHEDULE**

# APPENDIX I

## COHESION, MORALE AND SATISFACTION SURVEY

## Before starting please read the following ...

- The Cohesion, Morale and Satisfaction Survey will be distributed once to a selected population of officers who have participated in a peace operations deployment. Completion of the Survey is completely voluntary. Individuals will not be identified in reports of the study.

- You are not required to put your name or regimental number on the survey. The interview code has been allocated by the researcher to allow the Survey data to be cross-referenced against your interview.

- To answer the question please fill in the circle provided, as shown below.

    ● Yes ○ No

Please answer all the questions.

- As discussed in the interview, and highlighted in the Interview Consent Form, you will not be identified in the reporting of the results of this study. The researcher is obligated to preserve your anonymity at all times.

- If you have any comments about aspects of your deployment that were not covered in the interview or this Survey, please write them in the space provided on the last page.

## Mailing Instructions:

- Please return the survey via service mail to:

    **Peace Operations Study**
    **1 Psych Unit**
    **Victoria Barracks**
    **PADDINGTON NSW 2021**

**Thankyou for your co-operation.**

D.J. Schmidtchen
Major
Defence Fellow

# SECTION 1

## COHESION, MORALE AND SATISFACTION

* This section seeks to determine your perception of the effects of peacekeeping deployments and experiences on unit cohesion, moral and satisfaction.

* Indicate the importance of each statement by marking the appropriate circle.

### Section 1A

* How important to the success of the deployment were the following:

**Not Important 1 2 3 4 5 Extremely Important**

1. A combat orientation among peacekeepers of all ranks.
   ① ② ③ ④ ⑤

2. A non-combat orientation of all ranks.
   ① ② ③ ④ ⑤

3. The ability to act independently, without specific direction from above.
   ① ② ③ ④ ⑤

4. The ability to follow orders to the letter.
   ① ② ③ ④ ⑤

5. The ability to innovate and make critical decisions on the spur of the moment.
   ① ② ③ ④ ⑤

6. The ability to be fair and impartial in dealing with all belligerents.
   ① ② ③ ④ ⑤

7. The ability to use conventional combat related skills and knowledge.
   ① ② ③ ④ ⑤

8. The ability of all ranks to conduct negotiations.
   ① ② ③ ④ ⑤

9. Knowledge of the culture of the belligerents.
   ① ② ③ ④ ⑤

10. Understanding or clarity of the peacekeeping mandate.
    ① ② ③ ④ ⑤

11. Special orientation and training carried out in Australia prior to deployment.
    ① ② ③ ④ ⑤

12. Knowledge of the present situation.
    ① ② ③ ④ ⑤

* How important to the success of the operation is the attitude of peacekeepers to:

13. The United Nations.
    ① ② ③ ④ ⑤

14. Civilians from non government organisations.
    ① ② ③ ④ ⑤

15. Soldiers from other nations.
    ① ② ③ ④ ⑤

16. Officers from other nations.
    ① ② ③ ④ ⑤

17. Civilians of the affected population.
    ① ② ③ ④ ⑤

18. Australian leaders or supervisors.
    ① ② ③ ④ ⑤

### Section 1B

* While on deployment did you notice, a positive effect, negative effect, or no effect, on individuals or groups, of the following situations?

**1 = Positive     2 = Negative     3 = No Effect**

19. The type of mission or mandate (peacekeeping, peace enforcement, humanitarian, observing).
    ① ② ③

20. The uncertainty of the situation.
    ① ② ③

21. The ambiguity of the situation/lack of clear guidelines.

① ② ③

22. Periods of inactivity or waiting.

① ② ③

23. Decisions of UN authorities.

① ② ③

24. Leadership styles of non-Australian commanders and other supervisory ranks.

① ② ③

24. Level of support from Australia

① ② ③

25. Opportunity for independent action and decision making as compared to the Australian setting.

① ② ③

26. Degree of cooperation from local authorities.

① ② ③

27. Attitudes of the local population.

① ② ③

28. Language barriers.

① ② ③

29. Having to act impartially.

① ② ③

30. Having to use minimal force.

① ② ③

31. Having restrictions on movement.

① ② ③

32. Being told you are doing something worthwhile.

① ② ③

33. Facing novel tasks.

① ② ③

34. Being under threat or risk of injury or death.

① ② ③

35. Being away from home and family.

① ② ③

36. Physical and social isolation.

① ② ③

37. Being unarmed where belligerents and others are armed.

① ② ③

**Section 1C**

* Since your return from deployment have you noticed, within individuals or groups, an increase, a decrease or no change in the following areas:

