

**AWM4**  
**Australian Imperial Force unit war diaries,**  
**1914-18 War**

Repatriation & Demobilisation

**Item number:** 30/1/1 Part 1

**Title:** Repatriation and Demobilisation, AIF

October 1916 - 1918



AWM4-30/1/1PART1



WAR DIARY

Army Form C. 2118.

Instructions regarding War Diaries and Intelligence Summaries are contained in F. S. Regs., Part II. and the Staff Manual respectively. Title pages will be prepared in manuscript.

or  
~~INTELLIGENCE-SUMMARY.~~

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Place	Date	Hour	Summary of Events and Information	Remarks and references to Appendices
			<p><u>REPATRIATION AND DEMOBILISATION, A.I.F.</u></p> <p>Period 16.2.18 to 16.10.18.</p> <p>Annexure "A" is a short precis for period 4.10.16 to 15.2.18.</p>	
London.			<p><u>Preliminary Memoranda</u>, dated 9.1.18 and 10.1.18 addressed to the Commandant, Administrative Headquarters are attached, appendix "A".</p>	
	7/3 1918		<p><u>A Tentative Statement</u> regarding the scope of work of proposed Repatriation and Demobilisation Section, Admin: Headqrs. - appendix "B".</p>	
	9/3 1918		<p><u>Extract from Cable, Admnaust to Defence</u> - "Repatriation Department has been started at these Headquarters with object of co-ordinating with Australia and War Office."</p>	
	16/3 1918		<p><u>Extract from A.I.F. Orders</u>, - Administrative Headquarters, A.I.F.. Major G. Sherington, (now D.A.Q.M.G.) to be D.A.P.S., A.I.F. vice Cunningham, and, in addition, to be O.C. Demobilisation and Repatriation Section, 16th Feb., 1918.</p>	
	27/12 to 18/11/18		<p><u>A Precis of correspondence</u> and cables during the period 27.12.16 to 18.11.18 is attached, Appendix "C".</p>	
	9/4 1918		<p><u>Copies of Letters</u> addressed to the Department of Defence from Admnaust dated 9.4.18, 12.4.18, 11.7.18, 30.7.18, 30.9.18 attached - Appendix "D".</p>	
	31/5 1918		<p>Proposals for the formation of an <u>Educational Service for the A.I.F.</u> are set out in appendix "E".</p>	
	5/8 1918		<p><u>Extract from A.I.F. Orders</u> - Major Sherington relieved from duty as D.A.P.S. and to continue to act as Staff Officer for Repatriation and Demobilisation.</p>	
	9/8 1918		<p><u>Roneod statement prepared by S.O. for R. &amp; D.</u> Distribution: Defence Dept., G.O.C., A.I.F., Australia House, H.Q. France, Depots in U.K., Cairo and all sections of Adm. H.Q. London copy attached, appendix "F".</p>	

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## WAR DIARY

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## INTELLIGENCE SUMMARY.

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Place	Date	Hour	Summary of Events and Information	Remarks and references to Appendices
	13/8 1918	-	Suggested <u>Amendments to Roneo statement</u> , appendix "G".	
	17/8 1918	-	<u>Constitution of Empire Demobilisation Committee</u> , Agenda and comments thereon of G.O.C., A.I.F. Minutes of 1st, 2nd, 3rd, 4th meeting of Empire Demobilisation Committee all form part of appendix "H".	
	29/8/ 1918	-	<u>Proposed establishment for Repatriation &amp; Demobilisation Section</u> , A.I.F. submitted to A.I.F. Headquarters, France, appendix "I".	
	26/8 to- 10/9/18		Copies of <u>R. &amp; D. memoranda</u> submitted to the Prime Minister at Australia House are attached appendix "J".	
	13/9 1918		Authority for the <u>issue of a Demobilisation Registration Form</u> having been given (vide cable 13.9.18) the work of arranging for the compilation of an A.I.F. Form 534 for each member of the A.I.F. was proceeded with. Samples of the forms, instructions and memoranda connected therewith are attached, appendix "K".	
	"		The question of securing a <u>complete new issue of Guns, Ordnance Stores, etc.</u> for five Infantry Divisions, 2 Mounted Divisions, and 1 Army Corps Troops was taken up with the Imperial Authorities, see appendix "L".	
	17/9 1918		<u>Legal matters involved in Repatriation and Demobilisation of A.I.F.</u> . A report by Captain W.J. Denny, M.C. (late Attorney-General, South Australia) regarding the legal aspect of various matters affecting the repatriation of the A.I.F. is attached, appendix "M".	
	28/8 1918		<u>The Industrial Employment of members of the A.I.F.</u> awaiting embarkation from U.K. came under consideration; also the question of responsibility for repatriating Australian Munition Workers in U.K. - appendix "N".	
	30/9 1918		At a <u>conference with the Ministry of Shipping</u> the necessity for preferential treatment as regards allotment of ships for returning members of the A.I.F. to Australia was agreed to - appendix "O".	



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Summary of Events and Information

Remarks and references to Appendices

Place	Date	Hour	Summary of Events and Information	Remarks and references to Appendices
	8/10 1918		<u>Copies of reports from "Q" and Records Sections, Adm. H.Q.</u> referring to the questions of Equipment and Records respectively, are attached, appendix "P".	
	11/10 1918		<u>The proposals of the Government regarding Repatriation and Re-settlement</u> of members of the A.I.F. were promulgated, sample attached. A memorandum suggesting the institution of a Propaganda Section with an Enquiry and Information Bureau is attached, appendix "Q".	
	"		The question of the Demobilisation Registration Card and its effect upon the selection of drafts for embarkation was submitted to the G.O.C., A.I.F. in correspondence, copies of which are attached, appendix "R".	
	6/11 1918		Improvements in the <u>procedure for returning dependents</u> of members of the A.I.F. were effected by negotiation with the High Commissioners Office. Examples of the old and new application forms are attached, appendix "S".	
	9/3 to 13/11/18		<u>Memoranda submitted to the Commandant, Adm. H Q.</u> from the S.O. for R & D. referring to -	
			<ul style="list-style-type: none"> <li>(1) Emigration of discharged Imperial soldiers to Australia.</li> <li>(2) Military girl clerks to return to Australia.</li> <li>(3) Pelman Institute Educational scheme for A.I.F.</li> <li>(4) Necessity for increased staff and organisation in R &amp; D. Section, A.I.F. dated 14.10.18</li> <li>(5) ditto ditto ditto dated 15.10.18.</li> <li>(6) ditto ditto ditto dated 5.11.18.</li> <li>(7) Personnel and Ordnance Depot accommodation at Marseilles.</li> <li>(8) Action necessary owing to Armistice, dated 11.11.18.</li> <li>(9) Finalising Equipment, stores, etc. on Demobilisation.</li> <li>(10) Medical examination prior to embarkation.</li> </ul>	
			Copies of each attached, - appendix "T".	
	5/3 to 13/11/18		<u>Suggestions and memoranda forwarded to the Commandant, Adm. H.Q.</u> drawing attention to the necessity for expediting the adoption of some <u>definite plan</u> of repatriating A.I.F. troops - appendix "T".	



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Place	Date	Hour	Summary of Events and Information	Remarks and references to Appendices
	11/11 1918		Procedure for dealing with <u>complaints of members of the A.I.F.</u> sent to the Prime Minister are set out in appendix "U".	
	12/11/ 1918.		Copies of the <u>Agenda and Minutes of a Conference</u> held at Adm. H.Q. London are attached - appendix "V". The object of this conference was to establish a clear line of demarcation between the period of the S.O. for R. & D. and the institution of a definite Repatriation and Demobilisation Dept., A.I.F.	
	23/11 to 19/12/18		Suggestions made to the Deputy Director of Repatriation & Demobilisation during the period 23.11.18 to 19.12.18 are attached, appendix "W".	

*G. Sherington*

Major.  
Staff Officer for  
Repatriation & Demobilisation, A.I.F.

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PRECIS OF REPATRIATION & DEMOBILISATION FILES.Adm. Hdq. File No. 8018/6/6 for period 4.10.16 to 15.1.18.

<u>No.</u>	<u>Date.</u>	
17	4.10.16	Letter from Commonwealth Shipping Representative, giving list of Transports and their fitment, with suggestion utilising Imperial Transports part of voyage. Memo. time required 16 months.
16	2.11.16	Memo. from S.P.M re repatriation of A.I.F.
15	30.11.16	Short extract from Commonwealth Shipping Representative's Report No. 59 of 18th October, to Australian Government re method of Transport.
14	30.12.16	Despatch No. 59 to Defence, Melbourne, from Commandant, embodying S.P.M's memo above, and suggesting trans-shipment at Suez for purposes of economising Transport and utilising portion of Imperial Transport returning Eastern troops. Necessity for arranging shipment Ordnance and Clothing and Equipment. Asking instructions.
13	19.10.16	Memo. from Department of External Affairs, Melbourne, to Secretary, High Commissioner, granting free passage Australians who enlisted in England.
12	2.1.17	Cable from Defence, whole question repatriation under consideration.
11.	8.2.17	Despatch No. 130 refers necessity to be supplied with copy cables to and from War Office. Refers invitation from small Committee War Office re demobilisation.
10	27.2.17.	Cable from Secretary of State for Colonies to Governor-General, Australia, asking views Australian Government re route, termination of enlistment, retention of part, and rate of return, A.I.F.
9	5.2.17.	Commonwealth replying thereto, and special request for complete equipment on return to Australia.
8	3.2.17	Letter from Defence enclosing above and promising further advice.
7	3.5.17	Despatch 205 refers to difficulty of completely equipping troops prior to return to Australia, and suggesting equipment after transport of troops.
6	28.3.17	Letter from Egypt to Melbourne re/transport of Remounts to Australia.
5	7.3.17	Letter from Defence, Melbourne to Commandant. Inadvisable bring back any horses to Australia and instructing make inquiries re disposal of same.
4	30.4.17	Letter to War Office from Commandant, enquiring if W.O. will take over at a price.
3	19.5.17	Reply from Director, Remounts, declining, offering to act as agents for sale.
2	25.5.17	Despatch 218 to Defence, Melbourne, suggests matter stand over and be left to Commandant here. Refers big discrepancy adjustment in France.



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28.5.17. Letter to War Office. Matter to stand over.
- 14.9.17 Letter from Commandant to W.O. asking for copy of report re Demobilisation.
- 19.9.17 War Office reply to above stating that draft scheme will be available shortly.
- 17.10.17 Cable from Defence re grant of leave for Australian troops and 1914 medal.
- 15.1.18 Minutes of Conference re alternative methods of repatriating Australian and New Zealand invalids.

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Adm. Hdqrs. File No. 4334/1/15 for period 25.6.17 to 12.1.18.

- 25.6.17. Letter from G.O.C., A.I.F. to Defence re method of returning troops to Australia.
- 13.11.17. Cable from Headquarters, France, to Defence, asking that pamphlets and other information regarding the Government's Repatriation proposals be sent direct to Adm. Hdqrs, A.I.F.
- 4.12.17 Defence reply cable to above stating Repatriation Department's printed Regulations and general information not yet available - will be sent as early as possible.
12. 1.18 Memo from Major Sherington (D.A. Q.M.G., Adm. Hdq.) suggesting the immediate exchange of British troops in the near East for A.I.F. troops. This movement being calculated to benefit Australia, save overlapping transport and facilitate the general repatriation of A.I.F. troops to Australia at a later period.

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To the Commandant.

9th January, 1918.

GS/GH.

Re-typed from memo. dated  
26th October, 1917.

REPATRIATION, DEMOBILISATION AND REHABILITATION

OF THE A.I.F.

The extremely important problem of getting each soldier back to his particular industry as soon as the war is over must be apparent. The Repatriation problem is really a triplicate one comprising -

- (a) Repatriation - largely a matter of organisation, classification, shipping and transport.
- (b) Demobilisation - a military and trade problem.
- (c) Rehabilitation - a national and industrial part of the work seriously effecting the future prosperity of Australia and the individual soldier.

It is suggested that an officer should be appointed to take charge of the above matters and prepare a staff which will co-ordinate the various aspects of this very difficult problem. It is suggested that such officer should be a person with both business and military experience. The former is essential as the soldier's military life will be ceasing whereas his industrial life is beginning again under very difficult conditions.

The importance of the industrial aspect of demobilisation should not be lost sight of and it is imperative that some action should be taken to bring home this point to those in control in Australia, in order that immediate preparations may be made which will facilitate the very difficult problem of industrial mobilisation.

The urgency of the matter will be apparent when it is remembered that the demobilisation of the A.I.F. has actually started and is gradually being performed by the Medical Section.

The following action might be taken by Australia immediately and it is suggested that a despatch should go to Defence Department making the following recommendations.

- (a) The ideal condition would be that every man who goes back to Australia would return to his pre-war employment.
- (b) The necessary action should be immediately taken in Australia to secure from employers of members of the A.I.F. serving overseas, a guarantee that they will re-employ such soldiers on their return to Australia.
- (c) The national importance of this matter should be promulgated throughout the press of Australia and every effort made to secure the maximum number of employers to guarantee such action.



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- (d) With the object of getting the maximum number of employers to do this, it is suggested that the press throughout Australia should publish a list of firms who give the necessary undertaking, this list to be added to from time to time as new employers agree to do so.
  - (e) By publishing this list, the employer so guaranteeing derives an advertisement which will be an inducement and some recompense for his taking this action.
  - (f) Recompense is necessary as it must be apparent that an employer will have a great deal of difficulty and financial loss for each returned soldier that he employs, owing to -
    - (i) possible physical disability.
    - (ii) loss of touch with his particular trade or calling occasioned owing to the soldier's absence from Australia on active service.
  - (g) Concurrently with the publication of the list of employers who guarantee to re-employ soldiers, there should be a well organised propaganda appealing to the people of Australia to support and purchase the products of such firms.

If preference is given by the public in the way suggested, it would be an economical and sound solution of a very difficult problem. Thus the rehabilitation of approximately 50% of the A.I.F. could be arranged for immediately on their return to Australia, and naturally these men would be the first to return to Australia on demobilisation.

The following action it is suggested should immediately be taken by Administrative Headquarters, London.

- (a) A card system to be started for every member of the A.I.F. on which information similar to that stated above should be secured from Australia and recorded.
- (b) This card system could be numerical sequence according to the new paybook register.
- (c) A column must be provided on each card to show the trade, avocation or employment of the soldier prior to enlistment.
- (d) This is necessary as it is probable that the residue of the A.I.F. who are not returning to a definite job will be demobilised and repatriated according to trade.
- (e) When this is done, it must be apparent that men who prior to war were engaged in primary trades should be returned before those employed in secondary avocations. For instance, a soldier employed at the Lithgow Iron Works rolling sheet iron should be returned to Australia before a  
soldier



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soldier employed in manufacturing buckets from raw material which is secured from the Lithgow Iron Works.

It is necessary that the raw material should be provided before the secondary industries are able to increase their labour by the addition to the staff of repatriated soldiers. This is a particularly intricate problem for Australia, as certain raw materials are produced locally while for others Australia depends upon overseas supplies which will be affected by shipping, transport, etc.

It will be necessary to immediately issue a printed form to every member of the A.I.F. to fill in stating clearly his paybook number, regimental number, name, initials, unit, and also -

- (1) His trade or calling prior to enlistment.
- (ii) Name and location of employer if employed.
- (iii) Name and location of business if working for himself.
- (iv) If assistance on demobilisation is required or not.

In addition a comparatively large space should be left for the soldier to state his views and requirements regarding his future after demobilisation. The form to be filled in should be made very comprehensive and the soldier could be asked ~~for~~ other matters in connection with the demobilisation, such as if he wishes to have a period of furlough without pay in any country in Europe prior to returning to Australia.

Other information is necessary and a subsequent form could be compiled and later arrangements could be made for such forms to be filled in and returned to Administrative Headquarters somewhat on the same lines as were issued in the case of the General Election.

A good deal of correspondence will have to take place between London and Australia in reference to demobilisation and very full reports of the conditions of employment in the various trades will have to be rendered as probably many trades are suffering



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suffering from depression caused by the war. A sudden demobilisation without preparation of the soldiers of the A.I.F. would not only be a national calamity, but a great injustice to the men, who in many cases have given up good prospects in some trade or calling at the call of patriotism.

From a national and industrial standpoint it may be advisable to return a proportion of the skilled tradesmen via America and make arrangements for these men to be grouped according to trade and shown over important factories and works in America engaged in their own trade there.

*G. Sherington*

Major.

D.A.Q.M.G.

Administrative Headquarters, A.I.F.

London.



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10th January, 1918.  
GS/GH.

Appendix A

2nd part  
11

RECONSTRUCTION.

It is presumed that after demobilisation, as many members of the A.I.F. as possible will be settled on the land in Australia by means of the various Government Land Settlement Schemes. It should be recognised, however, that there will be a large number of men who will be forced into sedentary work owing to their physical disabilities - probably some will choose this type of work from inclination.

Any scheme of Reconstruction and Rehabilitation for returned soldiers to be complete must provide a sufficient variety of new avocations to enable the returned soldier to exercise such inclination as to his future calling. Without the mellowing influence of personal inclination, a difficult task will be rendered even more difficult.

Unquestionably the land settlement is the best form of Rehabilitation, but manufacturing production where each worker produces wealth each week, comes a good second and is much preferable to clerical or merely distribution work from a national standpoint.

It is suggested -

- (a) That a sum of money be set apart by the Commonwealth of Australia.
- (b) That a governing Committee be formed comprising representatives of the Government, manufacturers, exporters, ~~xx~~ accountants and a representative of the soldiers
- (c) Such Reconstruction Committee to prepare a scheme based somewhat on the following lines :-
  - (i) Men preferring sedentary work of a productive character to be specially graded.
  - (ii) In suitable localities small model factories to be erected and installed with the most up to date electric plant.
  - (iii) In each of these factories some particular article of merchandise will be manufactured, each factory specialising in its own article, such as toys, metal ware, fancy goods, etc., etc.
  - (iv) Care must be taken to select only articles previously made in Germany and imported, and not articles already being produced in Australia.
  - (v) A suitable manager to be installed in each factory who will put up a certain proportion of the capital, the residue to be advanced by the Committee from the Reconstruction Fund.
  - (vi) Soldiers drawing full pensions, say £2 per week will be allotted to such factories as may be necessary.
  - (vii) As such soldiers acquire skill and create wealth by production, then the factory will start paying them wages. As the wages so earned increase, the pension paid will be reduced by an equal amount, until the wages entirely obliterate the pension. Arrangements could be then made whereby the workmen would continue for a further period and eventually come under the usual Trade Wages Board scale.



(viii) The Manager of each factory is to be encouraged to gradually pay off from profits the amount advanced by the Reconstruction Committee and thus the particular specialised industry will have started and gradually evolved into a self-supporting industry.

The Australian Customs Tariff will be adapted to protect and assist these special Reconstruction factories.

Each industry will (a) have helped to solve the Repatriation problem by providing returned soldiers with means of producing wealth and earning wages (b) will have stopped German imports and substituted Australian production. By these means not only will Australia derive considerable national benefit, but the injuries occasioned by Germany will be compensated for at the expense of German trade and profits.



Major.  
D.A.Q.M.G.

Administrative Headquarters, A.I.F.

Lond on.



REPATRIATION AND DEMOBILISATION SECTION  
ADMINISTRATIVE HEADQUARTERS LONDON.

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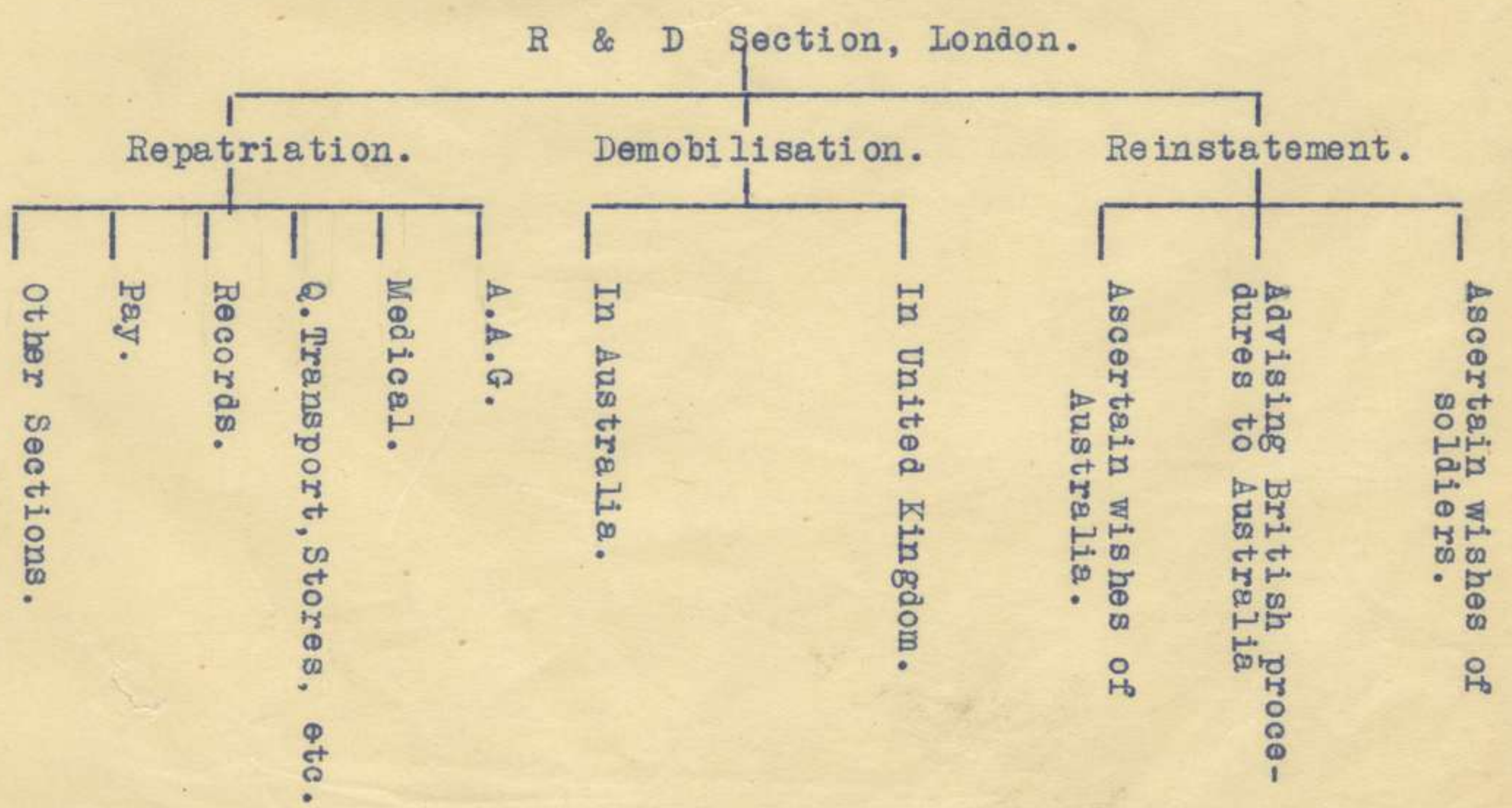
The scope of work likely to accrue to this new section is as follows:

Repatriation and Demobilisation work can be divided under three branches (a) Repatriation (b) Demobilisation (c) Reinstatement (a) will be controlled from London (b) will be carried out both in Australia and the U.K. (c) carried out in Australia. The Repatriation Department in Australia will instruct regarding the quantity and rate of demobilisation. Reinstatement will have a considerable bearing upon the quantity and sequence of class for repatriation of the A.I.F. overseas.

It is suggested that the work of the Repatriation and Demobilisation London Staff should be -

- (a) Supplying Australia with information from overseas.
- (b) Ascertaining the decisions and wishes of Australia
- (c) Preparing the necessary machinery for carrying them into effect as regards Repatriation and Demobilisation in U.K.
- (d) Acting as a co-ordinating factor between Australia, Administrative Headquarters, Australian Headquarters France, Depots in U.K. and Egypt.
- (e) Representing Australia at conferences and with the various British Departments concerned in Repatriation and Demobilisation.
- (f) Co-ordinating the Repatriation and Demobilisation work of all sections at Administrative Headquarters.
- (g) The above to cover personnel, equipment, stores, etc.

It is proposed that the existing arrangements for Repatriation to Australia of unfit soldiers and Demobilisation in the U.K. should proceed as usual but that the section concerned be reviewed with the object of providing for the necessary extension when general repatriation and demobilisation becomes imminent.



7/3/18

G. Sherrington



PRECIS OF CORRESPONDENCE.

From. 27.12.16 To 18.11.18.

- 27.12.16. 8018/6/6. Cable from Secy. of State for Colonies to Gov.-Genl. of C'lth of Australia asking (1) Upon demobilisation should Aust. Contingent be brought to this country or not (2) Whether terms of enlistment are likely to cause difficulty during period between end of war and men's arrival in Aust. (3) Whether terms of enlistment will raise any difficulty should men be kept back for military purposes (4) Whether any obstacles in Australia to men returning as soon and in as large numbers as possible.
5. 2.17. " From Gov. Genl of Aust. to Secy. of State for Colonies, cable in reply to above: - (1) Matter left to discretion of Imperial Govt. but C'lth desire return of troops as early and rapid as possible (2) Matter before Govt. and it is proposed to provide legislation. (3) Legislative action will be taken but troops required should volunteer and be re-enlisted. (4) No obstacles in Aust. but C'lth desire War Office to insist on adequate precautions being taken to prevent over-crowding. Particularly desired each Aust. Divn. possess complete outfit serviceable rifles, guns, ammunition, war equipment of latest pattern, on returning.
25. 6.17 From G.O.C., A.I.F. to Defence. Proposals regarding repatriation.
- 27.12.17. 7041/10/3. From Defence to Adm. H.Q. Letter instructing that all Details returning to Australia are to fill in Repatriation Forms Nos. 2 & 3.
- 18.3.18. 7041/10/1. Major G. Sherington appointed Staff Officer for Repatriation and Demobilisation. General Dodds suggests compiling of lists also that Repatriation official be brought to England to work under Major Sherington.
- 9.4.18. " From Adm. H.Q. to Defence. Letter setting out scope of work of Repatriation Section started at Adm. H.Q. Advocating the return of A.I.F. personnel according to trade classification. Suggesting press publicity and propaganda with object of securing guarantee from employers of reinstatement of members of A.I.F. Registration cards suggested giving full information of soldier's wishes, previous trade, etc.
12. 4.18 " From Adm. H.Q. to Defence. Further proposals to above despatch enclosing pro forma of registration card explaining its compilation.
29. 4.18. " From DA.G., A.I.F. Headqrs. to Headqrs. London in reply to memo of 20th idem stating that it was considered better that the officer be sent over from time to time to visit Divns. in the field and correspondence etc. conducted from London.
8. 6.18. " From Adm. H.Q. to Defence. Cable asking for reply to our cable of 9th March and letters of 9th and 18th April stating that the British had practically completed their scheme to demobilise by trade categories.



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7. 6. 18. 7041/10/1 From Defence to Adm. H.Q. replying to letters 9th April and telegram 9th June stating the whole question of demobilisation is under consideration of the Govt. and proposed additions are being referred to Minister for Repatriation. Meanwhile whatever action you consider necessary to take; do not allow impression to grow that troops are to be discharged in England or given extended furlough. 15
11. 7. 18. " From Adm. H.Q. to Defence. Letter re establishment of Education Section and appointment of Director of Education. Stating if Registration card approved, same will include certain Education questions and become valuable combined record. Suggesting A.I.F. Repatriation proposals and those of other Military Forces be taken to Australia with object of ensuring co-ordination between Australia and overseas.
17. 7. 18. " From Headqrs. A.I.F. to Adm. H.Q. forwarding copy of cablegram sent to Defence, Melbourne, asking that information and particulars be forwarded immediately regarding repatriation and suggesting the appointment of an official of that Dept. to the staff of the A.I.F.
30. 7. 18. " From Adm. H.Q. to Defence acknowledging receipt of their cable WY958 of 15.6.18 as follows:-  
"Officers Commanding returning transports report refusal on the part of the men to sign repatriation registration forms and Impress on all Officers Commanding in future that information desired repatriation form is exclusively for use of Repatriation Department and does not reach Pensions Office nor do they affect Pension or other rights while refusal may prejudice repatriation claims and Information entirely in mens interest and Owing re-embarkation Cape Town arrange keep BEVERAGE supplied with forms."  
Above instructions complied with. Suggesting effective propaganda campaign be instituted overseas to overcome above impression. Also desired the appointment of all officers to undertake this important work overseas be left in Commandant's hands.
1. 8. 18. " From Adm. H.Q. to Defence returning a card which had been handed to this Section by the Records Section apparently having been filled in by the Federal War Committee at Queensland. Asking that cards of this description be cancelled.
6. 8. 18. 4334/1/1 From Defence to Headqrs. A.I.F. Cable stating that Cabinet does not consider the appointment necessary and that Govt. is awaiting communication from the Prime Minister.
12. 8. 18. Cable from General Birdwood to Defence:-  
"T22. Reference question Repatriation attention invited my cable T.1111 of 11th Nov. 1917 and your reply WV111. I have not yet received any copies Act Regulations or general information and I consider matter becoming of great importance in view of development of our Education Scheme. Your attention also invited references repatriation my letter 42/435 of 25th June, 1917. I think it is now advisable Govt. of Com'wlth of Aust. appoint competent official of Repatriation  
tion



"Repatriation Dept. to staff of A.I.F. and send him as soon as possible to co-operate with the Director of Education. He should be fully conversant with Govt. policy to advise us concerning re-education of men during convalescent period while awaiting embarkation, Weymouth and homeward journey. Late on scheme becomes applicable whilst awaiting embarkation on general demobilisation. Desirable he should also be acquainted with Com'wth and various State Govt.'s proposals concerning land settlement policy and should have sufficient knowledge economic conditions to advise men as to the occupations they express wish to follow and in which they are already asking to be given education. Letter with proposals education scheme despatched to you on 9th June in amplification of my & telegram T3066 of 31st May. Further cable following this concerning demobilisation and repatriation."

14.8.18. 8018/6/6.

From Defence to Headqrs. A.I.F. cable as follows: "WS666. 14th Aug. With reference to Adminalust despatches April 9th and April 12th and Genl. Birdwood's telegrams T22 and T24 on related questions of demobilisation and repatriation, re-establishment of soldiers in civil life is matter for Repatriation Dept. which is totally distinct from this Department, therefore no action is to be taken in connection with this matter other than to comply with requests of the Repatriation Dept. which will be forwarded to you through this Dept. from time to time. Regarding demobilisation and return of troops to Australia, policy of Govt. will be communicated to you when arrived at."

30.9.18.

"

From Adm. H.Q. to Defence, acknowledging above cable. Emphasising necessity for immediate advice from Aust. as to Govt.'s proposals; asking for definite decisions on following points: (a) Is every member of A.I.F. to return to Aust. without exception (b) Is Repatriation to be by military unit or groups giving priority to men of long service with definite employment to go to. (c) Are all troops in France to be embarked from France. (d) Education of troops while awaiting embarkation to be considered. (e) Co-ordination of all depts. in Australia and oversea. (f) Repat. Officer and staff from Lands & Statistical Depts. be sent to London. (g) certain cargo space could be utilised to send necessary raw materials to Aust. (h) Legal aspect of Repatriation and possible amendment of Military Acts. Suggesting full powers be vested in Headqrs. to repatriate A.I.F.

8.10.18.

Cable to Defence.

"Repatriation. Ministry of Shipping desires information regarding average total number of Australian troops you are prepared to receive monthly from all war areas immediately after declaration of peace. Presume Governor-General's cable to Secretary of State for Colonies 5.2.17 still holds good. Our proposals are that unfit personnel be returned quickly and other troops in England immediately following peace declaration. Egyptian and Near East Troops will proceed by unit direct from scene of fighting to Australia and approximately



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half the troops in France consisting of married men and those of long service and with definite employment to return to should be returned direct from Marseilles to Australia, small cadres of each unit remaining in France to adjust and hand over guns stores equipment etc. to British Ordnance and Residue of troops in France having comparatively long period awaiting embarkation could remain there and be employed on reconstruction work or be brought to England and accommodated in vacated camps ready for employment on reconstruction industrial or agricultural work and in either country troops awaiting embarkation will come under A.I.F. Education Scheme and shall endeavour to return during period of armistice all munition workers and soldiers' dependents also complete new outfit of guns war equipment and ammunition in bulk for one Army Corps troops two Mounted and five Dismounted Divns. Such Ordnance stores will be handed over direct from British Ordnance stores knocked down and cased and endeavouring to arrange that new rifles ammunition and serviceable personal equipment will be cased and accompany all troops on each transport and suggest formation of central Ordnance stores in Australia to receive new issues in bulk allotment to units or military districts could be made later. Presume accommodation for such bulk Ordnance Stores can be secured and with existing facilities anticipate being able embark whole force in six to nine months after commencement of general demobilisation and it is on this point particularly I desire to know your wishes as perhaps this is quicker than the large numbers involved can be conveniently absorbed in civilian employment thereby disturbing economic situation. In view these circumstances may I be informed if above arrangements are satisfactory to Australia as question of repatriating troops is becoming increasingly urgent. "

7.10.18.

Cable from Senator Pearce to Mr. W.M. Hughes.

"With reference to your cable of 14th Sept. have conferred with Mr. Millen and this Department regarding your proposal re demobilisation registration cards. Have no objection Griffiths taking action as suggested but Millen says experience his Department indicates that information so obtained is of little value for repatriation purposes. "



8.10.18. 7041/10/6. Cable from Adm. H Q. to Defence:

"26483. Repatriation. Ministry of Shipping desires information regarding average total number of Australian troops you are prepared to receive monthly from all war areas immediately after declaration of peace. Presume Governor-General's cable to Secretary of State for Colonies 5.2.17 still holds good and Our proposals are that unfit personnel be returned quickly and other troops in England immediately following peace declaration. Egyptian and Near East troops will proceed by unit direct from scene of fighting to Australia and approximately half the troops in France consisting of married men and those of long service and with definite employment to return to should be returned direct from Marseilles to Australia, small cadres of each unit remaining in France to adjust and hand over guns stores equipment etc. to British Ordnance and Residue of troops in France having comparatively long period awaiting embarkation could remain there and be employed on reconstruction work or be brought to England and accommodation in vacated camps ready for employment on reconstruction industrial or agricultural work and in either country troops awaiting embarkation will come under A.I.F. Education Scheme and shall endeavour to return during period of armistice all munition workers and soldiers' dependents also complete new outfit of guns war equipment and ammunition in bulk for one Army Corps troops two Mounted and five Dismounted Divisions. Such Ordnance stores will be handed over direct from British Ordnance stores knocked down and cased and Endeavouring to arrange that new rifles ammunition and serviceable personal equipment will be cased and accompany all troops on each transport and suggest formation of central Ordnance stores in Australia to receive new issues in bulk allotment to units or military districts could be made later. Presume accommodation for such bulk Ordnance Stores could be secured. and With existing facilities anticipate being able embark whole force in six to nine months after commencement of general demobilisation and it is on this point particularly I desire to know your wishes as perhaps this is quicker than the large numbers involved can be conveniently absorbed in civilian employment thereby disturbing economic situation. In view these circumstances may I be informed if above arrangements are satisfactory to Australia as question of repatriating troops is becoming increasingly urgent."

11.10.18

Letter to Defence enclosing Repatriation reasons statement and statements put up to the Prime Minister, placing on record the fact that delay in preparing demobilisation scheme is not due to lack of initiative overseas.

18.10.18 7041/10/9. Cable from Defence to Adm. H.Q. :

"WR421. Further to my telegram 14th August WS666 to General Birdwood and To prevent confusion the word repatriation should not be used in the official designation officers on your staff and It is thought that the word demobilisation would suffice in describing any Officers or Office under you dealing with questions affecting demobilisation and transfer of troops to Aust."



18.10.18.

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Letter to Defence explaining position regarding the issue of complete new equipment.

21.10.18 7041/10/9.

from  
Cable to Defence to Adm. H.Q.  
"WR46a. Your letter April 9th. You are informed that Minister Repatriation proposes appoint representative in England. You will therefore remove word "repatriation" from title of demobilisation section. He further desires reference to Trades Unions on registration cards removed; Minister concurs in this. Letter follows with details of relationship to be observed between two Departments".

25.10.18.

"

Cable to Defence from Adm. H.Q.  
"We will cease to use word "repatriation" as designation but will have to continue its use in its literal meaning as is done by other officials and departments this side which may thus lead to misunderstanding as unfortunately your Repatriation Dept. was wrongly named similar Department in England and France is called Ministry of Reconstruction and in Canada Department of Civil Re-establishment."

27.10.18

"

Cable from Headqrs. France to Adm. H.Q.  
"T768 26 aaa Please decode the following telegram and transmit the same to the person named Dodds aaa Your letter of October 24th aaa Think you should certainly proceed with printing registration cards in accordance with Mr. Hughes wishes but presume he will wish question Trades Union settled before cards are definitely issued aaa Can find nothing from you asking my approval printing these Registration Cards aaa Perhaps this has gone astray aaa You will already have received decision regarding entry in paybook and regarding telegram to Defence on subject priority returning troops to Australia. aaa Suggest ~~xx~~ omission of word rapidly and substitution of word unexpectedly for at any moment at the end of your proposed draft."

28.10.18

Cable from Adm. H.Q. to Defence.  
"Reference your cable WR462 re question No.14a Demobilisation Card concerning Trade Unions Desire urge your reconsideration. This question appears on British form with explanatory note as follows begins "this information is required in order that the Trade Unions concerned may be given an opportunity to assist in finding employment for their members in their own trade and should be given in all cases where possible ends. Have discussed with Prime Minister and he favours retention with above words added in case of our form."

28.10.18

Cable from Adm. H.Q. to Defence.  
"29489. Demobilisation-aaa From General Birdwood aaa Desire approval for following detailed classification to secure equitable priority for returning troops in France and United Kingdom to Australia aaa First priority to be given to all married soldiers with preference according to children, length of service and those having civil employment guaranteed upon return aaa Second priority

contd.



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priority to be given to men essential to industries or whose services are required to facilitate work of demobilisation and reconstruction also those of independent means and Thirdly single soldiers of long service with re-employment guaranteed and Lastly other single men in priority of length of service this last class might be returned to Australia according to trade categories if advisable in which event Australia could cable Admininstr information of requirements after taking into account the season of year and possibilities of the soldiers absorption in civil employment and My letter dated 9.4.18 refers and Above proposals have been submitted to Prime Minister who approves and desires that work of organisation overseas be immediately proceeded with on this basis and The military situation is developing and the work of repatriating the overseas forces may descend upon us unexpectedly strongly urge full powers be vested in G.O.C., A.I.F. to AT ONCE proceed with preparation for return of troops upon above or some similar equitable basis which will avoid dissatisfaction on part of those troops unavoidably delayed overseas awaiting embarkation and Difficulty will be encountered in making a fixed rule regarding discharge in the United Kingdom and extended furlough. These and other similar questions might be left to the discretion of G.O.C. in which event you can rest assured that your instructions regarding principles will be most carefully carried out."