**1 = Increase   2 = Decrease   3 = No Change**

38. Individual complaints

① ② ③

39. Family complaints.

① ② ③

40. Level of interpersonal conflict.

① ② ③

41. Medical or other absences.

① ② ③

42. Incidence of dissatisfaction.

① ② ③

43. Posting requests.

① ② ③

44. Discharge requests.

① ② ③

45. Level of individual motivation.

① ② ③

46. Level of section performance.

① ② ③

47. Expressions of military commitment.

① ② ③

48. Unit or section morale and/or cohesion.

① ② ③

49. Requests for peacekeeping deployments.

① ② ③

**THIS IS THE END OF SECTION 1**

**GO ON TO SECTION 2**

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## SECTION 2

### PREDEPLOYMENT PREPARATION

* In this section I would like your opinion on the nature and extent of preparation that you and others received before your deployment.

Indicate your response by placing the appropriate number in the space provided.

**1 = YES          2 = NO**

1.  Please indicate the type of preparation you and others like you received before leaving Australia?

Predeployment Training:

  ○ Yes   ○ No

Formed Unit Training:

  ○ Yes   ○ No

Other (please specify):

_____

2.  Do you feel the preparation you received prior to deployment was adequate?

  ○ Yes   ○ No

* Would mission specific formed unit training have improved:

3.  . Your ability to perform your duties.

  ○ Yes   ○ No

4.  The units performance on deployment.

  ○ Yes   ○ No

5.  Was your briefing on the habits and attitudes of the country of peace operations sufficient to prepare you for what you found when you got there?

  ○ Yes   ○ No

6.  Was your briefing on the habits and attitudes of other force nations sufficient to prepare you for what you found when you got there?

  ○ Yes   ○ No

* On reflection would training in the following have improved your performance or the performance of your unit once deployed?

8.  Specific language training in key phrases.

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

9.  Training in negotiation and mediation skills.

  Your Performance:  ○ Yes   ○ No  ·

  Unit Performance:  ○ Yes   ○ No

10.  Training in conflict resolution skills.

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

11.  A clearer understanding of the role and agenda of non-government organisations (NGOs).

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

12.  Training in the culture and customs of the country.

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

13.  Training in the culture and customs of the other force nations?

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

14.  Specific training in the operations Rules of Engagement (ROE).

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

15.  A clearer understanding of the political situation in the country of operations.

  Your Performance:  ○ Yes   ○ No

  Unit Performance:  ○ Yes   ○ No

16. A clearer understanding of the role of other UN organisations.

Your Performance: ⊃ Yes ⊃ No

Unit Performance: ⊃ Yes ⊃ No

* Please rate the importance of the following on your ability to carry out your duties on deployment.

**Not Important 1 2 3 4 5 Extremely Important**

17. How important was the mission specific predeployment preparation you received on your ability to carry out your duties?

_____

18. How important was mission specific formed unit training to your ability to carry out your duties?

_____

19. If you did not receive mission specific formed unit training prior to deployment, on reflection how important would such training have been to your ability to carry out your duties?

_____

**Thankyou for your assistance**

**Please return the completed survey as quickly as possible to :**

**Task Analysis Survey**
**1 Psych Unit**
**Victoria Barracks**
**PADDINGTON NSW 2021**

# APPENDIX J

# COHESION, MORALE AND SATISFACTION SURVEY: THE RESULTS

This Annex contains the data gathered from the pilot administration of the Cohesion, Morale and Satisfaction Survey. The data are set out in table format under the relevant question. Section headings, instructions and response formats are included for the readers convenience.

Each table of information contains some or all of the following information:

a.      Value. Reflects the response format.

b.      Freq. The number of responses received for a particular value.

c.      Valid % (This Study). The valid percentage of the total number of responses recorded for that question.

d.      *Valid % Pinch, '94a (N= )*. The valid percentage and number of respondents received to the same question as recorded by Pinch (1994a).

e.      Cum. %. The cumulative percentage of responses recorded in this study.