4.11.18.

Cable from Adm. H.Q. to Defence.

"30456. Demobilisation and Ministry of Shipping anticipate that soldiers' dependents cannot be returned to Australia during period when troops are returning and ask that dependents be returned at once and Am conferring with High Commissioner and endeavouring to arrange 1000 passages in December and 400 in January and Desire your approval for members to draw against pay to meet cost of passage as follows (a) special credit to pay account of deferred pay to extent actual cost of passage or 75% deferred whichever less (b) if 75% deferred not sufficient cover second class passage for dependents of officers and third class for dependents other ranks pay account to be credited to extent 75% and debited with actual cost passage and overdraft to be liquidated from future earnings and Further recommended that any approved refunds of passage money from Repatriation Dept. be paid to you for credit to soldier."

4.11.18.

Cable from Adm. H.Q. to Defence:

"30457. Immediately your reply to my 29691 of 28.10.18 arrives a Demobilisation Registration Form similar to pro forma attached letter 12th April will be made out for each soldier but not in duplicate. Units will send the form to London when necessary information will be entered in each soldier's paybook to enable Commanding Officer each unit to despatch drafts of troops for return to Australia according to sequence of priority decided upon and Consolidated return will be compiled and cabled to Australia showing number of soldiers serving oversea of each trade classification also

contd.



proportion of each who state they will need assistance from Repatriation Department upon demobilisation ~~aaa~~ Forms will be held in London with soldiers other military records and accompany the soldier on his return to Australia. They can be handed over to Repatriation Officer at first Australian port of-call similar to Repatriation forms now being compiled on transports which will be superseded ~~aaa~~ Form \* could be used as Military List of Voters in case of an election if so desired.

5.11.18.

Cable from Adm. H.Q. to Defence.

"30640. Demobilisation. In further reference to my26483 of 8.10.18 and 29691 of 28.10.18 ~~aaa~~ If classification scheme adopted shall endeavour to arrange that bulk of personnel be returned in complete ship loads for each port Brisbane, Sydney, Melbourne, Adelaide, Fremantle care being taken to see that personnel is returned to each State pro rata to enlistments from States ~~aaa~~ Propose that the cadres of each unit in France and Near East shall remain till the last but they will proceed to Australia as skeleton units ~~aaa~~ In the case of Infantry Battalion the cadre would consist of about 50 men including Adjutant Quartermaster and other essential regimental staff. cadres of artillery units and others possessing more equipment transport etc. will be larger ~~aaa~~ Adoption of cadre system for fighting units will facilitate (1) return of troops (2) settlement regimental accounts (3) adjustment equipment transport and stores etc (4) Remobilisation of unit if necessary (5) preserve identity of unit and possibly facilitate formation of your Army Reserve ~~aaa~~ I must really press you for replies to my previous Demobilisation cables You must realise matter is very urgent. At fortnightly meetings of Empire Demobilisation Committee other Dominions are much further advanced in their preparations than we are but my hands are tied under final sentence your WS666 of 14.8.18 and I cannot obtain from you or Prime Minister the policy you wish to be followed."

9.11.18.

Cable from Defence to Adm. H:Q.

"WR713. Your 30457 Repatriation card matter referred Minister Repatriation and Chief Electoral Officer."

12.11.18.

Cable from Defence to Adm. H.Q.

"WR750. 11th Nov. your telegram 30640 and previous telegram same subject ~~aaa~~ Serveal telegrams have passed Mr. Hughes and the Government on the subject which could not therefore be hitherto finalised ~~aaa~~ Now decided demobilisation should be directed from London by Mr. Hughes and that you should take his direction on main principles telegraphing to us as hitherto regarding Administrative details and keeping us informed concerning instructions received from Mr. Hughes avoid confusion ~~aaa~~ You should therefore place yourself in immediate communication with Mr. Hughes who is in possession of points upon which the Government disagree your proposals."



- 12.11.18. <sup>41</sup> Cable from Defence to Adm. H.Q. 22  
 WR757. Ministers Defence and repatriation now approve of Trades Union question remaining on repatriation card with proviso that the answer is optional."
- 13.11.18. Cable from Defence- Headqrs. France to A.H.Q.  
 "T906 12th aaa Brig. General FOOTT and COXEN Colonels KENDALL LEANE and SOMERVILLE proceeding you take up duties aaa Each have been requested to take two Competent clerks and more if possible."
- 15.11.18. 7041/10/13. Cable from Defence to Adm. H.Q.  
 "WR789. Your 30456. Department of Repatriation has authorised High Commissioner to deal with applications free passages please afford him all possible information at your disposal necessary determine merits of applicants aaa Accounting arrangements proposed consequently unnecessary but no objection where passage granted soldiers request in excess of regulations scale to excess being debited against deferred pay in manner suggested."
- 18.11.18. Cable from Adm. to Defence.  
 "Army Postal Service desire to know if troops returning to Australia for demobilisation will proceed direct to their homes or be accommodated in camps and if latter for what period."
- 18.11.18. Cable from Adm. H.Q. to Oldham, Melbourne.  
 "Your WR804. Repatriation forms already printed with all information you require at foot of form aaa Entry in paybooks will be made when forms are completed and returned."
- Press cable - unofficial. "Plans for demobilisation:- Senator Pearce, Minister for Defence, states that the Government is in communication with the Imperial Government and other Dominions and the Military Authorities regarding the return of Australian Forces. The Cabinet has requested Mr. Hughes to take up the question of speedy demobilisation with the administrative and military authorities in London, who will take his directions on the main principles. Consultations are proceeding on questions relating to employment for those awaiting embarkation, and a scheme for university education. The troops will return as units under their own officers. The Battalions, regiments, and batteries will be divided into halves, the first-coming half containing as many men as possible meriting preferential treatment according to the priority list, as follows: Firstly, married soldiers with preference according to the number of children, length of service and guaranteed employment in Australia; secondly single soldiers of long service, with guaranteed employment; thirdly, other single men according to length of service."
- "British Australasian"  
 Nov. 21st, 1918.



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5.11.18. 1543/1/2. Cable from Defence to Adm. H.Q.

"WR880. Minister directs no members A.I.F. to be discharged England unless satisfy following conditions (a) next of kin resides overseas or has no objection to discharge abroad (b) domicile was ordinarily outside Australia before war or would be necessary for person concerned to return to U.K. if returned to Australia for discharge (c) able maintain self abroad (d) release Commonwealth from any obligation to repatriate at any future period see If conditions fulfilled discharge left at your discretion."



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CONFIDENTIAL.

9th April, 1918.

The Secretary,  
Department of Defence,  
MELBOURNE.  
AUSTRALIA.

REPATRIATION AND DEMOBILISATION.

1. I have to confirm having cabled as follows:-

"Repatriation. Despatch dated 27th December received.  
"Will issue repatriation forms to troopships as desired  
"immediately they arrive see Repatriation Dept. has been  
"started at these Headquarters with object of co-ordinating  
"with Australia and War Office. Proposed forward you in-  
"formation British and other proposals on all matters affecting  
"repatriation demobilisation and reconstruction. Have  
"represented Australia at regular conferences between Imperial  
"and all Dominion Forces in London and shall forward you  
"results such conferences by mail see should be glad to receive  
"full cabled statement Australian Govt.'s proposals and desires  
"see Refer to previous despatches this subject including General  
"Officer Commanding's letter from France dated 25th June, 1917.  
"Additional despatch will be mailed setting out later informa-  
"tion and facts."

2. The printed Repatriation forms for use on troopships returning to Australia have now arrived and these printed copies will be used in future. Revised copies were made from the sample forms posted and these have been placed on board Transports D1 ("Kenilworth Castle") D2 ("Dunvegan Castle") D4 ("Borda") and D7 ("Dunluce Castle").

3. A Repatriation and Demobilisation Section has been formed at these Headquarters and Major G. Sherington has been appointed Staff Officer-in-charge of Repatriation and Demobilisation.

4. This new section has been established to start the organisation for carrying out the difficult task of repatriating the A.I.F. The scope of work will cover a wide range, including amongst other matters the following:-

(a) Keeping in close touch with the Departments of Defence and Repatriation in Australia regarding all matters appertaining to Repatriation, Demobilisation and Reinstatement.

(b) Acting in a similar way with other military and civil sections, such as, Admiralty, War Office, Australian Headquarters, France and Egypt, Headquarters of other Colonial Forces, High Commissioner for Australia, Ministry of Reconstruction, Board of Trade, Department of Labour, etc., etc.

(c) Co-ordinating the Repatriation and Demobilisation work of various Departments of these Acm. Headqrs., such as the Records, Finance, Medical, Transport Section, etc., etc.

(d) Preparing the necessary ground work for a definite scheme of Repatriation for the Australian Forces serving overseas.

(e) Ensuring that necessary action for demobilising members of the A.I.F. returning at once to Australia is taken prior to embarkation for Australia.

(f) Supervising the provision of necessary ships and transport facilities for the oversea forces.



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(g) Recording information from members of the forces overseas which will facilitate the work of reinstatement in Australia. Suggested British procedures will be obtained from the Ministry of Reconstruction, Ministry of Pensions and the Department of Labour.

(h) Copies of the proposals of British and other Colonial Forces for Repatriation and Demobilisation will be obtained and forwarded to Australia.

5. Information regarding tentative proposals of the British and other Colonial Forces regarding the methods of Repatriation and Demobilisation will be secured and forwarded to Australia as quickly as possible. Advice of facts already in the possession of the Minister for Repatriation would be appreciated and save unnecessary work.

6. No doubt the Minister for Repatriation in Australia has seen copies of the various despatches which have passed between these Headquarters and the Department of Defence. Several suggestions have already been put forward affecting the question of Repatriation. Actually the work of Repatriation may be said to consist of three sections (a) Repatriation (b) Demobilisation (c) Reinstatement in civil life; it is recognised that (c) must have a very important bearing upon the procedures adopted for carrying out (a).

7. It is understood that part of the work of Repatriation will consist of reinstating in civil life all those capable of such reinstatement. It should be possible for the Repatriation Section in London to secure valuable information from the Departments in charge of this work in the United Kingdom and forward this to Australia if such should be the desire of the Minister.

8. Possibly Repatriation on cessation of hostilities could take place by units and Army Divisions. It may be that priority in Repatriation could be given to the soldier possessing (i) definite employment awaiting him on return (ii) wife and children in Australia (iii) capital ready to start in civil trade (iv) precedence according to trade; soldiers skilled in primary production to be returned before various other classes of unskilled labour. It is not known which course would be most satisfactory to Australia.

9. It is hoped to forward by next mail a draft scheme whereby military personnel could be classified according to trade and be given special designations accordingly. This scheme would considerably increase the work of Repatriation overseas. It is, however, expected that transport difficulties will delay the return of members of the A.I.F. considerably. This fact, together with other advantages derived by returning soldiers classified in trades, might be thought to warrant the adoption of the more comprehensive system.

10. It is appreciated that the task of arranging for demobilised soldiers to re-enter civil employment will be extremely important and difficult. The necessity of finding suitable and remunerative work in a short time for an Army of men would in any circumstances be a matter calling for much thought and skilful management, but the problem of reinstatement is a much greater one - our soldiers have had three years of war with all its unsettling influences. To get these men back to industry without social distress and disturbance is indeed a problem.

11. If Repatriation takes place according to military unit or trade classification, it is equally desirable that those who have definite employment awaiting them should be repatriated and demobilised before soldiers who are not so fortunate. The Repatriation, Demobilisation and Reinstatement of soldiers in possession of their full faculties will be a comparatively simple matter if each had definite employment to return to. If half the A.I.F. could be brought under this classification, the task of Repatriation, Demobilisation and Reinstatement would be made much easier.



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It is suggested that action should be taken throughout Australia to increase the number of soldiers who on demobilisation will be taken back into their previous employment. To achieve this objective press publicity and propoganda might be initiated. The object being to secure from employers of members of the A.I.F. serving overseas, a guarantee that they will re-employ such soldiers when they are demobilised. The national importance of this re-instatement should be promulgated throughout the press in Australia, and every effort made to secure the maximum number of employers to guarantee such automatic reinstatement.

13. Arrangements would have to be made whereby if a returned soldier proved unfit to carry out his previous work, he could be "taken over" by the Repatriation Department and the employer freed from his responsibility. A scheme of partial compensation could be evolved to provide for cases where the returned soldier was temporarily unable to attain his pre-war efficiency. In this connection it should be remembered that many employers are making up the soldier's military pay to the amount of his old civil employment wage.

14. With the object of getting the maximum number of employers to agree to this automatic reinstatement, it is suggested that the press throughout Australia should repeatedly publish a list of firms who have already agreed to do so. This list could be added to from time to time as new employers agreed to take similar action. By publishing this list, the employer guaranteeing reinstatement would derive an advertisement which should be a powerful inducement to others.

15. Concurrently with the publication of the lists of employers who guarantee reinstatement, there should be a well-organised propaganda appealing to the people of Australia to support such firms by giving preference to their products. A distinctive label could be allowed in order that the public when purchasing could discriminate. It is believed that by using the powerful lever of public preference in purchase, a large number of employers throughout Australia would be induced to guarantee reinstatement to returning soldiers.

16. Full information regarding the soldier's wishes regarding reinstatement must be secured from every member of the A.I.F. prior to repatriation and forwarded to Australia. This should enable the Repatriation Department in Australia to perfect their organisation for reinstating the less fortunate sections who would need official assistance and therefore be proceeding to Australia at a later stage.

17. It is proposed that the Repatriation Section at these Headquarters should proceed with the preparation of a card system for every member of the A.I.F. serving oversea. These cards would record information not at present held by Military Records Section. This extra information would comprise in addition to the soldier's paybook number, regimental number, name, initials, unit, such information as (i) his trade or calling prior to enlistment (ii) name and location of employer, if employed (iii) name and location of business if working for himself (iv) if assistance on demobilisation is required, and other facts similar to those set out on the form now being distributed to members of the A.I.F. returning on transports.

18. Such forms could be made out in duplicate for every member of the A.I.F. immediately and one copy forwarded to Australia, the second being held by Repatriation Section, Administrative Headqrs. London. A copy of this suggested form will be forwarded by next mail. Identification for purposes of Repatriation could be by the soldier's new paybook number, a Register of which has already gone to Australia. Advantage will be taken in the compilation of these cards to ask the soldier for information essential to Repatriation, such as, does he desire (a) his discharge in England (b) extended furlough oversea prior to return to Australia (c) to return to Australia quickly for special reasons (d) be afforded an opportunity for study before return, e) visit and inspect any industry or trade in the United Kingdom.



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19. Having installed the necessary organisation to secure the compilation of the returns set out above, it is suggested that Major Sherington should secure all information possible on the question of Repatriation, Demobilisation and Reinstatement from the various British Departments and other Sections.

20. These could be taken personally to Australia with the object of ascertaining definitely the wishes of the Ministers for Defence and Repatriation, and thus ensure a perfectly co-ordinated policy, the overseas section of which could be put into force immediately on his return to London.

21. It will be appreciated that the Repatriation, Demobilisation and Reinstatement of the members of the Forces serving overseas is likely to form one of the most difficult problems that Australia has been asked to solve. Therefore it is essential that the closest possible co-ordination should exist between the Defence and Repatriation Departments in Australia and the various Repatriation Sections overseas.

22. The urgency of this matter will be apparent when it is remembered that the partial Repatriation of the A.I.F. is gradually being performed by the Medical Section of these Headquarters.

23. The above remarks on this important subject have been rushed out to catch this mail. It is felt that time is pressing and it is becoming increasingly urgent to get this all-important work started. Prompt information regarding Australia's wishes would be appreciated as is stated in the cable confirmed at the outset of this despatch.

(Sgd). T. GRIFFITHS.

Brigadier-General.  
Commandant.











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GENERAL REMARKS.

PHYSICAL CONDITION

- 15. Nature of disability (if any).....
- 16. If incapacitated from following usual civil occupation, state extent of incapacity (i.e.  $\frac{1}{4}$ ,  $\frac{1}{2}$ ,  $\frac{3}{4}$  or total) and probable duration.....
- 16a. Amount of pension (a) Military.....
- (b) Repatriation.....



A.I.F. Admin: Headqrs.,  
LONDON. S.W.1.  
11th July, 1918.

The Secretary,  
Department of Defence,  
MELBOURNE  
AUSTRALIA.

REPATRIATION AND DEMOBILISATION

1. The question of the education of members of the Australian Imperial Force prior to and during the period of Repatriation has arisen. Consideration of this matter has brought about the establishment of an Education Section and the appointment of a Director of Education, A.I.F. This new section will be closely related to the Repatriation and Demobilisation Section at these Headquarters.
2. A conference has already been held at which it was decided that provided the proposed Repatriation Registration Card were approved by the Minister for Repatriation, it be extended to include certain questions necessary to the proper administration of the Education Section. By this means it is hoped to co-ordinate and the combined Registration Card will, it is felt be a valuable record available for all sections interested in work allied to that of Repatriation.
3. In our despatch dated 9th April dealing with the proposed functions of the Repatriation and Demobilisation Department at these Headquarters, on page 2, sub-para (c) a policy was outlined suggesting that its functions consist largely of co-ordinating the work of various Departments of the A.I.F., and it is submitted that the advent of this new Education Section increases the necessity for such control and co-ordination.
4. During the next two months it is probable that the tentative groundwork of the many sections of the A.I.F. interested in Repatriation and Demobilisation will have been prepared and that such proposals, together with those of other Military Forces, should be collated and taken to Australia with the object of ensuring that they are satisfactory to the Minister for Repatriation and that all proposals when put in force will "dove-tail" with those already adopted by the Department for Repatriation in Australia.

(Sgd). T. GRIFFITHS.

Brigadier-General.  
Commandant.



A.I.F Admin: Headqrs.  
LONDON, S.W.1.  
30.7.18.

The Secretary,  
Department of Defence,  
MELBOURNE,  
AUSTRALIA.

1. I have to acknowledge receipt of your cable No. WT958  
15.6.18 which reads as follows:-

"Officers Commanding returning Transports report refusal  
"on the part of the men to sign repatriation registration  
"forms and impress on all Officers Commanding in future that  
"information desired repatriation forms is exclusively for  
"use of Repatriation Department and does not reach Pensions  
"Office nor do they affect Pension or other rights while  
"refusal may prejudice repatriation claims and information  
"entirely in men's interest and owing re-embarkation Cape  
"Town arrange keep BEVERAGE supplied with forms."

2. Your instructions have already been complied with. En-  
quiry discloses that there is an impression in the minds of members  
of the Australian Imperial Force that information supplied with  
the object of facilitating reinstatement in civil life, may influence  
the pension paid by the Commonwealth Military Authorities. It is  
possible, in the national interests, that the earning capacity of  
a reinstated, demobilised soldier should have some bearing on the  
question of military pensions. This difficulty might be met by  
combining the financial sections of the Repatriation and Pensions  
Departments under the Treasury, or ensuring their working in extreme-  
ly close co-operation, as is the case with similar Canadian Depts.

3. The Military Officers of the Repatriation Section have  
already come in close touch with the desires of many returned members  
of the A.I.F., and it must be admitted that in many instances the  
demeanour of the returning soldiers discloses an inclination to  
view all proposals put forward for their benefit with considerable  
suspicion. This inclination on the part of our soldiers will have  
to be persistently fought, and it is here that the Military Repatria-  
tion Staff overseas could help provided they are supplied with the  
necessary information to carry out an effective propaganda campaign.  
If the necessary groundwork were correctly prepared overseas, this  
inclination to doubt the generosity of the Commonwealth and the  
efficiency of the machinery for reinstatement would be largely overcome.