Below each table is the number of missing cases, or the number of those who failed to respond to the question in this study.

# SECTION 1

## COHESION, MORALE AND SATISFACTION

* This section seeks to determine your perception of the effects of peacekeeping deployments and experiences on unit cohesion, moral and satisfaction.

* Indicate the importance of each statement by marking the appropriate circle.

### Section 1A

* How important to the success of the deployment were the following:

### Not Important 1 2 3 4 5 Extremely Important

1.    A combat orientation among peacekeepers of all ranks.

| Value | Freq | Valid% (This Study) | Percent, Pinch, '94a (N = 36) | Cum. % |
|-------|------|---------------------|-------------------------------|--------|
| 1 | 0 | 0.00% | 0.00% | 0.00% |
| 2 | 4 | 14.81% | 11.00% | 14.81% |
| 3 | 3 | 11.11% | 22.00% | 25.93% |
| 4 | 14 | 51.85% | 11.00% | 77.78% |
| 5 | 6 | 22.22% | 56.00% | 100.00% |
| Total | 27 | 100.00% | 100.00% | |

Missing Case = 1

2.    A non-combat orientation of all ranks.

| Value | Freq | Percent (This Study) | Percent, Pinch, '94a (N = 42) | Percent, Pinch, '94a (N = 36) |
|-------|------|----------------------|-------------------------------|-------------------------------|
| 1 | 6 | 22.22% | 9.00% | 22.22% |
| 2 | 5 | 18.52% | 19.00% | 40.74% |
| 3 | 5 | 18.52% | 47.00% | 59.26% |
| 4 | 6 | 22.22% | 0.00% | 81.48% |
| 5 | 5 | 18.52% | 24.00% | 100.00% |
| Total | 27 | 100.00% | 100.00% | |

Missing case = 1

3.    The ability to act independently, without specific direction from above.

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=46)* | Cum. % |
|-------|------|----------------------|------------------------------|--------|
| 1 | 0 | 0.00% | *4.00%* | 0.00% |
| 2 | 2 | 7.41% | *4.00%* | 7.41% |
| 3 | 1 | 3.70% | *13.00%* | 11.11% |
| 4 | 4 | 14.81% | *30.00%* | 25.93% |
| 5 | 20 | 74.07% | *48.00%* | 100.00% |
| Total | 27 | 100.00% | *100.00%* | |

Missing Cases =1

4.    The ability to follow orders to the letter.

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=48)* | Cum. % |
|-------|------|----------------------|------------------------------|--------|
| 1 | 0 | 0.00% | *0.00%* | 0.00% |
| 2 | 6 | 21.43% | *0.00%* | 21.43% |
| 3 | 7 | 25.00% | *21.00%* | 46.43% |
| 4 | 9 | 32.14% | *25.00%* | 78.57% |
| 5 | 6 | 21.43% | *54.00%* | 100.00% |
| Total | 28 | 100.00% | *100.00%* | |

5.    The ability to innovate and make critical decisions on the spur of the moment.

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=44)* | Cum. % |
|-------|------|----------------------|------------------------------|--------|
| 1 | 0 | 0.00% | *0.00%* | 0.00% |
| 2 | 0 | 0.00% | *0.00%* | 0.00% |
| 3 | 2 | 7.14% | *14.00%* | 7.14% |
| 4 | 8 | 28.57% | *32.00%* | 35.71% |
| 5 | 18 | 64.29% | *54.00%* | 100.00% |
| Total | 28 | 100.00% | *100.00%* | |

668

6.    The ability to be fair and impartial in dealing with all belligerents.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|-----------------------|-----------------------------|--------|
| 1 | 0 | 0.00% | 0.00% | 0.00% |
| 2 | 0 | 0.00% | 0.00% | 0.00% |
| 3 | 0 | 0.00% | 4.00% | 0.00% |
| 4 | 8 | 28.57% | 17.00% | 28.57% |
| 5 | 20 | 71.43% | 78.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