4. In this connection it is desired to point out that only men  
who have gone through the same experience on the battle front as the  
returned soldiers themselves, are really capable of fully appreciating  
the men's point of view, and obtaining that proper understanding  
which is so essential to success. For this reason it is earnestly  
desired that the appointment of all officers to undertake this  
extremely important work overseas, may be left in my hands.

5. Experience gained in Referendums, The Federal Election  
and other similar administrative work, emphasises the extreme diffi-  
culty of the psychological problem raised. It is to be expected that  
the peculiar temperament and extraordinary experiences which our  
soldiers have undergone since they left Australia should have reduced  
the moral fibre of most. A necessary preliminary towards the proper  
solution of this problem is that extensive propaganda and educational  
efforts should be put in force immediately. These should be continued  
during the period of armistice and on the return journey to Australia.  
In this way it is hoped that the extraordinarily difficult work which  
lies before the Department of Repatriation in Australia may be  
facilitated.

6. There can be no question that our soldiers have brought  
fame to Australia. The risks, hardships and difficulties which they



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they have undergone must be well known to all. Perhaps there is a tendency in the case of the soldier himself, to lose the true perspective, and look for an impossible treatment upon his return to Australia.

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7. The experience gained by a close association with the men themselves, recommends a policy, the basis of which would be to ascertain clearly what the men desire, to determine how far the national interests will permit of such desires being met, and to state clearly what can and will be done for them. A clear statement would remove many misunderstandings, and enable us to AT ONCE start our machinery going. The work of demobilisation may descend on us suddenly and it is essential that we be prepared to act quickly. An idea of the magnitude of the task can be gauged from the fact that each week of unnecessary delay in the demobilisation of the A.I.F. will cost Australia somewhere in the region of £1,000,000.

8. A further advantage accruing from a clearly defined policy will be that all officers working on repatriation will themselves, possess a clear knowledge, and be enabled to carry out the predetermined policy with firmness and decision. Experience is sure to disclose that both these qualities will be very necessary indeed during Repatriation, Demobilisation and Re-instatement, which will be a period of unprecedented difficulty, towards the proper solution of which history gives no parallel.

9. By next mail it is hoped to send you a comprehensive memorandum on Repatriation and Demobilisation. The question will be dealt with under various sectional headings and all possible information and suggestions clearly tabulated. Matters upon which a policy decision by the Minister for Repatriation is necessary, will be attached in the form of an appendix. This is thought advisable in order to facilitate definite decisions on such questions of policy, without which it is difficult for repatriation work to proceed at this end, as it is impossible to forecast what decisions will be made. At present the repatriation question overseas turns upon factors which have yet to be determined.

10. The Americans are coming into the war so quickly that it behoves us to be prepared. For Australia particularly the work of demobilisation will be difficult and the distance from the scene of fighting makes communication exceedingly slow. The groundwork is being quietly prepared and we are going ahead as far as we can with the limited information at our disposal. One of the most urgent matters of policy awaiting a decision is - are members of the A.I.F. to be repatriated and demobilised by military unit or according to trade category. This matter was mentioned in my despatch 7041/16/3 of 9.4.18, and I shall probably be cabling pointing out that a decision on this point constitutes an essential basis for any preparations made overseas.

(Sgd). T. GRIFFITHS.

Brigadier-General.  
Commandant.



REP.

30th September, 1918.

The Secretary,  
Department of Defence,  
MELBOURNE,  
AUSTRALIA.

It is desired to acknowledge the receipt of your cable No. WS666 to Headquarters, A.I.F., France of the 14th August, 1918 as follows:-

"WS666. 14th Aug. With reference to Adminaust despatches April 9th and April 12th and General Birdwood's telegrams T22 and T24 on related questions of demobilisation and repatriation, re-establishment of soldiers in civil life is matter for Repatriation Department which is totally distinct from this Department, therefore no action is to be taken in connection with this matter other than to comply with requests of the Repatriation Department which will be forwarded to you through this Department from time to time. Regarding demobilisation and return of troops to Australia, policy of Government will be communicated to you when arrived at."

The various despatches and cables sent from these Headquarters dealing with the subject of Repatriation and Demobilisation were forwarded with the object of helping Australia by advising the conditions prevailing overseas. It was presumed that matters affecting both the Defence and Repatriation Departments would be considered in conference, in order to amply safeguard the interests of our soldiers overseas. All other overseas military forces are giving the utmost attention to the question of the soldier's civil life, which is regarded as an essential preliminary to the formulation of any scheme of demobilisation.

As the work of the Repatriation Section at these Headquarters is virtually suspended by this cable, it is desired to point out that confidential reports from the scene of fighting indicate a considerable reduction in the fighting power and morale of enemy troops. The advent of American troops in large numbers will considerably strengthen the fighting forces of the Allies. It is impossible to predict the end of the war. It may come soon. It may be delayed. There is every indication that one or more enemy country is on the verge of suing for peace, therefore it is imperative that Australia should be prepared for repatriation and demobilisation almost immediately.

We are still without advice regarding the Government's policy and valuable time is being lost and the construction of important overseas organisation retarded. It is hoped such policy will be definite on the following points:

- (a) Is every member of the A.I.F. to return to Australia without exception? If not, state definitely the grounds upon which exception will be made.
- (b) Is Repatriation to be by military unit or groups, giving priority to married men of long service with definite employment to go to? If the latter, then the Repatriation Registration Card should be authorised at once.

(c)



- (c) Are the whole of the troops in France to be embarked from France?
- (d) The education and employment of soldiers in the United Kingdom while awaiting embarkation to be considered; also the question of extended leave without military pay.
- (e) Co-ordination of Repatriation, Demobilisation and Reinstatement in Australia and oversea. If an Officer were to immediately proceed to Australia from London and confer on points of policy and procedure, valuable time might be saved.
- (f) A Repatriation Department Officer and expert Staff from Lands and Statistical Departments, etc. to be sent to London to advise soldiers regarding opportunities of land settlement, industry, etc.
- (g) When returning A.I.F. personnel certain cargo space could be utilised to send necessary raw materials to Australia. It is suggested the demands of Australia in this respect be consolidated and that the Commonwealth Shipping Line's representative in London be advised and asked to arrange accordingly with the Ministry of Shipping. The question of bringing food products, wool, etc. from Australia to Europe on the return journey also needs consideration.
- (h) The legal aspect of Repatriation and the possible necessity for amendment of Military Acts.

A definite policy is needed at once, otherwise we shall be faced with the task of having to repatriate the A.I.F. without a policy or the preparation and organisation essential to success.

It is the desire of the Imperial Authorities to secure uniformity in procedure, particularly throughout the Dominion Forces. I am being constantly pressed for decisions upon certain points of Repatriation and Demobilisation procedure, such as, country of embarkation; if embarkation is to be by military unit or groups; volume of returning troops which the Austrabian Demobilisation machinery can deal with per month; allotment of embarkation ports in United Kingdom, France and Egypt; number of ships to be made available for Australia; possible re-issue of entirely new equipment for our Divisions, etc., etc.

A prompt statement of policy is necessary. Full powers should be vested in these Headquarters to carry out the work of repatriating the A.I.F. within the scope of the Government's policy, as we are in close touch with all proposals, including those of other Dominions.

(Sgnd). T. GRIFFITHS.

Brig. General.  
Commandant.



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AUSTRALIAN IMPERIAL FORCE.

*Appendix*

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A79472

Headquarters, A.I.F.  
Attached Australian Corps,  
31st May, 1918.

Admin. Headquarters, A.I.F.  
LONDON.

The following cable was despatched to Defence,  
Melbourne, on 31st May, 1918:-

T3066. Propose commencing organisation educational courses to assist men while serving as soldiers to prepare to return to civil life also to maintain morale and help combat war weariness. Intention is gradually develop scheme meet demands utilising personnel available for purpose at present. Immediate aim will be arousing interest and to have arrangements sufficiently advanced during war to permit immediate full development cessation hostilities. Generally subjects proposed are professional branch including arts, law, education, medicine, engineering etc. technical branch including agriculture, commerce, mechanics, artisans trades etc. General and elementary branch including history, geography, literature, civics, languages, elementary mathematics etc. United Kingdom and Canada are already starting similar scheme. This question must later become affiliated Repatriation Department and I am writing full proposals. In the meantime desire authorisation for expenditure, text-books and material estimate £5,000 should meet requirements for some time. BIRDWOOD.

(Sgnd) T.H. Dodds,

Colonel.  
D.A.G., A.I.F.



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11th July, 1918.  
CS/GH.

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The Commandant.

Admin: Headquarters, A.I.F.

The following is the summary of a discussion which took place at Administrative Headquarters on 10.7.18 with Chaplin the Rt. Rev. Bishop G.M. Long, D.D., Director of Education, A.I.F.

That a necessary preliminary is to ascertain the wishes of the members of the A.I.F. regarding Repatriation, and as far as may be compatible with the wishes of the Minister for Repatriation, to provide the necessary machinery to enable each soldier's repatriation to be according to his desires.

That an essential preliminary feature of all Repatriation and Educational work was the compilation of a register card for every member of the A.I.F. setting out all necessary information and each soldier's wishes.

That such Register Card should be drawn up to secure information necessary to both Repatriation and Education Sections.

The issue to be by means of -

- (a) preliminary lectures supplying information regarding the Australian Government's proposals and emphasizing the importance of correct information being supplied on all Register Cards.
- (b) such information to be recorded on the cards by an Officer of the unit in the presence of an officer of the Repatriation Section and the soldier interested.
- (c) that a supplementary "Question Form" be prepared and issued, the question and answer to be attached to the main Registration Card for record purposes.
- (d) one copy of such Register Card to be forwarded to Australia and the duplicate held at Administrative Headquarters, London.

It was also agreed that it was desirable to maintain as far as possible records in London, in order to facilitate the employment of civilian staff and thus reduce the employment of soldiers on clerical work, and economise in Administrative expenses.

These special Repatriation and Demobilisation records will be controlled by the R & D Staff but all information recorded will be available for all Army Sections of the A.I.F. concerned with Repatriation matters. In order that such records may be complete, it is desired that each section keep in close touch with the Staff Officer for Repatriation and Demobilisation on all matters affecting Repatriation and Demobilisation and that copies of all correspondence be passed to him for information.



Major.  
Staff Officer for  
Repatriation and Demobilisation, A.I.F.

London.



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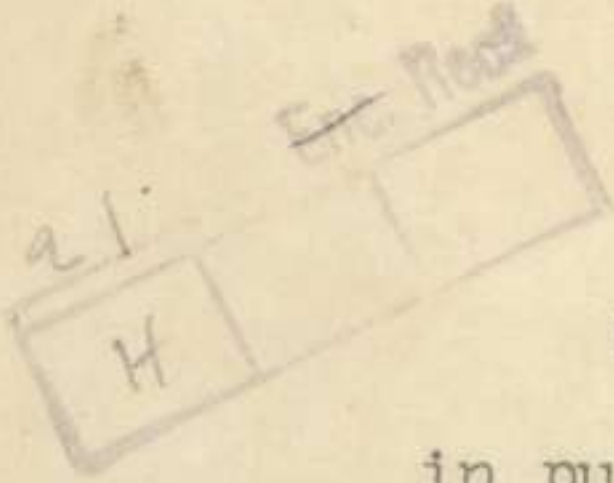
MINUTE.

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From: Director of Education, A.I.F.

3 SEP 1918

To: Staff Officer for Repatriation,  
A.I.F. Adm.Hd.Qrs.,  
Westminster, S.W.1.



Herewith Report on A.I.F. Education Service, prepared in pursuance of Minute of Commandant, dated 4th September, 1918.

*H. Thomson*

*for* Director of Education, A.I.F.

ENCLOSURES:

1. Report on A.I.F. Education Service as affected by Repatriation and Demobilisation.
2. Copy of Prospectus of A.I.F. Education Service.
3. Copy of letter to General Howse.
4. Copy of Decisions of Conference on Report upon Organisation of Education Service.
5. Report to G.O.C., A.I.F.
6. Copy of Land Settlement Proposals.



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REPORT BY THE DIRECTOR OF EDUCATION, A.I.F.,

AS TO THE MANNER IN WHICH

THE A.I.F. EDUCATION SERVICE

IS AFFECTED BY

REPATRIATION AND DEMOBILISATION.

(Repatriation and Demobilisation <sup>Conference</sup> File, Para.8).

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1. There is probably no branch of the A.I.F. that is more intimately connected with Repatriation and Demobilisation than the Education Service, and the reason is simply that Repatriation and Demobilisation must, to gain its greatest efficiency, start here and now. It is a gross, but common, error to imagine that Demobilisation commences when the smoke of the boats conveying troops appears on the horizon just outside the territorial limits of Australia. Having undertaken the problem of finding employment for every returned member of the A.I.F., the Australian Government has of course realised that it is not simply a matter of meeting the returned soldier on the wharf and saying to him - "Report on Monday week to 'Brown Jones & Co.'", where your salary will be £3 per week".

2. Before the A.I.F. gets to Australia in its entirety, there will be a period of not less than 18 months. There will be 150,000 Australians for up to 18 months with no fighting, no drilling, and no work - unless the A.I.F. finds the work for them. The Department to find the work for them is the A.I.F. Education Service, whose activities then will take the place of the Operations and Training branches today.

3. The primary question for the A.I.F. is how best to utilise this period. A body of 150,000 men for a period averaging at least 1 year, presents a big problem, and at the base of the problem lies a very big question of policy. - "What is the line of demarcation between 'production' and 'training' during this period of waiting?" While admitting that there are a good many cases in which 'production' and 'training' may be reconciled, it is the considered opinion of the Director of Education, A.I.F., that, in cases of conflict, 'Training'

*Without retarding Repatriation?*

*There need be none*



must override 'Production'. The reasons against the 'Productive Theory' are the following:-

- 481
- ? Why
- Wm Hughes + Trade Union para
- OK  
as in R.D. report
- a. The benefit of the 'Production' would go primarily to the United Kingdom, and not to Australia, considered as a nation.
  - b. If members of the A.I.F. enter into competition as producers with the British, considerable trouble will be experienced with British Trade Unions, who will have, it must be remembered, some millions of their own people to place out in employment.
  - c. If members of the A.I.F. are farmed out on a large scale for productive purposes, some measure of demobilisation and subsequent re-mobilisation might become necessary, for a variety of reasons, e.g., differences in military rank not corresponding with differences in technical training or wage-earning capacities in different trades. This would entail:-

(1) A tremendous increase in machinery and administrative staff.

(2) All sorts of difficulties in ever getting hold of the civilian-soldier again.

(3) A complete loss of discipline.

(4) Lack of the chief incentive to progress. A large proportion of men if faced with the alternatives:-

(a) To remain a soldier (possibly 'doing nothing') getting 6/- per day, plus bed, board, and clothing,

or (b) Civilian employment which would not in England bring them in - as an average - more than 50/- or 55/- per week,

would undoubtedly choose the former. And some such alternative would be put before them by this 'Productive Scheme'. The same would apply if the second alternative was not interesting

The positive reasons for the Training theory are:-

5

? A poor opinion of the fighting or progressive spirit of the A.I.F.



- 481
- 40
- a. The value of the training accrues directly to Australia considered as a nation.
- b. All sorts of technical experience is available in this country which is not available in Australia. Examples are:-
- (1) Electrical apparatus as at the Westinghouse <sup>house</sup> Coy.
  - (2) Textiles and dyes.
  - (3) Explosives (Nobels).
  - (4) Chemical productions.
  - (5) Tin plate manufactures.
- c. It is the present policy of the Australian Government to persuade large British manufacturers to put up their own works in Australia, more particularly in what are regarded as 'Key' or 'pivot' industries. It is obviously of advantage that the people who should put these works up and later control these works on the technical side, should be Australians rather than importees. This is the opportunity.
- d. It is a factor that it is not, perhaps, desirable to over-emphasise at present - owing to the liability to misunderstanding - that by emphasising the 'training' rather than the 'productive' side of this period an opportunity is found for the non-vocational side of the activities of the A.I.F. Education Service. Education authorities all over the world are unanimous in emphasising the importance of this side of national life. It has been proved again and again that attention to this side does not decrease, but actually increases, production, and therefore the economic value of man. But man is not merely an economic unit. The Australian political system is at least supposed to be a Democracy, and that means that every Australian should have not only an intelligent interest in, but some understanding of, national, social and personal problems. That postulates some sort of instruction on such subjects as Public

? What is the value  
? Can the Director  
state the value  
under applied  
to  
"Productions"

A lot of persuasion  
will be necessary in  
view of  
(a) Labor trouble in Aust  
(b) State enterprise  
in Aust  
(c) Shortage of Capital  
(d) Better opportunities  
in UK

? Does this  
apply to  
"Diggers"



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Health, Social Problems, Political Science, in fact <sup>41</sup>all that is embraced in the term "Civics". While concentrating its efforts on vocational training, and while in no sense attempting to influence a man in his choice of vocation, it is the avowed policy of the A.I.F. Education Service to give opportunities for humanistic and civic study in addition to vocational training. The whole point of view is best put in the recently published "Interim Report of the Committee on Adult Education" (Cd.9107). The very real value of this side of the A.I.F. Education Service activities would be defeated if the 'productive' were preferred to the 'training' theory during the pre-embarkation period.

On the whole question of the best use of this period it is urged most strongly that a long view be taken. On the practical side it is vital that an authoritative list of essential industries be prepared and issued by the Australian Government as soon as possible. The Education Service, as the body most concerned, taking this as its guide, can then make necessary arrangements for the farming out of selected men in such industries for training and instruction. It should be empowered to arrange short term apprenticeships if necessary. The economic value to Australia later, of such a course cannot be over-exaggerated. And the chance of having so many thousands of Australian men right in the heart of things will probably never occur again. Ultimately, this experience will have to be gained. Ultimately men will have to go and the expense will either be their own, or the Government's - which is the same thing from the national point of view. This is the opportunity to save the bulk of the expense, and get the experience back to Australia in time for the world economic struggle. A short-sighted view now, on the plea of making a few thousand pounds sterling by active production, will be tragic in its consequences.

With a certain type  
Production experience  
is the best & only  
method of Education



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4. The activities of the A.I.F. Education Service as applied<sup>42</sup> to repatriation during the war are laid down in the letter to General Howse, copy of which is attached hereto. (App.A).

5. The proposed activities of the A.I.F. Education Service during the months immediately succeeding the war are set out in:-

The Prospectus (App.B.)  
Report to G.O.C., A.I.F.

With some alterations in detail, this Report has been adopted in toto. See Proceedings of Conference (App.D.).

6. Points that appear worthy of emphasis with a view to the Conference proposed are:-

a. The A.I.F. Education Service proposes to ask for a definite percentage of accommodation to be set aside in camps for educational purposes. This will apply equally to existing as to post-war concentration camps.

b. It is also proposed to put up workshops and create apparatus for technical training in camps wherever possible, subject to these qualifications:-

(1) That the facilities cannot be better obtained at some School, or University, or laboratory.

(2) That no scarcity price is put on such apparatus.

c. The A.I.F. Education Service does propose to 'farm out' a limited number of selected individuals among Universities, Schools and Technical Colleges, &c., in the United Kingdom. It deliberately adopts this policy as being cheaper and more efficient than adopting the converse course of centralising very expensive and possibly unprocurable apparatus and teachers in camps. Each case must be settled on its merits.

d. In view of the activities emphasised in this paragraph - apprenticeships, technical experience, use of schools and laboratories - the A.I.F. Education Service has claims to which weight must be given in the selection of sites of pre-embarkation concentration camps. If a distribution according to trade-category is contemplated, this



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might well take place in the arrangement of camps, <sup>not</sup> engineers being put, if possible, in camps near large manufacturing centres, and so on. It is valueless to generalise now. The important thing is to have this point noted. The A.I.F. Education Service proposes to have areas of land set aside for Agricultural Training. These will probably more than pay for themselves, and by adopting a comprehensive course of mixed farming, probably a large proportion of the victualling needs of the different camps can be met. This will require very careful planning.

e. Extended Furlough.

Discharge in the United Kingdom.

? difficult to remember with former Educat policy

At present the policy of the Director of Education, A.I.F., based on instructions from Defence, is not to hold out any promise of discharge in England, or extended furlough. In certain selected cases, where the essential value to Australia of a particular branch of training is the only admissible test, the Director of Education, A.I.F., will be prepared to recommend extended furlough, dealing with such case on its merits. The Director of Education, A.I.F., will not deal with other applications for extended furlough.

- f. A function that concerns Repatriation and Demobilisation equally with the Director of Education, A.I.F., is "recognition" of certificates granted here. The concessions asked from Australia are stated in Report to G.O.C., A.I.F., (App. ) p.
- g. One of the chief functions of Repatriation and Demobilisation is publicity. In this the A.I.F. Education Service will be most willing to co-operate. It is suggested that as the Director of Education, A.I.F., will have an Education Officer with each Unit, or group of Units, that the A.I.F. Education Service is the best medium of distribution and propaganda - as well as the best fitted in point of view of its functions. An example is the pamphlet on Land Settlement for Returned Soldiers, prepared by the Director of Education, A.I.F., (in agreement with <sup>Staff Officer for</sup> Repatriation and Demobilisation)



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and to be issued to Education Officers as soon as these are appointed.

*H. Thompson*

*HW* Director of Education, A.I.F.

21.9.1918.



ON

REPORT UPON ORGANIZATION OF EDUCATION SERVICE.

(References in brackets are to the paragraphs of the report).

1. FINANCE AND SYSTEM OF ACCOUNTS. (para.5.a). -

All monies expended on the scheme to be charged to War Expenditure and drawn from the A.I.F. funds; a separate account of these monies to be kept by the Chief Paymaster, A.I.F.

A Finance Committee consisting of Major-General C.B.B. WHITE, C.B., C.M.G., D.S.O., A.D.C., Brig-General F.H. DOODS, C.M.G. D.S.O., the Director of Education, and the Chief Paymaster, to consider and authorise the various expenditures and lay down the principles and limits of routine expenditures and lay down the principles and limits of routine expenditure.

All purchases to be authorised by the Director who will be responsible for these purchases and will sign all vouchers. All purchases to be made direct and all accounts for payment to be dealt with in the Chief Paymaster's Office.

The Director of Education to prepare periodic estimates of anticipated purchases of material and other expenses, and lay these before the Finance Committee for approval.

2. ACCOMMODATION. (Para.5.b.)

To be provided by Administrative Headquarters, London preferably at Australia House. Chief Administrative centre to be in London.

3. EDUCATION CARD INDEX (Paras.7.a. and b.)

A portion of the card in the Repatriation card index scheme to be reserved for the Education Scheme. This will entail delay, however, until definite instructions are received from Defence concerning the information which will be required by the Repatriation Department.

An index of teachers to be put in hand without delay by the Director, who will arrange for the necessary instructions to be promulgated for this purpose in Orders.

4. PROSPECTUS. (Para.7.c.)

To be printed and issued to members of the Australian Imperial Force.

5. METHOD AND DURATION OF PERIODS OF DEMOBILISATION AND LOCATION OF TROOPS PENDING DEMOBILISATION AS THEY AFFECT THE EDUCATION SCHEME. (Para.8).

Headquarters, A.I.F., will approach the War Office on this matter and obtain information as to the possibilities of likely arrangements.

Every endeavour will be made for the grouping of men awaiting demobilisation on lines which will assist the scheme as far as is compatible with other important factors.

6. GRADES, PAY AND ALLOWANCES (Para.11).

Pay will be according to rank and special allowances to military members will not be allowed.

When N.C.Os. and men of the A.I.F. are employed temporarily as teachers in Education Work the Director may nominate them for promotion to temporary non-commissioned rank according to the Instructional Staff grade in which they are classed.



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7. CORRESPONDENCE TEACHING. (Para.13.c.)

The Director will determine the scope of the correspondence work; to be confined at present to hospital patients, and investigation of the work of the International Correspondence Schools to be made by the Director.

8. ESTABLISHMENT OF ADMINISTRATIVE STAFF.(Para.14).

The establishment of the Administrative staff shown in para. 14 of the report is approved with the exception of a "part time" Education Officer for each Brigade. The Education Officer with each Battalion will for the present be "part time" but later will be wholly employed on Education work - the personnel of this last being deducted from the number of Lieutenants at present allowed as supernumerary.

9. OFFICE ADMINISTRATION. (Para.16.A.B.C.D.E.).

Office Administration approved with the proviso that sub-para.B. should be predominantly by Liaison Section, and in regard to sub-para.D, all accounts will be dealt with by the Pay Branch, A.I.F.

10. INSTRUCTIONAL ORGANIZATION (Paras.17, 18 and 19).

The proposals for Field and Depot Instruction in France, Headquarters and Depot Instruction in England, and Correspondence Instruction for France and England, are approved except that Correspondence Instruction will be limited to Hospitals and special cases.

11. PUBLIC LECTURERS, CONDUCTOR OF SCHOOL CLERICAL STAFF (Paras. 20 and 21).

Public Lecturers may be employed at rates agreed upon by Conference of English and Dominions Representatives, namely expenses provided and £1.1.0. a lecture, or £6.6.0. a week. Employment of Conductor of School for Teachers also approved. Details of Clerical Staff, Registrar, Librarian, Clerks, etc. approved.

12. PAY FOR PERSONNEL OF TEACHING STAFF (Para.22).

The pay for full time teachers in Local Schools will be the pay of the rank given.

Upon the Director submitting lists of men so required, G.O.C., A.I.F., will grant necessary commissions.

The following grading of Officers and N.C.Os. was submitted for consideration -

Administrative Staff.

Director	..	Colonel.
Deputy Director	..	Lieut.Colonel.
E. Grade I.	..	Major or Lieut.Colonel.
Grade II.	..	Captain or Major.
Grade III.	..	Lieut. or Capt.

Instructional Staff.

<u>Officers' Grade.</u>		<u>N.C.O's Grade.</u>	
Grade I	.. Major	Grade I	.. S/Sgt.
" II	.. Captain	" II	.. Sergeant.
" III	.. Lieutenant.	" III	.. Corporal.

Any promotion to the ranks given above will be to temporary rank and for the period only during which these special education duties are being discharged.



481 13. ENGAGING CIVILIANS (Para.22.d.) 47

Approved pending endorsement from Defence.

14. ATTAINMENT OF CO-OPERATION OF SUCH INSTITUTIONS AS Y.M.C.A. (Para.24).

The fullest co-operation of such Institutions will be obtained and the responsibility of obtaining this co-operation will lie with the Director.

15. CORPS AGRICULTURAL FARM. (Para.25).

The scheme for the institution of a Corps Agricultural Farm will be drawn up by the Director in consultation with the Corps Commander. The Farm will be in France during the war period and subsequently in England or France as may be arranged later. The Corps Agricultural Farm in France will initially be under the charge of Lieut.W.R.BIRKS, 2nd Divisional Artillery.

16. CONCESSIONS TO BE OBTAINED FROM UNIVERSITIES.(Para.27).

A copy of the Circular letter from the Director to Australian Universities is to be submitted to the Secretary for Defence, with a request that the Australian Universities be approached by the Government and asked to grant the concessions detailed in the letter.

17. SPECIALISED COURSES AT UNIVERSITIES AND OTHER INSTITUTIONS IN THE UNITED KINGDOM. (Paras.30 and 31).

The Conference approved of the proposals for specialised courses at Universities and for the training in special industries at selected places in the U.K. subject to approval by the Defence Department.

As regards the number of men for whom it would be necessary to reserve places in Universities approval was given for the collection of statistics by means of the card index or under instructions issued in A.I.F. Orders.

18. EDUCATIONAL JOURNAL. (Para.32).

The issue of an Educational Journal is approved, the distribution to be free to members of the A.I.F.

19. COMMUNICATION WITH AUSTRALIA. (Para.33).

Communication with the Defence Department, Australia, on matters of policy will be made through the G.O.C., A.I.F., and on routine or minor questions for the present through the D.A.G., A.I.F., and later through Administrative Headquarters, London.

20. LIBRARIES AND TEXT BOOKS. (Paras. 34 and 35.)

Lending Libraries to be established only in places where there is likely to be tenure of position for a reasonable time, and those borrowing books to be required to pay a graded deposit on the value of the books.

Text books for students to be issued to them at cost price with an agreement to repay 75% to 100% of the price upon the return of the books in good condition.

Arrangements to be made with the War Office for cheap editions of the text books required.

21. EDUCATION OF THE MAIMED. (Para.36).

The conference was in sympathy with the view taken in the Report, but at the request of the Director deferred decision until after a conference with Surgeon-General Sir N.R.HOUSE, V.C., K.C.B., D.M.S., A.I.F.



22. DECISIONS ON OTHER QUESTIONS DISCUSSED -

(a) That men unfit for military service who are suitable for employment in education work be retained for this work.

(b) That selected teachers and Education officers be brought together for a Training School at Oxford or Cambridge on similar lines to other Training Schools for instruction in methods of adult Education, co-ordination of activities, and cognate purposes.

(c) That the A.I.F. take over the huts at Southall and Weymouth already provided there for training purposes.

(d) That the title of the organisation be -"The Australian Imperial Force Education Service".

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From: Director of Education, A.I.F.

To: General Howse, V.C., K.C.B., D.M.S.,  
A.I.F. Adm.Hd.Qrs.  
Horseferry Road.

16th September, 1918.

Dear General Howse,

In confirmation of the agreement we reached at that Conference this morning, I send you the following statement which I ask you to confirm or amend, if necessary, so that I may send it to the G.O.C., A.I.F., as an agreed statement of policy for the present.

1. The Education Service will appoint instructors and develop educational opportunities in the camps at Weymouth, conveniently. It will, therefore, deal with the men during the periods that they happen to be left at Weymouth awaiting transport to Australia. An agreement has already been reached with the Y.M.C.A. to take over their plant in the main camp at the end of this month, and the Education Service will be ready to do similarly regarding the plant proposed to be installed at Monte Video by the Australian Red Cross Society.
2. The Australian Red Cross Society to go on, as suggested by you, with the work it has instituted at Southall, and the developments contemplated in <sup>the</sup> other hospitals, but with the understanding that prescription of syllabus, selection of instructors, and the general Educational direction be done in consultation with the Education Service. The ultimate development will be that the Red Cross will hand over to the Education Service the equipment provided and proposed to be provided, just as the Y.M.C.A. has handed over their equipment at Weymouth. The direction of the Educational activities will, of course, be under the A.I.F. Education Service.
3. During the development of these activities, no change of policy regarding the retention of men in England for the purpose of



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pursuing vocational training, will be determined upon. We agree that questions of policy of that kind are better left to await consideration until further experience be gained in these Educational activities. If it should be considered wise at a later date to adopt the policy of retaining men for definite periods of vocational training, the G.O.C., A.I.F., would give to you ample notification to enable you to make the arrangements consequent upon the adoption of that policy.

4. We both realise the importance of continuing Educational work during the 2 months when the troops are returning to Australia on transports. It will be the duty of the Education Officer in charge of the Weymouth classes to immediately investigate the possible work in this direction, to draw up a scheme for submission to us jointly, and to endeavour to select returning men of Educational qualifications for appointments as Sergeants in charge of classes upon the respective troopships, and to secure that they be allocated to the best advantage. [Upon your endorsing this statement, I shall send a copy to the G.O.C. A.I.F.

Yours sincerely,

(sd) G.M.L.

Director of Education, A.I.F.



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Tel. No. City 1740. Ext.....

Telegraphic Address:  
"CROUNA", ESTRAND, LONDON."



COMMONWEALTH OF AUSTRALIA.

E

Any further communication on this  
subject to be addressed to  
THE OFFICIAL SECRETARY.

IN REPLY  
PLEASE QUOTE

B/Pr.

COMMONWEALTH OFFICES,

AUSTRALIA HOUSE,

STRAND.

LONDON, W.C.2.

22nd November, 1918.

Dear Major Sherington,

Enc.

I am returning herewith copy of the Prospectus  
of the A.I.F. Educational Service and also a copy of their  
report to the G.O.C., A.I.F., which you so kindly forwarded  
for my perusal.

Yours sincerely,

Major G. Sherington,  
Administrative Headquarters, A.I.F.,  
130, Horseferry Road, S.W.1.



THE PURPOSES OF THE EDUCATIONAL ORGANISATION.

- (1) To provide means and opportunities for the study of the chief subjects of human and national interest especially as they affect Australians and the problems that will face the world after the war.
- (2) To provide means and opportunities for assisting members of A.I.F. for their return to civil life by way of carrying on training uncompleted on enlistment, entering upon fresh courses of training or gaining additional experience in occupations and carrying previous training to a higher degree of efficiency.

The one chief aim of this organisation is to help each individual soldier in mind character and occupation and through doing so to help the future of Australia after the War.

TWO PERIODS .

Let us keep in clear view the two distinct periods of operation which affect the whole organisation.

- (1) The Period of War.
- (2) The Period of Demobilisation.

The possibilities of these two periods differ so greatly that they dictate the limits of education work in each. During the War period the business of beating the enemy must be supreme. Military needs sway all other considerations. Let no one therefore imagine that we can promise to provide means during this period for all men of A.I.F. to pursue occupational studies requiring specialised teaching and apparatus. That must wait for the period of demobilisation. What then can be done during

THE WAR PERIOD

First there is the whole series of subjects that make for general information and sound knowledge in human affairs. For these courses competent lecturers will be provided.

Secondly. There are the subjects for which the essential needs are a teacher, a room, note-books, pencils, text books. Classes for such courses will be arranged.

Thirdly . There will be direction and oversight of special reading courses by a correspondence bureau.

Forthly. In some few Depots where favourable conditions exist there will be in addition opportunities for technical courses in Agriculture, Trades etc.

What are the conditions under which the work this War-period can be done?

The Staff of the Education Department will provide Libraries: suitable Text-Books: Teaching Apparatus: Syllabuses of Studies: Supervision Direction and Recording of Results and everything possible for the success of the Lecture and class-work. But it is necessary to emphasise here very strongly that the scheme will during this period depend for its wide success upon the spirit of volunteer effort elicited from members of A.I.F.

The Education Scheme is to be a great Co-operative scheme of volunteer enthusiasm on the part of each one who has a definite gift to contribute to its success.



It is unthinkable that we could during the War Period staff the whole of the A.I.F. with teachers set apart from military duty to do this one thing. Every person and Agency must volunteer assistance. Some as Lecturers, some as teachers, some as class leaders, some as secretaries, some as students. The Canadians and the English Home Training Armies have experienced a wide readiness on the part of capable volunteer workers. Australians will not prove less ready and capable. Frankly the attitude to approach the scheme is not, what can I get out of it, but what can I give. There will be much to be got out of it, both for the individual and for Australia, but that will be achieved by each one, teacher, organiser, student realising that he has something to give to it.

Y.M.C.A. have readily promised assistance in the matter of buildings and accomodation, and any other assistance they can render, so have the Australian Red Cross, the Heads of the Chaplains Departments, and all other "Welfare" organisations will co-operate.

In this War Period we do not want the work of education to be overburdened or fettered by the Central Organisation. The staff exists to suggest, guide, help. We want as much Local Autonomy or 'Home Rule' as is compatible with sound work.

Classes have been springing up spontaneously here and there in different units. These activities are to be welcomed. For instance in one Hospital a course of study was started in Business Law and proved of much interest. But all such classes need to be linked up into the General Work and before courses are decided upon, the groups should carefully consider the list of Courses in suggested Studies compiled by the Staff. They would then be provided with text books and other aids.

Local initiative is to be encouraged in every way. Best work will be done by groups agreeing upon their own course of study. Syllabuses of Studies with lists of books will always be supplied from the Education Office.

In certain cases it will be possible, especially in the winter months to set apart full-time teachers, but this would be exceptional. For carrying the work out expeditiously throughout the whole of A.I.F. we must rely upon volunteer help. Along with this work must go on careful preparation for

#### THE DEMOBILISATION PERIOD.

It is impossible to predict the date or the length of this period. It may come soon. It may be long delayed. It will certainly be a lengthy process. We must be ready to put it to the utmost possible use.

What is the general plan for this period? Educational centres will be established to meet the needs of the men as shown by the Card Census now being made by the Repatriation and Education Departments in conjunction. At these centres there will be provided intensive training courses on practically a full-time basis.

The following courses will be arranged.

#### A G R I C U L T U R E.

There will be an area of land for practical work. Systematic courses of teaching on all branches of land industries on the lines laid down in Agricultural Colleges and Experimental Farms, conducted by experts in the various classes. The curriculum, method and discipline will approximate as nearly as possible to the



conditions of training in Australia.

INDUSTRIAL AND TECHNICAL EDUCATION

The mobile workshops, mechanical plant and apparatus of the Army will be rapidly concentrated in one area and made available for courses of training in technical and industrial work of all description under the guidance of experts in the special branches. Specially capable trained teachers previously selected will at once be set aside from other duty as teachers in these sections.

BUSINESS AND COMMERCIAL EDUCATION.

Similarly in this section there will be established courses for practically all the courses of Business Colleges, with a view to training men in business methods and organisation and Commercial Law, either for those who desire to manage their own businesses or for those looking forward to careers in large business houses.

Under this section there will also be included classes for those needing to make progress in more elementary subjects before entering upon the more advanced ones.

UNIVERSITY STUDENTS.

These will be of three classes.

- (1) Those who had not entered a University.

Classes will be arranged for those men of a suitable age who desire to enter upon a University Course, and need preparation for entrance work.

Great concessions to this class of men are being made by British Universities and doubtless Australian Universities will adopt a similar policy. If the authorities of the Universities are satisfied that ex-service men are able to benefit by a University Course, they do not require the passing of a formal Matriculation Examination. Service for one year with the forces is accepted in lieu of matriculation, in cases in which the University is satisfied that a man will profit by a selected course. In addition many of the Universities are providing for shortened intensive Courses as a special War emergency measure.

Thus men desiring to enter upon a University Course will be helped both during the War period and the demobilisation period to fit themselves for entrance upon a given course of study.

- (2) Those who enlisted in the midst of a University Course.

Permission has been sought from Australia and will doubtless be granted to conduct examinations in such courses. The examiners may either be persons serving in A.I.F. who previous to enlistment were Australian University Examiners, or specially Commissioned Members of the British Universities.

The examinations will be upon the Syllabus of Study as prescribed by the Australian University. The subjects for examination will be taken one at a time. Text books for Courses are being obtained.

In the case of subjects included in the various Schools of Arts, Education, Law, entrance upon Courses of Study can be arranged during the War period and the teaching and examining work both then and during the demobilisation period be arranged within the A.I.F.



In the case of Engineering, Medicine, Dentistry and Science Students, it would not be feasible to provide laboratories and other plant. In lieu of this negotiations are proceeding for these students to be provided with opportunities during the Demobilisation period in British Universities and Colleges.

(3) Graduates who desire special advanced courses.

Similar negotiations are proceeding for the admission of a limited number of men to advanced Courses in British Institutions.

CIVIL SERVICE.