7.    The ability to use conventional combat related skills and knowledge.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=48) | Cum. % |
|-------|------|-----------------------|-----------------------------|--------|
| 1 | 0 | 0.00% | 0.00% | 0.00% |
| 2 | 0 | 0.00% | 4.00% | 0.00% |
| 3 | 6 | 21.43% | 29.00% | 21.43% |
| 4 | 12 | 42.86% | 42.00% | 64.29% |
| 5 | 10 | 35.71% | 25.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

8.    The ability of all ranks to conduct negotiations.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=52) | Cum. % |
|-------|------|-----------------------|-----------------------------|--------|
| 1 | 0 | 0.00% | 4.00% | 0.00% |
| 2 | 1 | 3.57% | 15.00% | 3.57% |
| 3 | 7 | 25.00% | 28.00% | 28.57% |
| 4 | 13 | 46.43% | 23.00% | 75.00% |
| 5 | 7 | 25.00% | 29.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

9.    Knowledge of the culture of the belligerents.

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=46)* | Cum. % |
|-------|------|----------------------|------------------------------|--------|
| 1 | 0 | 0.00% | *0.00%* | 0.00% |
| 2 | 0 | 0.00% | *0.00%* | 0.00% |
| 3 | 7 | 25.00% | *30.00%* | 25.00% |
| 4 | 8 | 28.57% | *35.00%* | 53.57% |
| 5 | 13 | 46.43% | *35.00%* | 100.00% |
| Total | 28 | 100.00% | *100.00%* | |

10.    Understanding or clarity of the peacekeeping mandate.

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=44)* | Cum. % |
|-------|------|----------------------|------------------------------|--------|
| 1 | 0 | 0.00% | *0.00%* | 0.00% |
| 2 | 0 | 0.00% | *0.00%* | 0.00% |
| 3 | 3 | 10.71% | *18.00%* | 10.71% |
| 4 | 11 | 39.29% | *27.00%* | 50.00% |
| 5 | 14 | 50.00% | *54.00%* | 100.00% |
| Total | 28 | 100.00% | *100.00%* | |

11.    Special orientation and training carried out in Australia prior to deployment.

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=52)* | Cum. % |
|-------|------|----------------------|------------------------------|--------|
| 1 | 0 | 0.00% | *2.00%* | 0.00% |
| 2 | 3 | 10.71% | *11.00%* | 10.71% |
| 3 | 1 | 3.57% | *8.00%* | 14.29% |
| 4 | 12 | 42.86% | *27.00%* | 57.14% |
| 5 | 12 | 42.86% | *52.00%* | 100.00% |
| Total | 28 | 100.00% | *100.00%* | |

12.    Knowledge of the present situation.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|------------|------------|--------|
| 1 | 0 | 0.00% | 0.00% | 0.00% |
| 2 | 1 | 3.57% | 0.00% | 3.57% |
| 3 | 1 | 3.57% | 9.00% | 7.14% |
| 4 | 10 | 35.71% | 37.00% | 42.86% |
| 5 | 16 | 57.14% | 54.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

\* How important to the success of the operation is the attitude of peacekeepers to:

13.    The United Nations.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|------------|------------|--------|
| 1 | 0 | 0.00% | 13.00% | 0.00% |
| 2 | 3 | 11.11% | 17.00% | 11.11% |
| 3 | 8 | 29.63% | 39.00% | 40.74% |
| 4 | 14 | 51.85% | 13.00% | 92.59% |
| 5 | 2 | 7.41% | 17.00% | 100.00% |
| Total | 27 | 100.00% | 100.00% | |

Missing Case = 1

14.    Civilians from non government organisations.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|------------|------------|--------|
| 1 | 1 | 3.57% | 13.00% | 100.00% |
| 2 | 3 | 10.71% | 22.00% | 110.71% |
| 3 | 12 | 42.86% | 39.00% | 153.57% |
| 4 | 10 | 35.71% | 17.00% | 189.29% |
| 5 | 2 | 7.14% | 9.00% | 196.43% |
| Total | 28 | 100.00% | 100.00% | |

15.     Soldiers from other nations.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|----------------------|-----------------------------|--------|
| 1 | 0 | 0.00% | 13.00% | 0.00% |
| 2 | 0 | 0.00% | 4.00% | 0.00% |
| 3 | 6 | 21.43% | 39.00% | 21.43% |
| 4 | 17 | 60.71% | 30.00% | 82.14% |
| 5 | 5 | 17.86% | 13.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

16.     Officers from other nations.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|----------------------|-----------------------------|--------|
| 1 | 0 | 0.00% | 9.00% | 0.00% |
| 2 | 1 | 3.70% | 35.00% | 3.70% |
| 3 | 3 | 11.11% | 26.00% | 14.81% |
| 4 | 17 | 62.96% | 17.00% | 77.78% |
| 5 | 6 | 22.22% | 13.00% | 100.00% |
| Total | 27 | 100.00% | 100.00% | |

Missing Case = 1

17.     Civilians of the affected population.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|----------------------|-----------------------------|--------|
| 1 | 0 | 0.00% | 0.00% | 0.00% |
| 2 | 0 | 0.00% | 14.00% | 0.00% |
| 3 | 4 | 14.29% | 0.00% | 14.29% |
| 4 | 9 | 32.14% | 32.00% | 46.43% |
| 5 | 15 | 53.57% | 53.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

18.    Australian leaders or supervisors.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=48) | Cum. % |
|-------|------|------|------|------|
| 1 | 0 | 0.00% | 0.00% | 0.00% |
| 2 | 1 | 3.57% | 0.00% | 3.57% |
| 3 | 4 | 14.29% | 12.00% | 17.86% |
| 4 | 12 | 42.86% | 42.00% | 60.71% |
| 5 | 11 | 39.29% | 46.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

**Section 1B**

\* While on deployment did you notice, a positive effect, negative effect, or no effect, on individuals or groups, of the following situations?

**1 = Positive    2 = Negative    3 = No Effect**

19.    The type of mission or mandate (peacekeeping, peace enforcement, humanitarian, observing).

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|------|------|
| 1 | 19 | 67.86% | 67.86% |
| 2 | 3 | 10.71% | 78.57% |
| 3 | 6 | 21.43% | 100.00% |
| Total | 28 | 100.00% | |

20.    The uncertainty of the situation.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|------|------|
| 1 | 10 | 37.04% | 37.04% |
| 2 | 13 | 48.15% | 85.19% |
| 3 | 4 | 14.81% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

21.    The ambiguity of the situation/lack of clear guidelines.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 2 | 7.14% | 7.14% |
| 2 | 20 | 71.43% | 78.57% |
| 3 | 6 | 21.43% | 100.00% |
| Total | 28 | 100.00% | |

22.    Periods of inactivity or waiting.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 0 | 0.00% | 0.00% |
| 2 | 16 | 59.26% | 59.26% |
| 3 | 11 | 40.74% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1


23.    Decisions of UN authorities.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 2 | 8.00% | 8.00% |
| 2 | 18 | 72.00% | 80.00% |
| 3 | 5 | 20.00% | 100.00% |
| Total | 25 | 100.00% | |

Missing cases = 3

24.    Leadership styles of non-Australian commanders and other supervisory ranks.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 5 | 18.52% | 18.52% |
| 2 | 15 | 55.56% | 74.07% |
| 3 | 7 | 25.93% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

674

25.    Level of support from Australia

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 18 | 66.67% | 66.67% |
| 2 | 6 | 22.22% | 88.89% |
| 3 | 3 | 11.11% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

26.    Opportunity for independent action and decision making as compared to the Australian setting.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 23 | 82.14% | 82.14% |
| 2 | 2 | 7.14% | 89.29% |
| 3 | 3 | 10.71% | 100.00% |
| Total | 28 | 100.00% | |

27.    Degree of cooperation from local authorities.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 11 | 40.74% | 40.74% |
| 2 | 8 | 29.63% | 70.37% |
| 3 | 8 | 29.63% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

28.    Attitudes of the local population.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 18 | 64.29% | 64.29% |
| 2 | 5 | 17.86% | 82.14% |
| 3 | 5 | 17.86% | 100.00% |
| Total | 28 | 100.00% | |

29.     Language barriers.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 3 | 10.71% | 10.71% |
| 2 | 10 | 35.71% | 46.43% |
| 3 | 15 | 53.57% | 100.00% |
| Total | 28 | 100.00% | |