There are a large number of men in A.I.F. who prior to enlistment held positions in various branches of the Federal and State Civil Services. For most of them further promotions depend upon passing certain examinations. Classes will be arranged to meet their needs and authority for conducting such examinations has been sought.

RECOGNITION. In all studies for technical and professional pursuits the syllabus laid down will be carefully graded and arranged on the lines of courses prescribed in the best Technical Colleges and Institutes.

There will always be set before men a definite grade examination to work for and the certificates won by successful candidates will be such as will carry recognition in Australia. This question of "recognition" affects the whole area of training, professional and industrial and will be most carefully safeguarded.

LIBRARIES. Libraries are now being built up for general use. These will be as follows:-

1. Headquarters Libraries for England and France.
2. Mobile Libraries for Field Units.
3. Local Libraries for Depots.
4. Text Books for Teachers and Students General Reading, particularly in relation to Organised Courses of Lectures, which are to be followed up in Tutorial Classes.

INQUIRY BUREAU

The Education Department is collecting exact information on subjects that will be helpful in arranging for their careers after the War.

The following are subjects about which the latest exact information has been collected and upon which any enquirer can be informed.

- (1) Repatriation proposals of the Commonwealth Government.
- (2) Land Settlement Terms for returned soldiers as offered by the Government of Australia.
- (3) The Overseas Sailors and Soldiers Scholarships at British Universities. Nineteen Australians have already been awarded Scholarships under this scheme.
- (4) Special intensive Courses at Universities and Technological Institutes in Great Britain.



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On any matter that concerns your future career in the way of Australian conditions and opportunities of training or experience you can be sure that the Education Department will collect for you the most reliable information available. If stationed in France write to:-

Director of Education,  
Australian Corps Headquarters.

If stationed in England to:-

Director of Education,  
A.I.F. Administrative Headquarters,  
Horseferry Road, London.

SUBJECTS.

The following is a list of subjects for which request has been made during the preliminary enquiries among about 10,000 men in France.

It must be clearly understood that during the Demobilisation Period every effort will be made to arrange for instruction in all subjects for which there is any considerable demand. It may not be practicable to arrange classes for all subjects for which request is made, and those for which the demand is more widespread will receive first attention. It is hoped that by one means or another every man's need will be met.

This list is printed for suggestion and guidance in the filling in of the Education - Repatriation Card.

GROUP 2.

Commercial.

- 32. Bookkeeping
- 33. Accountancy
- 34. Bookbinding
- 35. Correspondence
- 36. Business Organisation
- 37. Commercial Law
- 38. Insurance
- 39. Salesmanship
- 40. Any or commercial subject not in this list



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GROUP 1

Land Pursuits

1. Care, breeding, and selection of stock.
2. Wheat and cereal farming.
3. Fruit growing and drying etc.
4. Irrigation Culture
5. Wool Classing
6. Forestry
7. Dairying
8. Bee Keeping.
9. Any other Land occupation.

GROUP 2.

Trades and Crafts.

10. Mechanics.
11. Fitting and Turning
12. Motor Engineering
13. Plumbing.
14. Pattern Making
15. Moulding
16. Magnetism and Electricity
17. Carpentry
18. Building
19. Freehand and mex/1 drawing
20. Mining
21. Painting and Signwriting
22. Assaying
23. Any other trade or crafts not mentioned in this group.

GROUP 3.

Commercial.

24. Bookkeeping
25. Accountancy
26. Shorthand.
27. Correspondence
28. Business Organisation.
29. Commercial Law.
30. Insurance
31. Salesmanship
32. Any or commercial subject not in this list.



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## GROUP 4

Elementary and Preparatory

- 33. Arithmetic
- 34. English
- 35. French
- 36. Geography
- 37. History
- 38. Other elementary subjects not included in this Group.

## GROUP 5

Professional

- 39. Law
- 40. Medicine
- 41. Arts.
- 42. Education
- 43. Dentistry.
- 44. Architecture
- 45. Veterinary Science
- 46. Divinity
- 47. Special Scientific subjects.
- 48. Other professional subjects.

## GROUP 6.

General.

(Lectures and Tutorial classes in the following).

- 49. Popular Science e.g. National Health.
- 50. Australian History.
- 51. World Problems raised by the War.
- 52. Introduction to Political Economy
- 53. France and the French.
- 54. Social problems.
- 55. Pastoral Agricultural and Industrial Problems of Australia.
- 56. Political Science in Australia Civic responsibilities.
- 57. Any other General Subjects desired.
- 58. " " " " "
- 59. " " " " "
- 60. " " " " "

Syllabuses for various courses are being compiled and may be had together with text books recommended on application to  
 Director of Education A.I.F. Administrative H.Q.,  
 130, Horseferry Road,  
 LONDON. S.W.1.



REPORT TO G.O.C. A.I.F.UPON ORGANISATION OF EDUCATION FOR THE BENEFIT  
OF MEMBERS OF A.I.F.

I beg to report having addressed some 10,000 men of the A.I.F. in France and have tabulated the requests subsequently submitted by about 35% of the men so addressed. In addition we have dealt with numerous enquiries in France and England.

The vocational trainings asked for are largest in the Group of Trades and Crafts, then follow Land Pursuits, Commercial Pursuits, Elementary Teaching and Professional Classes in that order.

I have now been engaged upon investigations in the United Kingdom of the means available for meeting the various classes of needs indicated.

These investigations have chiefly been engaged with methods and experience gained in similar undertakings, viz:- Canadian, Khaki University Scheme, Workers Educational Associations, Officers University and Technical classes, Overseas Soldiers and Sailors Scholarships Trust, New Zealand Educational Scheme, Y.M.C.A. undertakings, the Northern and the Southern Army's Educational Training Schemes, the Red Cross Education Activities &c. &c. Also at the invitation of leading members of Professional Staffs of each of the following Universities:- Oxford, Birmingham, Manchester, Liverpool, Sheffield, Leeds, Edinburgh, Glasgow. I met groups of Professors in each University to confer with them upon our work and determine upon the ways in which they <sup>might</sup> be able to render assistance during the period of war and especially during the period of demobilisation.

I would like to place on record the remarkable kindness and keen desire to aid our work which has been shown by all those who have been interviewed.

Valuable assistance and information has been given us by each group and the following recommendations are the result largely of the information and counsel thus obtained. While each group had a valuable contribution to make to our problems, the experience of the Canadian System has proved more widely valuable than any other because their problem more nearly resembles our own. For the immediate purpose of this report it will therefore be most practical to discuss the Canadian work and plans as a convenient norm for the shaping of our own organisation.

The Canadians have the advantage of eighteen months prior work and experience in addition to the great advantage of quicker communication with their Home Country.

It will be difficult for us to overtake them in their projects owing to the earlier beginning they have made, but as our need is on many grounds even greater than theirs, I submit that it should be laid down from the outset that our provisions for full development of all educational activities must be at least as thorough and comprehensive as those they have made and are making.

This necessary acceptance of a full programme from the outset carries with it three main principles concerning

- a. Finances.      b. Personnel.      c. Quick Executive Action.



a. Financial. Under the Canadian Scheme, Dr. Tory, the Director and the other two gentlemen associated with him, have placed at their immediate disposal the sum of £100,000. quite outside the ordinary Accounts Branch of the Defence Department and this sum may be used for the development of the Educational work as need arises. It may roughly be described as a Mobile Emergency Fund, capable of being immediately used towards one purpose or another as necessity for swift action may arise.

In addition to this Mobile Fund, the ordinary expense is being borne by the Canadian Government and Dr. Tory informed me that when he had been requested by Sir Robert Borden, the Prime Minister of Canada to fix some estimate of what sum of money may eventually be required to be spent in connection with the whole Scheme, he had replied that it was quite impossible to estimate that any more than the eventual expenditure upon other branches of War Expenditure. The work was worth doing for the men and for Canada and they could but go on meeting the expanding needs as efficiently and reasonably as the situation demanded from time to time. - I understand that this view has been adopted as the policy of the Dominion Government.

It seems necessary at this stage to ascertain whether a similar policy will be adopted by the Commonwealth Government.

b. Personnel. Again to illustrate the experience of the Canadians. At present they are doing no educational work in France. It is all centred in England. Here they have taken a large house in Bedford Square which they have already outgrown and have now taken an adjoining house of equal size. Dr. Tory has promised to send me a complete diagram of their organisation but this is not yet to hand. It will be attached to this report as an Appendix. - They have in each Depot in England, organisations as indicated in this Appendix.-

At Headquarters in Bedford Square they have found it necessary to grapple with a large amount of work in correspondence classes - in spite of the fact that they have deliberately refrained from advertising this branch of work owing to their inability to meet the anticipated demand. At present they have 1,000 students taking correspondence courses. They expect the number to rise to 10,000.

The Staff that they are concentrating on this Headquarters work is as follows:-

- 1 Director
- 30 Staff Officers for Correspondence and other work.  
(8 of these will be engaged in visiting hospitals)
- 6 stenographers, 1 stenciller, 3 orderlies.
- 1 Business Manager.

At present they have 10 Staff Officers but are collecting the other 20 and then the Clerical Staff will need to be correspondingly increased.

It is to be anticipated that as our work develops our needs will be at least as great as theirs. In addition to the Central Canadian Organisation indicated above, they have organised study groups in eleven camps in England, but nothing is being done at present in the camps in France.

I beg to ask that the following proposals be adopted for the organisation of our work.



1. In connection with the Card Index of all members of the A.I.F. for Repatriation purposes, that an "Educational" portion be included with the Card so that reliable estimates for education work in the period of demobilisation may be made.

2. That a card index of all available teachers and lecturers in A.I.F. be similarly prepared.

3. That a Prospectus be prepared and made available for all members of A.I.F. containing description of the undertaking, particulars of courses of study now available, and of those that will be made available during the period of demobilisation. Also particulars of other Educational opportunities open to members of the A.I.F. in the U.K.

(N.B. I have had requests that such a publication (be made available also for widespread information in Australia).

#### 4. ORGANISATION.

In planning the organisation of the Department, two periods of operations have to be borne in mind. We need a staff sufficient to deal with the opportunities of educational work during the war period. We need some whose chief duty will be in making preparations for the period of demobilisation. When the period of demobilisation itself arrives we shall need a much greater organisation as regards teaching power, and the question needs to be considered as to whether at such a period educational efficiency will be allowed to become a dominant or at all events strongly operating factor in the grouping and distribution of the Forces. For instance, preparatory organisation largely depends upon the course decided upon regarding the following matters.

- a. Will the A.I.F. be distributed over many camps or concentrated in one area.
- b. Will that area be in Flanders, Southern France, England or Egypt or if camps are various, will they be on both sides of the Channel.
- c. Will groupings of men for educational purposes be allowed in place of Military Units - e.g. Agricultural, Mechanical groups &c. &c.
- d. Will demobilisation be by Military Unit or occupational groupings or by length of service.

These are only some of the questions that affect organisation, but they are typical of others.

In the appendix hereto I have placed a list of questions arising from this report.

The Staff required has therefore to be arranged to meet these duties:-

- a. Wartime Education in England and France.
- b. Preparation for post-War Education.
- c. Post-War Education in Demobilisation Camps and upon Troopships.

The work under (a) and (b) needs to be entered upon without delay. In arranging for it we need to keep in view two sides of the work -

1. The Actual Teaching work in France and England.
2. The Administrative work in connection with both.



1. As the work grows and merges into the Demobilisation period the actual teaching staff will need to be expanded indefinitely. During the war period the policy will be to secure as large a measure of volunteer co-operative work from Officers and men in the various units, but some will have to be set aside to specialise on parts of the work and to guide and supervise. Under the system in the Army Commands in Great Britain certain special allowances are made to N.C.O's and men who undertake educational work in addition to other Military duty viz:-

Temporary "stripes" are granted (without relative pay)  
A "Special Service" allowance of 2/- per day is made.

2. The Administrative basis needs to be clearly laid down and its powers defined and the structure decided upon should be such as will be capable of expansion to meet the needs of the Post-war period. The most necessary qualification in the men appointed to the administrative posts is that, while they are acquainted with educational methods and in keen sympathy with the Educational programme, they should above all be systematic, sane, business-like men with a clear perception of what can be accomplished and how it can be done and free from the allurements of visionary fads. The most capable teachers should be saved from administrative work as far as possible to concentrate upon the actual teaching. At the same time it will be necessary to have very competent educationists on the Administrative Staff to draw up the best syllabuses for unified study in each course.

For the present we must have three divisions in the teaching work -

- a. Field and Depot Teaching in France.
- b. H.Q. and Depot teaching in England.
- c. Correspondence teaching for England, and France, - centred in England.

Similarly there will need to be Administrative and Office Centres in France and England, but as much of the office work as possible should be concentrated in England.

I beg to recommend that the following Establishment be adopted as the best structure for the organisation, with the proviso that the Establishment be filled as the growing needs of the work demand addition.

DIRECTOR OF EDUCATION FRANCE, ENGLAND AND PALESTINE.

Deputy D.E. (France)  
Assistant D.E. (France)

Deputy D.E. (England)  
Asst. D.E. (England)

Divisional Education  
Officer each  
Division

As work develops  
all suitable  
literature should  
be despatched to  
Palestine and a  
Deputy Director  
appointed there.

Education Officers  
Depots in U.K.  
(say 3)

Part Time Education  
Officers each Bde.  
& each Battalion.

Part time Education  
Officers in Camps.

In addition there will need to be employed in Depots such as Havre & Weymouth and gradually in other places as permanent



vocalised work develops full time teachers who will have definite subjects to teach as laid down by the staff above. The organisation would thus approximate to that customary in our State Education Departments - viz:-

- a. Director of Educations and Inspectors responsible for Curricula, Supervision and Administration.
- b. Teaching staff in local centres.
- c. Clerical Staff.

It is not possible to lay down the exact number of teachers required during the war period as that must be determined by the demand and the opportunity. It would be a grave mistake to refuse opportunities at the outset because of insufficiency of teaching staff.

I repeat that it is my desire to enlist as much volunteer effort as possible during the war period, but this must be under competent direction, the failures must be weeded out and the successful men encouraged. The more successful groups will probably create the earlier demand for full time men.

#### OFFICE ADMINISTRATION AS HEADQUARTERS IN LONDON.

The following work should be centred here.

1. REGISTRATION. In conjunction with Repatriation Department prepare card index for Educational purposes of all members of A.I.F. and also of all teachers available. This index would need subsequent analysis by group subjects. As education proceeds to keep register of educational progress of students and issue the necessary certificates.

2. INFORMATION BUREAU & CORRESPONDENCE. For dealing with all enquiries about Returned Soldiers Land Settlement Acts in Australia, Repatriation Proposals, conditions of entrance of Universities in U.K. and Australia, Trade Developments in Australia, Special opportunities for Trade and Commercial experience in U.K, Overseas Soldiers Scholarships &c. &c., and generally to receive and register all correspondence and distribute it to the proper sections of Education Department.

2a. To have charge of "recognition" problems.

Liaison. To keep touch with the activities of all Departments of the A.I.F. and to furnish information thus required to the Departments of the Directorate of Education concerned. This will particularly apply to the Medical, Casualties and Transport Sections of the A.I.F. in order to keep touch with students from time to time and from place to place.

3. LIBRARIES AND APPARATUS. SECTION.

Duties. Make best terms for supply of cheap portable editions. Prepare standardised lists of H.Q. and Divisional Depot and Camp Libraries - Cataloguing books, management of Lending Department, supply lecturers and instructors with list of available books in their subjects for special syllabuses, acquisition under expert advice of technical apparatus for agriculture, mechanics &c. Printing of syllabuses and other general papers.

4. BUSINESS AND ACCOUNTS BRANCH for regulation of all questions of finance, expenditure and hiring leasing land for agriculture &c.

5. POST-WAR PREPARATION SECTION.

Duties. To work in liaison with Repatriation Department to select men to prepare sectional plans for demobilisation period. To unify the plans and report in detail on complete scheme of



operations to be conducted for educational purposes immediately on armistice. Such as provision of hutments, allotment of teachers, distributing of men, conversion of mobile workshops, furlough for University courses, studies that may be undertaken and those that cannot be organised. Generally to keep whole establishment well-informed concerning English, Canadian and other proposals for demobilisation period. This scheme with recommendations will be placed by Director of Education before G.O.C., A.I.F. in order to secure necessary authorisation.

#### INSTRUCTIONAL ORGANISATION.

1. Field and Depot Instruction in France.  
To be controlled by Deputy Director of Education and Assistant D.E. at Corps, Education Officers at Divisions, Part time Officers at Brigades and battalions (analogous to Bde. & Bn. Intelligence Officers), and teachers at Havre and Corps School and especially at Corps Farm for Agricultural Classes.
2. H.Q. and Depot Instruction in England.  
To be controlled by D.D.E. and A.D.E. with Depot Educational Officer (full time) at Salisbury Plains, Part Time Officers at Depots and Teachers at Weymouth &c.
3. Correspondence Instruction Courses for France and England.  
This work to be kept strictly within bounds and only to be allowed to expand as need and benefit is clearly demonstrated. The Correspondence centre to be entirely conducted from London H.Q. and to be under the supervision of A.D.E. England and a staff of skilled assistants.

For the purpose of securing good results from the proposed winter courses of lectures on General subjects, two decisions need to be made immediately. -

a. Public lecturers. Scale of allowances for men so engaged. Conditions under which passports and permits may be obtained.

b. Employment of experienced man to conduct a short school for teachers to unify methods and aims and acquaint them with tutorial class methods.

In addition to the Professional staff indicated in the foregoing a clerical staff as follows will be necessary.

ENGLAND. 1. Education Registrar with commissioned rank, to have the oversight generally of the H.Q. office especially of the Registration, Information and Accounts sections.

2. Librarian, with previous experience if possible to control the supply, cataloguing and issue of books and printing of pamphlets.

At a later date it will be necessary to place a good business man over the office work of the Post-War Preparation Section but for a time the Registrar could supervise the business details of this section. The Registrar and Librarian would need a staff of clerks, stenographers and typists competent for their work, and the number of these would be determined by the expansion of the work.

At the outset we need three clerks of good rating and ability, two stenographers and three typists in addition to the Registrar and Librarian. Clerks will also be wanted at educational centres of activity in England.



FRANCE. Clerical Staff.  
Deputy Education Registrar at Corps with  
 shorthand-typist clerk at outset.  
 Registering clerk at Havre.  
 Clerks and Orderlies at Corps Agricultural  
 and Training School as established.

In further reference to my recommendation that the divisions in the Education Department be (1) Staff, (2) Teachers (3) Clerical, I beg to ask for instructions on the following questions.

1. In the case of men in the ranks of special educational qualifications who are suitable and required for positions on staff, I ask that Honorary Commissions be granted them on the analogy of Quartermasters.

I also desire instructions as to whether men selected for staff posts are to be graded for rating and pay according to the rules of the General Staff while they are holding these posts. May I have a ruling therefore as to Deputy Directors, Assistant Directors and Divisional and Depot Education Officers.

2. With regard to full time teachers in local schools during war period, what rates of pay and allowances will be fixed? Presumably this ruling would also hold good for demobilisation period *and*

*that* Similarly with regard to part-time teachers, I beg to point out in connection with the Educational Scheme for L. of C. under the direction of Sir Henry Hadow, the Y.M.C.A. are advertising for 12 Sub-Directors to whom they offer quarters, travelling and maintenance and a salary not exceeding £400. per annum. They are also advertising for an indefinite number of teachers to whom they offer quarters, maintenance and travelling and a salary not exceeding £150. a year. These are evidently to be civilians.