30.     Having to act impartially.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 6 | 21.43% | 21.43% |
| 2 | 4 | 14.29% | 35.71% |
| 3 | 18 | 64.29% | 100.00% |
| Total | 28 | 100.00% | |

31.     Having to use minimal force.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 4 | 14.81% | 14.81% |
| 2 | 9 | 33.33% | 48.15% |
| 3 | 14 | 51.85% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

32.     Having restrictions on movement.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 2 | 7.14% | 7.14% |
| 2 | 17 | 60.71% | 67.86% |
| 3 | 9 | 32.14% | 100.00% |
| Total | 28 | 100.00% | |

33.     Being told you are doing something worthwhile.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 23 | 85.19% | 85.19% |
| 2 | 0 | 0.00% | 85.19% |
| 3 | 4 | 14.81% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

34.     Facing novel tasks.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 25 | 89.29% | 89.29% |
| 2 | 1 | 3.57% | 92.86% |
| 3 | 2 | 7.14% | 100.00% |
| Total | 28 | 100.00% | |

35.     Being under threat or risk of injury or death.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 18 | 66.67% | 66.67% |
| 2 | 4 | 14.81% | 81.48% |
| 3 | 5 | 18.52% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

36.     Being away from home and family.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 4 | 14.29% | 14.29% |
| 2 | 19 | 67.86% | 82.14% |
| 3 | 5 | 17.86% | 100.00% |
| Total | 28 | 100.00% | |

37.    Physical and social isolation.

| Value | Freq | Valid % (This Study) | Cum. % |
|---|---|---|---|
| 1 | 3 | 11.11% | 11.11% |
| 2 | 16 | 59.26% | 70.37% |
| 3 | 8 | 29.63% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

38.    Being unarmed where belligerents and others are armed.

| Value | Freq | Valid % (This Study) | Cum. % |
|---|---|---|---|
| 1 | 0 | 0.00% | 0.00% |
| 2 | 12 | 80.00% | 80.00% |
| 3 | 3 | 20.00% | 100.00% |
| Total | 15 | 100.00% | |

Missing cases = 13

**Section 1C**

*  Since your return from deployment have you noticed, within individuals or groups, an increase, a decrease or no change in the following areas:

**1 = Increase   2 = Decrease   3 = No Change**

39.    Individual complaints

| Value | Freq | Valid % (This Study) | *Valid % Pinch, '94a (N=30)* | Cum. % |
|---|---|---|---|---|
| 1 | 11 | 40.74% | *25.00%* | 40.74% |
| 2 | 2 | 7.41% | *38.00%* | 48.15% |
| 3 | 14 | 51.85% | *37.00%* | 100.00% |
| Total | 27 | 100.00% | *100.00%* | |

Missing cases = 1

678

40.     Family complaints.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=38) | Cum. % |
|-------|------|------|------|------|
| 1 | 14 | 50.00% | 37.00% | 50.00% |
| 2 | 2 | 7.14% | 11.00% | 57.14% |
| 3 | 12 | 42.86% | 52.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

41.     Level of interpersonal conflict.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=46) | Cum. % |
|-------|------|------|------|------|
| 1 | 10 | 35.71% | 26.00% | 35.71% |
| 2 | 4 | 14.29% | 17.00% | 50.00% |
| 3 | 14 | 50.00% | 57.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

42.     Medical or other absences.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=32) | Cum. % |
|-------|------|------|------|------|
| 1 | 4 | 14.29% | 13.00% | 14.29% |
| 2 | 0 | 0.00% | 12.00% | 14.29% |
| 3 | 24 | 85.71% | 75.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

43.     Incidence of dissatisfaction.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=34) | Cum. % |
|-------|------|------|------|------|
| 1 | 24 | 85.71% | 41.00% | 85.71% |
| 2 | 0 | 0.00% | 12.00% | 85.71% |
| 3 | 4 | 14.29% | 47.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

44.     Posting requests.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=38) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 8 | 28.57% | 26.00% | 28.57% |
| 2 | 19 | 67.86% | 0.00% | 96.43% |
| 3 | 1 | 3.57% | 74.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

45.     Discharge requests.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=38) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 10 | 35.71% | 21.00% | 35.71% |
| 2 | 17 | 60.71% | 0.00% | 96.43% |
| 3 | 1 | 3.57% | 70.00% | 100.00% |
| Total | 28 | 100.00% | 91.00% | |

46.     Level of individual motivation.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=40) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 10 | 35.71% | 30.00% | 35.71% |
| 2 | 12 | 42.86% | 40.00% | 78.57% |
| 3 | 6 | 21.43% | 30.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

47.     Level of section performance.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=32) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 4 | 16.67% | 39.00% | 16.67% |
| 2 | 2 | 8.33% | 33.00% | 25.00% |
| 3 | 18 | 75.00% | 28.00% | 100.00% |
| Total | 24 | 100.00% | 100.00% | |

Missing cases = 4

680

48.    Expressions of military commitment.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=36) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 5 | 17.86% | 28.00% | 17.86% |
| 2 | 8 | 28.57% | 17.00% | 46.43% |
| 3 | 15 | 53.57% | 55.00% | 100.00% |
| Total | 28 | 100.00% | 100.00% | |

49.    Unit or section morale and/or cohesion.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=34) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 7 | 30.43% | 41.00% | 30.43% |
| 2 | 2 | 8.70% | 12.00% | 39.13% |
| 3 | 14 | 60.87% | 47.00% | 100.00% |
| Total | 23 | 100.00% | 100.00% | |

Missing cases = 5

50.    Requests for peacekeeping deployments.

| Value | Freq | Valid % (This Study) | Valid % Pinch, '94a (N=40) | Cum. % |
|-------|------|----------------------|----------------------------|--------|
| 1 | 18 | 66.67% | 55.00% | 66.67% |
| 2 | 3 | 11.11% | 15.00% | 77.78% |
| 3 | 6 | 22.22% | 30.00% | 100.00% |
| Total | 27 | 100.00% | 100.00% | |

Missing cases = 1

# SECTION 2

## PREDEPLOYMENT PREPARATION

* In this section I would like your opinion on the nature and extent of preparation that you and others received before your deployment. Indicate your response by placing the appropriate number in the space provided.

**1 = YES          2 = NO**

1.      Please indicate the type of preparation you and others like you received before leaving Australia?

Predeployment Training:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 27 | 96.43% | 96.43% |
| No | 1 | 3.57% | 100.00% |
| Total | 28 | 100.00% | |

Formed Unit Training:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 16 | 59.26% | 59.26% |
| No | 11 | 40.74% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

2.      Do you feel the preparation you received prior to deployment was adequate?

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 15 | 55.56% | 55.56% |
| No | 12 | 44.44% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

* Would mission specific formed unit training have improved:

3.      Your ability to perform your duties.

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 17 | 62.96% | 62.96% |
| No | 10 | 37.04% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

4.      The units performance on deployment.

| Value | Freq | Valid %<br>(This Study) | Cum. % |
|---|---|---|---|
| Yes | 20 | 76.92% | 76.92% |
| No | 6 | 23.08% | 100.00% |
| Total | 26 | 2600.00% | |

Missing cases = 2

5.      Was your briefing on the habits and attitudes of the country of peace operations sufficient to prepare you for what you found when you got there?

| Value | Freq | Valid %<br>(This Study) | Cum. % |
|---|---|---|---|
| Yes | 14 | 51.85% | 51.85% |
| No | 13 | 48.15% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

6.      Was your briefing on the habits and attitudes of other force nations sufficient to prepare you for what you found when you got there?

| Value | Freq | Valid %<br>(This Study) | Cum. % |
|---|---|---|---|
| Yes | 7 | 25.93% | 25.93% |
| No | 20 | 74.07% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

* On reflection would training in the following have improved your performance or the performance of your unit once deployed?