Is it permissible for me to engage civilians of special capacity? For instance Mr. Albert Mansbridge, M.A., Founder of the Workers' Educational Association in England & Australia, now engaged with the Board of Education would relinquish his present position and throw himself into *our* war work if we are free to employ him. That would be provisional however upon the British Government releasing him from a proposed lecturing tour in U.S.A.

He has already given us invaluable assistance in the way of syllabuses, libraries and introductions.

#### OUTLINE OF GENERAL POLICY OF DEVELOPING ACTIVITIES.

1. That the main emphasis during War period be upon subjects which require little material beyond books, *and* lecturers. Classes in camps and Depots to be chiefly arranged for study of English, Elementary Mathematics, History, Geography, Elementary Commercial subjects. Lectures to be arranged for groups of large problems and followed up by Tutorial classes, on the lines of W.E.A.

2. That the fullest co-operation of such institutions as Y.M.C.A. be availed of in connection with this work and the Chaplains especially asked to assist in stimulating interest in the lecture and Tutorial class method. It will probably be found convenient to have Y.M.C.A. representatives and Chaplains working on Local Committees for internal arrangements.



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3. That as early as possible a Corps Farm be established in a convenient area under the management of a trained Agriculturalist with men who have had experience as teachers in Agricultural colleges in Australia.

I have asked Lieut. Birks, B.Sc., B. Agr. Expert Agriculturalist in South Australia and New South Wales to begin work on a full programme Report for Agricultural training and Organisation. He is at present doing this in addition to his military duties but it will soon be necessary to set him aside specially for this work. He should prove a competent supervisor of the Land Pursuits Group. After his report is received and we have fully discussed it, I would submit the result for adoption as the policy to be pursued in this respect.

4. I am obtaining a report from a specially skilled man for a programme of work to meet the needs of the electricians in the employ of the Federal Government. As I am able to find the men with the necessary knowledge I will similarly obtain reports upon each branch of Technology and ask for the adoption of a fixed policy for the Post-war period in accordance with the report.

5. PROFESSIONAL COURSES. The following are the concessions that have been requested from the Australian Universities and after consultation with leading members of the Australian Universities I am confirmed in the opinion that these will be granted by the Australian Universities. Here we are following a course differing from that of the Canadians. The Canadian Universities have created a Commission of three Pleni potentiarie to decide in England all questions of standards, courses and recognitions. Whatever actions they take will be as valid as if done by the separate University authorities. Owing to our distance from Australia and the time that would be taken in negotiations I do not think a similar course is practicable under our conditions. I have therefore asked for powers in the form in which I believe they will be most readily granted and by the methods which I hope will prove most expeditious viz:-

CONCESSIONS ASKED FROM AUSTRALIAN UNIVERSITIES.

1. That subjects be allowed to be taken one at a time as in the case of evening students.
2. That such examinations be taken at such times and places as can be made to meet the exigencies of Military Service, provided that the rules of supervision be always approved by the examiners.
3. That the Universities allow examinations to be conducted in France or England on the syllabus laid down by the Universities for the various subjects, provided that the persons to be appointed to act as Examiners under the A.I.F. Educational Scheme, be drawn solely from the following classes:-
  - (a) Members of the A.I.F. who prior to enlistment were authorised by Australian Universities as Lecturers or Examiners in the subjects allotted to them.
  - (b) Members of the A.I.F. whom the Australian Universities approve as Examiners. In this case names and proposed subjects will first be submitted to the Universities concerned and the nominees not utilised as Examiners until after approval is given.



(c) Members of the Universities of the United Kingdom engaged in Professional and Tutorial work who are certified by the Authorities of such Universities as competent persons to examine upon the subjects allotted to them.

4. In the case of students whose courses require practical and laboratory work, it is desired that where such work can be arranged to be taken at any University of the United Kingdom, it may be allowed to count as if done at the respective Australian University.

5. It is reported here that the University of Sydney is now allowing men who have served for one year with the A.I.F. to proceed upon courses without matriculation. A similar procedure is being adopted by British Universities in the case of overseas students nominated for Scholarships under the "Overseas Soldiers' and Sailors' Scholarship Scheme", and it is reported that excellent work is being done by students without previous matriculation. This concession might well be adopted by all the Australian Universities.

Letters have been sent from various sources to leading members of the Australian Universities urging the granting of these concessions and Commander Lattam, a member of the teaching staff of Melbourne University, who was asked by the President of the Professional Board to look into this matter, has been in close consultation with me and will on his return to Australia interest himself specially in this matter.

I believe that we can both during the War and the following period give considerable aid to men in the prosecution of their University studies in branches where elaborate scientific equipment is not essential.

The staffs of the various Universities visited have expressed their readiness to act as examiners under the above conditions, and a good deal of progress can be made in this way.

However it does not appear to me to be feasible to undertake advanced Scientific courses even during the demobilisation period.

The Canadian Prospectus provides that in such subjects as Engineering and Medicine the earlier courses will be carried on at the Centre.

This would necessitate for us highly trained men in such subjects as Biology, Chemistry, Botany, Physics, Histology &c. with efficient laboratories &c. This does not seem to me to be feasible and even if it were it would be very costly and doubtfully satisfactory.

A question of general policy thus faces us and I would recommend that arrangements be made for men requiring these highly specialised courses to receive them at the various Universities in the U.K. during the period of their remaining here. If such men were allowed their full Military pay and the U.K. subsistence allowance and had their University (non-residence) fees paid it would be both less costly and more efficient.

In the case of men preparing for the development of special industries in Australia, I believe specialised intensive courses of study at selected places in U.K. very desirable in the National interest.



If the policy I recommend is to be adopted it will be necessary to make preliminary arrangements with the Universities in the U.K. and Technological Colleges as to the number of students they can receive as there is a general anticipation of a great influx into the Universities when the war comes to an end.

#### EDUCATION JOURNAL.

It would stimulate interest in the work very greatly and form a valuable means of connecting false impressions and imparting accurate information about educational work as well as being a direct means of education, if we had a periodic Journal circulating to all members of the A.I.F.

May I have authority to issue such a Journal and if so will it be for free distribution?

#### COMMUNICATION WITH AUSTRALIA.

In the development of the work occasions for frequent communication with authorities in Australia are likely to arise. I desire instruction as to whether such communications should normally be made through D.A.G., A.I.F., or through Admnaust.

#### LIBRARIES AND TEXT BOOKS.

There is a great work to be done in this section. The preliminary matters to be settled are (1) Selection, (2) Purchase methods (3) Cheap and portable editions, (4) Distribution.

1. The task of selection is very laborious involving as it does the investigation of numberless catalogues. To reduce labour in this respect we are co-operating with Canada, New Zealand, Y.M.C.A., W.E.A., English Army Authorities, in addition to enlisting private expert advice.

2. We are making very careful enquiries into the most economical methods of purchase and have received valuable advice from experienced persons who know the trade thoroughly. By methods of co-operation with certain agencies we shall be able to get in "on the ground floor" and securing adequate supplies at lowest rates, but the matter needs to be carefully handled.

3. The text books we purchase for general use must be cheap and portable. I feel compelled to reject many text books placed on other lists because they do not comply with these conditions. To secure cheap editions we must be able to order in bulk and we can then preserve the size of books.

4. Distribution. In addition there must be books of references in the various Camp Libraries, for which these essentials are not necessary. It is the ordinary class or text book that the soldier carries with him that must be cheap and portable. In England and France the Canadians have already established ninety-three libraries. In each library there is an encyclopedia, a set of reference books in all departments of agriculture, general and particular engineering, economics, history, and in addition special reference books are provided as called for. Our organisation will need to follow similar lines. There is a great demand for good reading matter. These books would be lent to the men in part and in part made available for reference in the libraries. The text-books on the other hand as recommended by the first Conference on Education would be issued free to the men. I recommend either that the first issue of a book alone be free and



if it be lost the student should replace it at his own cost, or that a student be required to pay a deposit on every book lent which deposit will be returned upon his returning it in good order and condition.

GENERAL NOTE ON BOOKS AND LIBRARIES.

I do not feel in the position to give any reliable estimate of the expenditure that would ultimately be necessary under this heading. I must point out however that the Canadians "estimate the expenditure of £30,000." on a library of a permanent character to be associated with the demobilisation period.

Also that on the education work in the British lines of Communication a monthly educational book expenditure of £800. is being provided for.

It is not possible to say whether these estimates are excessively large; but it is well to know they are contemplated by others. I would insist upon careful selection and control and provision to meet real needs only, but it seems that estimates must in the nature of the case be vague.

RE-EDUCATION OF THE MAIMED AND INVALID:

There is a most important work waiting development here. The guiding principles in connection with it should be (a) How can the permanent welfare of the men best be secured (b) How can they be made contributors to National life after the war? Is hasty despatch to Australia compatible with these principles? It appears to have three fatal objections:- (1) Under shipping conditions there must inevitably be some delay between the period of regular hospital treatment and embarkation. If this period is uncertain and irregular men feel that it is not worth while entering upon special training, and a valuable period for the mental and moral re-building of the man, instead of being availed of, tends to still further disintegration of character and initiative.

2. <sup>Many</sup> Married men have a morbid horror of returning to their home folk before they are fitted with artificial limbs and have become expert with them. The psychological effect is very bad. The men become "dopy" and despair of the possibility of further activity and the dread of being permanently helpless tends to make the thing feared become a reality.

3. When they reach Australia they will rapidly be dispersed to various ends of the Continent. There will not be the concentrated means of assisting them. They will be indisposed to leave their homes for inexperienced surroundings. They will be liable to settle down into a life of dependency and depression.

The benefits of a definitely conceived plan of training on this side on the lines so ably administered by the New Zealand authorities are

1. The men would be transferred as soon as health conditions permit to a re-Education Depot. Here they would be under joint medical and educational care. A large choice of educational facilities could be provided in the least expensive way because of the concentration. A definite intensive course of training for a fixed period could be established.

2. Camaraderie, healthy rivalry and competition, an exhilarating interest in the progress one of the other would be the spirit of the place. This would make for quick



progress in re-education and would have the greatest possible value in combating the morbid conditions of mind apt to be caused by serious physical disability.

- 3. Men work better among the comrades they know and with the prospect before them of "making good" for a fresh start in life before returning to their own people. The stimulus of this desire is incalculable.
- 4. Facilities for finding men with experiences in various industries in U.K. are very great. The New Zealand authorities largely avail themselves of this with the most beneficial result.

It may be well to add that quite reasonable objection may be taken on expert grounds that it is impossible to teach a man a trade in the limited time at our disposal. The reply to this is that the experts who have been conducting work on similar lines at Manchester, Birmingham, Edinburgh and other places are frankly astonished at the rapidity with which progress is made by ex-service men under suitable conditions of intensive training. Expert theories have had to be revised. A great work can be done in a limited time where the stimulus of keen desire to refit themselves exists. Men can become competent. The psychological effect alone is worth all the effort, and men can be taken so far in their training that a career is ready open to them on return to Australia.



REPATRIATION

MATTERS FOR DISCUSSION

and

DEMobilisation

CONFERENCE IN LONDON

DEMobilisation

The object of establishing a basis for discussion, the arrangements to be made for the repatriation and demobilisation of the A.I.F. is supplied with this preliminary statement. The preliminary statement is forwarded to the A.I.F. Headquarters in Australia for their consideration and to the A.I.F. Headquarters in London for their consideration. The arrangements to be made for the repatriation and demobilisation of the A.I.F. is supplied with this preliminary statement. The preliminary statement is forwarded to the A.I.F. Headquarters in Australia for their consideration and to the A.I.F. Headquarters in London for their consideration.

AUSTRALIAN IMPERIAL FORCE.

A.I.F. Sections to be represented:

- Headquarters, A.I.F. Headquarters, London
- Headquarters, A.I.F. Headquarters, Australia
- Headquarters, A.I.F. Headquarters, New Guinea
- Headquarters, A.I.F. Headquarters, New Caledonia
- Headquarters, A.I.F. Headquarters, New Hebrides
- Headquarters, A.I.F. Headquarters, New Zealand
- Headquarters, A.I.F. Headquarters, Fiji
- Headquarters, A.I.F. Headquarters, Samoa
- Headquarters, A.I.F. Headquarters, Tonga
- Headquarters, A.I.F. Headquarters, Vanuatu
- Headquarters, A.I.F. Headquarters, New Britain
- Headquarters, A.I.F. Headquarters, New Ireland
- Headquarters, A.I.F. Headquarters, New Guinea
- Headquarters, A.I.F. Headquarters, New Caledonia
- Headquarters, A.I.F. Headquarters, New Hebrides
- Headquarters, A.I.F. Headquarters, New Zealand
- Headquarters, A.I.F. Headquarters, Fiji
- Headquarters, A.I.F. Headquarters, Samoa
- Headquarters, A.I.F. Headquarters, Tonga
- Headquarters, A.I.F. Headquarters, Vanuatu
- Headquarters, A.I.F. Headquarters, New Britain
- Headquarters, A.I.F. Headquarters, New Ireland

Prepared by:

LONDON.  
9.8.18.

Staff Officer for Repatriation and  
Demobilisation A.I.F.  
Administrative Headquarters, A.I.F.



MATTERS FOR DISCUSSION

AT

REPATRIATION AND DEMOBILISATION

CONFERENCE IN LONDON.

Representatives from the following A.I.F. sections will meet in conference at Room 113, Administrative Headquarters, London, to discuss matters appertaining to the Repatriation and Demobilisation of the Australian Imperial Force. This preliminary statement, re the Repatriation and Demobilisation of the A.I.F. is supplied with the object of establishing a basis for discussion. The recommendations of the conference will be set out in the form of a report and be forwarded to the Ministers for Defence and Repatriation in Australia and to the G.O.C., A.I.F. Headquarters.

A.I.F. Sections to be represented:-

Headqrs. A.I.F. France.	Headqrs. Depots in U.K.
A.A.G. Admin: Headqrs.	A.Q.M.G. Admin: Headqrs.
C.P.M. " "	D.M.S. " "
Records " "	Transport " "
Education Section, Admin: Headqrs.	
R & D Section. " "	
Commandant.	

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REPATRIATION AND DEMOBILISATION

of the

AUSTRALIAN IMPERIAL FORCE.

PART I.

GOVERNMENT POLICY.

1. DEFINITE BASIC POLICY.

At present the Repatriation question overseas depends upon factors which have yet to be determined by the Commonwealth Government. The only statement of policy secured - that from the Commonwealth Government to the Secretary of State for the Colonies dated 5.2.17 - may have been altered by new factors since arising. An immediate decision on certain basic principles is very necessary, as it is impossible to forecast what decisions will be made.

The first factor in the after-war re-organisation of the national life of Australia will be REPATRIATION. This will be followed by DEMOBILISATION, which should be accomplished with a due regard to the REINSTATEMENT in civil life of the hundreds of thousands of our fighting men. This in turn must be accomplished without displacing thousands of women who have entered the industrial life of Australia to make good the loss of production due to enlistment for service overseas. It is important that such workers should not be displaced but that returning soldiers be found other productive work of heavier nature.

By this means the post-war production of Australia should be INCREASED, which is very necessary in order to meet the increased interest due to war loans, which amounts to £150,000,000, bringing the total debt of Australia up to £607,000,000. To meet this financial problem it becomes imperative that Australia should increase her production immensely. To achieve this it is necessary that the returning soldiers be quickly placed in some productive employment of a lasting character. The dislocation of avocation which the war has caused, together with the uncertainty in the minds of many of our soldiers serving overseas, will make the work of reinstatement exceedingly difficult. This fact is recognised by every combatant country, and reveals the reason for their giving so much attention to the occupation of the soldier prior to demobilisation.

The Americans are coming into the war so quickly that it is advisable to have all plans prepared for the repatriation of the A.I.F. early in 1919. The work of demobilisation may depend upon the suddenness and it is essential that we be prepared to act promptly. Immediately a definite policy for the Repatriation of the A.I.F. has been determined by Australia, the overseas section should prepare and have in readiness a definite scheme to repatriate the A.I.F. without confusion or delay. The difficulties of repatriation and demobilisation will be increased owing to Australia's long distance from the scene of fighting, and a possible shortage of shipping.



REPATRIATION AND DEMOBILISATION

In considering the fundamental principles for the Repatriation of the A.I.F., it would be wise for Australia to profit by the experience of the Imperial Department of National Service, which failed in its efforts, when such were based on the "work for men" principle, but succeeded when this was altered to "men for work". The military problem is the speedy release of men required for industrial reconstruction in Australia. The bulk of our soldiers will be relinquishing their military life but their future civil life lies before them full of uncertainty. It is suggested that the requirements of the Military Authorities should, where necessary - in the higher interests of Australia - be subordinate to those of the civil authorities.

The work of Repatriation, Demobilisation and Reinstatement of our soldiers is irrevocably interlocked. Although the various phases will be in sequence as stated, it will be appreciated that the latter, i.e. reinstatement, must have a material bearing upon the priority of both demobilisation and repatriation. This is particularly so in the case of the A.I.F., where difficulties of transport will necessitate holding a large part of the troops for a long period overseas.

The military section overseas will work entirely through the Defence Department in Australia, but a great deal of the work of both the A.I.F. Repatriation and Educational Sections overseas will be of paramount interest to the Repatriation Department in Australia. It is presumed that decisions on matters of principle affecting both Departments will be arrived at by conference and the overseas section duly advised. The progress already made with repatriation overseas discloses the imperative necessity for the closest association between the military side, as represented by the Dept. of Defence, and the civil aspect, as represented by the Department of Repatriation. The closest co-ordination is necessary in the interests of our soldiers if the extremely intricate and difficult work of repatriation, demobilisation and reinstatement is to be brought to a successful issue. The task is unparalleled and the responsibility great, because at no time in the history of Australia has there been a distinct section of our people so deserving and so greatly needing the control, advice and help of those in authority.

The suggested organisation of the Executive and Advisory Section in London set out in appendix "C" provides a direct line of communication from the sections in the field through London to the Department of Defence and if necessary on to the Australian Repatriation Department. It is felt that unless the lines of communication are such as to provide for prompt and quick action, the success of this difficult work will be jeopardised. The public in Australia will naturally be ultra-sympathetic towards our returning soldiers and failure will bring about a flood of criticism and condemnation. To obviate this the organisation should be complete and controlled along the lines mentioned in our various despatches to Department of Defence, including that of 30th July, 1918.

The Americans are coming into the war so quickly that it is advisable to have all plans prepared for the repatriation of the A.I.F., early in 1919. The work of demobilisation may descend upon us suddenly and it is essential that we be prepared to act promptly. Immediately a definite policy for the Repatriation of the A.I.F., has been determined by Australia, the overseas section should prepare and have in readiness a definite scheme to repatriate the A.I.F. without confusion or delay. The difficulties of repatriating and demobilising the A.I.F. will be increased owing to Australia's long distance from the scene of fighting, and a possible shortage of ships. It



REPATRIATION - AND DEMOBILISATION

is probable that consideration of all the facts will indicate the desirability of bringing to the United Kingdom the troops who will be some time awaiting transports, the first trip of each transport to be direct from Marseilles to Aust. via Suez returning with cargo via Panama.

Essential co-ordinating control can be conveniently exercised from London covering the period up to the arrival of transports in Australia. It is therefore recommended that the responsibility for carrying out the Repatriation of the overseas Military Forces of Australia, be definitely placed in the hands of the Repatriation Section at Administrative Headquarters, London, working under the direct authority of the G.O.C., A.I.F.