7.      Specific language training in key phrases.

Your Performance:

| Value | Freq | Valid %<br>(This Study) | Cum. % |
|---|---|---|---|
| Yes | 15 | 55.56% | 55.56% |
| No | 12 | 44.44% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 19 | 70.37% | 70.37% |
| No | 8 | 29.63% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

8.      Training in negotiation and mediation skills.

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 22 | 81.48% | 81.48% |
| No | 5 | 18.52% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 19 | 70.37% | 70.37% |
| No | 8 | 29.63% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

9.      Training in conflict resolution skills.

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 21 | 75.00% | 75.00% |
| No | 7 | 25.00% | 100.00% |
| Total | 28 | 100.00% | |

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 19 | 67.86% | 67.86% |
| No | 9 | 32.14% | 100.00% |
| Total | 28 | 100.00% | |

10.    A clearer understanding of the role and agenda of non-government organisations (NGOs).

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|---|---|---|---|
| Yes | 18 | 66.67% | 66.67% |
| No | 9 | 33.33% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|---|---|---|---|
| Yes | 19 | 70.37% | 70.37% |
| No | 8 | 29.63% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

11.    Training in the culture and customs of the country.

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|---|---|---|---|
| Yes | 19 | 73.08% | 73.08% |
| No | 7 | 26.92% | 100.00% |
| Total | 26 | 100.00% | |

Missing cases = 2

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|---|---|---|---|
| Yes | 21 | 80.77% | 80.77% |
| No | 5 | 19.23% | 100.00% |
| Total | 26 | 100.00% | |

Missing cases = 2

12.    Training in the cultures and customs of other force nations.

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes   | 22   | 78.57%               | 78.57% |
| No    | 6    | 21.43%               | 100.00% |
| Total | 28   | 100.00%              |        |

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes   | 23   | 82.14%               | 82.14% |
| No    | 5    | 17.86%               | 100.00% |
| Total | 28   | 100.00%              |        |

13.    Specific training in the operations Rules of Engagement (ROE).

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes   | 18   | 69.23%               | 69.23% |
| No    | 8    | 30.77%               | 100.00% |
| Total | 26   | 100.00%              |        |

Missing cases = 2

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes   | 21   | 77.78%               | 77.78% |
| No    | 6    | 22.22%               | 100.00% |
| Total | 27   | 100.00%              |        |

Missing cases = 1

14. A clearer understanding of the political situation in the country of operations.

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 21 | 75.00% | 75.00% |
| No | 7 | 25.00% | 100.00% |
| Total | 28 | 100.00% | |

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 19 | 67.86% | 67.86% |
| No | 9 | 32.14% | 100.00% |
| Total | 28 | 100.00% | |

15. A clearer understanding of the aim and objectives of the deployment.

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 20 | 71.43% | 71.43% |
| No | 8 | 28.57% | 100.00% |
| Total | 28 | 100.00% | |

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 21 | 75.00% | 75.00% |
| No | 7 | 25.00% | 100.00% |
| Total | 28 | 100.00% | |

16. A clearer understanding of the role of other UN organisations

Your Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 22 | 78.57% | 78.57% |
| No | 6 | 21.43% | 100.00% |
| Total | 28 | 100.00% | |

Unit Performance:

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| Yes | 20 | 74.07% | 74.07% |
| No | 7 | 25.93% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

* Please rate the importance of the following on your ability to carry out your duties on deployment.

**Not Important 1 2 3 4 5 Extremely Important**

17.    How important was the mission specific predeployment preparation you received on your ability to carry out your duties?

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 1 | 3.57% | 3.57% |
| 2 | 6 | 21.43% | 25.00% |
| 3 | 9 | 32.14% | 57.14% |
| 4 | 7 | 25.00% | 82.14% |
| 5 | 5 | 17.86% | 100.00% |
| Total | 28 | 100.00% | |

18.    How important was mission specific formed unit training to your ability to carry out your duties?

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 4 | 14.81% | 14.81% |
| 2 | 7 | 25.93% | 40.74% |
| 3 | 9 | 33.33% | 74.07% |
| 4 | 5 | 18.52% | 92.59% |
| 5 | 2 | 7.41% | 100.00% |
| Total | 27 | 100.00% | |

Missing cases = 1

19.     If you did not receive mission specific formed unit training prior to deployment, on reflection how important would such training have been to your ability to carry out your duties?

| Value | Freq | Valid % (This Study) | Cum. % |
|-------|------|----------------------|--------|
| 1 | 1 | 4.76% | 4.76% |
| 2 | 1 | 4.76% | 9.52% |
| 3 | 9 | 42.86% | 52.38% |
| 4 | 5 | 23.81% | 76.19% |
| 5 | 5 | 23.81% | 100.00% |
| Total | 21 | 100.00% | |

Missing cases = 7

*Intentionally Blank*