3. DESIRES OF OUR SOLDIERS.

The war has had a dislocating effect and many soldiers will seek by inclination and some be forced by necessity or physical disability, to look for new avenues of employment after the war. It is presumed that the Government of Australia will continue to base its Repatriation and Demobilisation policy upon the principle of ascertaining the wishes of the soldier. <sup>Then</sup> As far as may be compatible with national interests, the Repatriation, Demobilisation and Reinstatement procedures should take into consideration the desires expressed and endeavour to effect the speedy re-employment of every soldier on productive work at the earliest possible moment. Each week of unnecessary delay in demobilising the A.I.F. will cost Australia £1,000,000, to which must be added the approximate value of their weekly production (£250,000) consequent upon their change from military to civil life.

Whilst there is no record of any definite guarantee by the Australian Government to retain members of the A.I.F. on their A.I.F. pay until they are reinstated in civil avocations, it is noted from Hansard's reports and official statements in the press that the Government practically admits a moral responsibility in this direction. This view is supported by a minute by the Minister for Defence on the 2nd July, 1917, in which he states he is in favour of the men returning to Australia in large numbers after the war, being retained in camps in Australia under military pay and discipline until the Repatriation Authorities can adequately provide for them. This is a large undertaking and far ahead of the proposals of any other country and will add largely to the responsibility of Repatriation and Demobilisation work. The Canadian Government propose to prepare all records, non-effective statements, etc, on the voyage in order that demobilisation may take place approximately one week after arrival in Canada. The resources in Canada are thought to be such that each individual soldier - excluding those suffering from medical disability - can by his own initiative quickly provide for his own reinstatement in civil life.

This proposal has many advantages in simplicity and economy. If such a scheme were adopted for Australia, arrangements should be made whereby the Repatriation Department would at some suitable period after his demobilisation, ascertain if each soldier had been successful in reinstating himself in civil life, those who had not would be provided for by the Repatriation Department. Besides immensely simplifying the problem of reinstatement, this would tend to revive the self-reliant spirit that Army discipline is inclined to reduce but which is so necessary in civil life. Having tried to reinstate himself the soldier who failed would appreciate the difficulty of the problem and be more amenable to the official reinstatement proposals.



CLASSIFICATION FOR REPATRIATION AND DEMOBILISATION

4. It is essential that an immediate decision of this most important basic principle be obtained from Australia AT ONCE, as the whole structure of overseas Repatriation and Demobilisation organisation will rest on this foundation. IT IS STRONGLY RECOMMENDED THAT REPATRIATION AND DEMOBILISATION BY INDIVIDUALS IN ACCORDANCE WITH TRADE REQUIREMENTS BE ADOPTED as opposed to that of Repatriation and Demobilisation by Units in accordance with Military requirements. Rapid Repatriation and Demobilisation without provision for rapid reinstatement would simply make unemployment. The placing of all men quickly in suitable reproduction work is therefore of great importance.

Consideration of the many methods of classification may be reduced to three, the advantages and disadvantages of which are briefly set out below:

- A. MILITARY FORMATIONS AND UNITS.
- B. LENGTH OF SERVICE.
- C. OCCUPATIONAL GROUPS SUBDIVIDED INTO CATEGORIES.

Advantages of A :-

(i) Unit organisation ready; (ii) Simplicity of procedure overseas; (iii) Discipline improved by continued control of Unit Officers; (iv) Sentimental advantage of arrival in Australia by unit.

Disadvantages of A :-

(i) Longer time necessary for both Repatriation and Demobilisation owing to number and variety of units; (ii) Slower transport for same reason, especially if complete with Transport and Regimental Equipment; (iii) Length of service cannot be considered; (iv) Marriage and other family reasons have to be ignored; (v) Soldiers will be returned to Australia without regard to civil avocation, whereas such classification could be carried out overseas during the period men are awaiting transport; (vi) The composition of units is now very mixed and men would require disembarkation at different parts in Australia.

Advantages of B :-

(i) It is equitable that the first to leave Australia should be the first to return.

Disadvantages of B :-

(i) The first to leave Australia have not necessarily seen the most active service; (ii) The work of classification would be long and difficult and of no advantage for the men's reinstatement after arrival in Australia; (iii) Difficult to return pro rata according to state; Disadvantage (iv) and (v) above also apply.

Advantages of C :-

(i) Increase in speed of Repatriation;  
 (ii) Increase in speed of Demobilisation in Australia.



REPATRIATION AND DEMOBILISATION.

Advantages of C (Contd.)

- (iii) Increase in speed of Reinstatement; the men being classified into groups while awaiting transports in United Kingdom will enable Australia to call back those (a) for whom civil employment is ready (b) for trades urgently needing labour (c) classes such as shearers and agriculturists affected by the Australian seasons, and Land Settlement Schemes.
- (iv) Soldiers with employment guaranteed can be returned first.
- (v) Length of service can also be considered for priority in return within the trade groups.
- (vi) Marriage, children and other family reasons can be taken into account.
- (vii) Return can be pro rata by States according to enlistment from each State.
- (viii) Employment and education by trade is made possible in United Kingdom prior to embarkation.
- (ix) As there will only be 16 Occupational Groups - subdivided into trade categories - this method represents a centralised system which will effect great savings in movement, transport, time in embarking and disembarking etc.
- (x) The effect of the Cadres or Skeleton Unit personnel remaining will effect the same saving by centralisation of returning Transports, Vehicles, Military Stores, etc.
- (xi) Groups for a definite port or ports can be embarked together, thus saving transport, time and cost.

Disadvantages of C :-

- (i) Time and work necessary oversea to organise and group by occupation and trade. In this connection it should be pointed out that there will be some time owing to shortage of ships, and the necessary staffs can be formed from personnel awaiting return.
- (ii) Disbandment of units - except the cadre - will prevent the return to Australia of complete units.

In considering the foregoing, it should be remembered that demobilisation is essentially the transition from a military to a civil status. The man's military life is about to cease, but his future civil life lies all before him - in many cases full of uncertainty. In our soldiers interests we should demobilise in the manner best calculated to ensure them the greatest facilities for reinstatement, which will be for them all-important. All the above schemes have been considered by the Imperial and other Dominion Forces and in every case demobilisation by Occupational Groups has been adopted or recommended. Australia's distance makes it even more necessary for the A.I.F.

Cables have been sent to Australia asking for their decision, and in anticipation of the adoption of Repatriation by Occupational Groups, a statement giving suggested Occupational Groups is attached, appendix "A".



REPATRIATION AND DEMOBILISATION5. PRIORITY OF RETURN.

It is assumed that 50% of the A.I.F. will have definite employment to return to or independent means, and will therefore not require much assistance from the Repatriation Department in Australia. (Refer to Repatriation despatch dated 9.4.10) These will be embarked for Australia as quickly as transports are available. Then Australia could demand by cable soldiers of occupational groups in which employment and reinstatement is readily available. The remaining 25% of the A.I.F. consisting principally of unskilled men and those whose places have been taken by women, it is proposed should not be demobilised in occupational groups but remain as cadres of their units. These cadres will complete all necessary military work in connection with cleaning, packing, storing and transporting all military equipment, stores, etc, after which they would be returned to Australia by units with such stores, etc. Personnel whom it is thought are likely to give trouble on grounds of discipline could also be left with the cadres and thus be accompanied to Australia by the usual officers of the unit, who should be able to exercise greater control than ordinary transport officers.

If the Repatriation of the A.I.F. be by Occupational Groups, sectionised into trade categories, the priority of return within such groups could be as follows:-

1. Wives and dependents as far as possible before or during the period of armistice.
2. Prisoners of war who are ineligible for further combatant duty.
3. Those required in Australia to staff the Government Departments affected by the repatriation and demobilisation of the A.I.F., also those calculated to facilitate this work, such as shipping, railway and other State employees.
4. Pivotal and essential men whose return will help the industrial re-employment of others.
5. Munition and other war workers under agreement with the Commonwealth Government.
6. Married men with children having definite employment to return to - longest service men first.
7. All others having definite employment guaranteed.
8. Married men with children of an Occupational Group that has been demanded by cable from Australia - longest service men first.
9. All others in order of trade priority as advised from Australia.
10. Members of the A.I.F. who are or intend to become part of the Commonwealth Military Forces. These could possibly constitute the A.I.F. representation in the Army of Occupation, if such a force is constituted.



REPATRIATION AND DEMOBILISATION.

Cable code arrangements could be made as set out in appendix "B" and this suggested order of priority could be varied from time to time. The personnel of the Skeleton Units or Cadres will not come under the priority sequence stated above but should, as far as possible, comprise members of the Commonwealth Military Forces or those who are to continue in such Force after the war. Their return to Australia will be largely affected by questions of military stores, etc.

6. CADRES.

Skeleton units or Cadres representing each unit should remain mobilised until all unit accounts are finalised, and finally return to Australia as such. They will safeguard all stores in the field, in United Kingdom and the desirability of their travelling to Australia with the equipment and stores of the unit to be considered. This would facilitate an unexpected re-mobilisation, especially if repatriation had been carried out by trade categories; the troops, stores and equipment of each unit being re-drafted to their military cadre.

PART II.OVERSEA ORGANISATION.

## 7.

EXECUTIVE AND ADVISORY SECTION.

Immediately the basic principles of Repatriation and Demobilisation are decided upon by Australia, the oversea Repatriation and Demobilisation Section in London should create the necessary military machinery to carry out the work of Repatriation. An Executive and Advisory Section will be formed by appointing a representative from each Section, as set out in the wheel of organisation diagram attached - appendix "C" - and meetings will be held at frequent and regular intervals. By this means each section will be kept fully informed regarding:-

- (a) The policy of the Ministry of Repatriation.
- (b) Intentions of the Department of Defence.
- (c) Progress of the Imperial and other oversea Dominion Forces.
- (d) The exact lines upon which each and all sections are to proceed, in order to achieve a co-ordinated policy.

At a later date it is proposed to institute lectures to all officers, N.C.O's and men in the A.I.F., in order that they may be fully informed regarding the policy, objective and procedures decided upon.

8. SECTIONAL CONTROL OF OVERSEA STAFF.

The basis of control will be one of decentralisation with the Executive and Advisory Section acting as a co-ordinating and controlling centre in London. Written reports of the month's progress to be rendered on the first of the succeeding month, for consideration of the Executive and Advisory Section and subsequent exchange between sections. The monthly report will set out clearly the work of the month under review and make suggestions regarding matters for discussion at the next conference. The first report - which must be



REPATRIATION AND DEMOBILISATION.

handed into the Staff Officer for Repatriation and Demobilisation by September 21st - will set out fully the manner in which the section is affected by Repatriation and Demobilisation and its present procedure in returning members of the A.I.F. to Australia; also its proposed new procedures to meet the larger issues which will eventuate upon cessation of hostilities. These reports should be first considered at a conference representing all the officers of the section concerned. When amended and ratified, they will be regularly brought before the general committee for consideration. The decisions and recommendations then made will form the subject of a regular despatch to the Ministers of Defence and Repatriation and the G.O.C., A.I.F.

The work of the Executive and Advisory Section will consist of -

(a) Ascertaining the policy of the Ministers of Defence and Repatriation in Australia.

(b) Recording the reinstatement wishes of all members of the A.I.F. on Registration cards and maintaining other necessary records.

(c) Securing information of procedure from other Forces and Departments and forwarding same to Australia.

(d) Preparing the necessary machinery for repatriating the A.I.F. and control same.

(e) Receiving demands from Australia in priority sequence and satisfying same by returning the number and class of personnel demanded.

(f) Acting in a co-ordinating capacity, and ensuring that each and every part of the Repatriation and Demobilisation oversea machinery is working efficiently and in unison.

(g) Ensuring that all military material and equipment of the Government of Australia is correctly returned to Australia.

(h) Finalising the work of A.I.F. Administration overseas and handing over to the High Commissioner of Australia, London - when it is suggested the organisation might be used as a Commonwealth Emigration Department, whose first work will largely consist of sending to Australia discharged Imperial soldiers.

9. REGISTRATION CARDS.

Immediately the policy of Repatriation and Demobilisation is decided, (as set out in part I), the work of compiling a triuplicate Registration Card (pro forma attached - appendix "D") should be proceeded with. These records will constitute the basis of Repatriation and Demobilisation action overseas, and also inform Australia of the civil reinstatement wishes and trade composition of the A.I.F. One Registration Card will be immediately forwarded to Australia, the second and third copies being retained in London and kept up-to-date, the former being finally sent to Australia with the soldier's non-effective papers. The importance of the information recorded on the Registration Cards cannot be over-estimated. It is proposed that the issue, completion, collecting and recording of the cards should be carried out as set out in appendix "E".



REPATRIATION AND DEMOBILISATION.10. PRESENT REPATRIATION OF THOSE UNFIT FOR GENERAL SERVICE

The repatriation of sick, convalescent and wounded will continue as at present but will be gradually merged into the new scheme of control. The present Hospital ships - three in number - remaining allotted specially for this work until such is completed and the disembodiment of Australian Hospitals rendered possible. This should be expedited by arranging for treatment in British Hospitals as soon as casualties cease. Suitable Hospital facilities should be arranged along the routes of return in case of partial epidemic on returned troopships, in order that such ships will not be delayed unnecessarily.

11. MEDICAL BOARDS AND EXAMINATION.

Profiting by the experience of Japan at the conclusion of the Russian-Japanese war, all ranks should undergo special medical examination and stringent precautions be taken to guard against the spread of disease in Australia consequent upon the return of large numbers of troops from both European and Eastern countries - this applies particularly to prisoners of war repatriated from enemy countries. The requirements of the Quarantine Department in Australia would be carefully observed in this regard and they will thus be relieved of much detail work which, under ordinary circumstances, the Department would be unable to cope with except by putting the men into camps for detailed inspection, involving delays irritating to those so long absent on active service. The Commonwealth Government must also be safeguarded against wrongful pension claims at any period after demobilisation has taken place.

12. RETURN TO AUSTRALIA OF WIVES AND DEPENDENTS.

It is estimated there are about 10,000 dependents of A.I.F. soldiers oversea, principally in the United Kingdom. A circular letter should be sent to each (enclosed with Separation allowance cheques) asking if they desire to be returned to Australia. Efforts should be made to immediately send to Australia those stating their desire for return. The residue should be returned during the period of armistice when it would be inadvisable to move troops. To prevent hardship, all dependents should be offered an opportunity of early return, failing acceptance of which they must wait until after the last troopship has left for Australia. The transport of dependents must not be allowed to hold up the return of troops.

13. EVACUATION FROM FRANCE.

The possibility of congestion at French ports is an important factor in the repatriation of our troops. This especially refers to Havre or Marseilles. It is understood that the French Government desire to reserve the former for resumption of oversea shipping trade, immediately hostilities cease. If embarkation for Australia is from Marseilles, the possibility of congestion on the French railways, owing to shortage of rolling stock, etc, must be borne in mind. Very elaborate arrangements have been made by the British Government for bringing members of the B.E.F. from France to the United Kingdom. Unless the route, Marseilles to Australia is adopted, it is recommended that A.I.F. troops be brought to the U.K. by units, on the lines laid down in the Imperial Army Demobilisation scheme. It might pay Australia to bring troops in France to United Kingdom, or arrange for a revision of the French maintenance rate of 5/- for men awaiting embarkation in France.



REPATRIATION AND DEMOBILISATION.

The desirability of the A.I.F. troops being in the United Kingdom during the period in which they are awaiting embarkation, is worth consideration from a British economic standpoint. It is estimated that 100,000 A.I.F. troops awaiting embarkation would be paid - and probably spend - £75,000 per week. The comfort of the troops should be greater in the U.K.

14. TRANSPORT BY SEA AND RAIL.

The most serious problem in connection with the work of repatriating the A.I.F. will be that of providing the necessary shipping facilities. Assuming the strength of the A.I.F. overseas to be 200,000 and the Australian steamers available to be 44 in number, with a carrying capacity of say, 50,000, the four trips necessary would occupy an approximate period of 18 months before the last soldier left for Australia. This matter could, with advantage, be taken up by the Prime Minister of Australia with the Imperial War Cabinet, with the object of securing the maximum number of ships. The basic principle should be that Australian troops are landed in Australia in equal quantities per month, as those of other Dominions, such as Canada. The establishment of this principle would mean the utilisation by Australia of a greater number of ships, to compensate for the longer journey.

If repatriation simply consisted in getting the soldiers back to Australia in the quickest possible time, the best method would be to arrange for Concentration Camps near Marseilles and arrange steamer transports to carry troops direct from Marseilles to Australia via Suez Canal. Congestion at the port at Marseilles might cause delays which it is difficult to estimate. It is recommended that troops of classes 3, 4 and 6 (refer to page 5) and also West Australian troops be sent to Concentration Camps at Marseilles and be quickly embarked for Australia via Suez. Each transport would have already loaded raw materials in the United Kingdom prior to embarking such troops at Marseilles. On the return journey the ships would load wool, wheat, etc, in Australia and return to the U.K., probably via Panama. The second embarkation of troops would take place from U.K. ports. Meanwhile troops of other classifications than 3, 4 and 6 - also the cadres - would have been brought to England and classified ready for embarkation. At the present moment, so much uncertainty exists regarding the number and capacity of the ships allotted for repatriating the A.I.F., that it would be desirable to defer the final selection of any particular route until immediately prior to the cessation of hostilities.

15. ALTERNATIVE SHIP ROUTES TO AUSTRALIA.

At this juncture it is difficult to determine which routes will be available, but the following may be cited for later consideration:-

	<u>From French Port direct.</u>	<u>Approx. time.</u>
(a) By sea transport Marseilles to Fremantle		
Australia direct via Suez	-	28 days.
(b) Ferry service Marseilles to Alexandria - 5 days.		
Rail Alexandria to Suez	- 2 "	
Ship Suez to Fremantle	- 22 "	29 "



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REPATRIATION AND DEMOBILISATION

Para 5a

According to information at present available, the following three schemes would seem suitable for returning members of the A.I.F. to Australia.

SCHEME A Direct from France in complete military units up to Brigade Formations. Divisional Staffs and higher to proceed quickly to Australia and be utilised in demobilisation operations. All military equipment to accompany the troops.

SCHEME B The five Australian Divisions to ballot for sequence of return. Having established the sequence of return by Divisions, say, 4,3,2,1,5, a weekly quota of ship accommodation would be determined upon and the 4th Division could be asked to supply drafts of married men until all such men in the 4th Division have been absorbed.

The same procedures for returning all married men would then be followed with the 3rd, 2nd, 1st and 5th Divisions in sequence.

The next "call" would be the same Divisional sequence but personnel having the longest service qualifications. Lastly the residue of the personnel of each Division would be returned in the same Divisional sequence, irrespective of trade qualifications.

The responsibility could be placed upon the Divisional Commander to see that the distribution of the drafts were equitably made from all units within his Division. If thought advisable men with reinstatement promised them by their late employers can be drawn out as a class immediately after the "longest service" class.

Provided Australia can absorb the returned soldier into civil avocations readily, the above constitutes a comparatively simple Repatriation procedure. The re-instatement of the soldier in civil life on return to Australia may be difficult. A more elastic system of return by occupational groups might then be desirable. Scheme "C" should expedite demobilisation and enable the wishes of the soldier to be taken into account.

SCHEME C

UNITED KINGDOM. Classes 1 to 5, set out on page 6, to be returned to Australia from U.K. during the period of armistice.

The transports will also carry to Australia essential raw materials and new guns and heavy equipment.

The bulk of the personnel in the camps and depots in the U.K. will be embarked for Australia as soon after the cessation of hostilities as may be possible.



10b

FRANCE Classes 6 to 8, set out on page 6 should represent about 50% of the A.I.F. These will be sent to a concentration camp in the South of France not at but near to Marseilles. They will be classified in drafts according to a detailed scheme to be decided upon later and be returned to Australia direct from Marseilles at the earliest possible moment. If possible the transports will load materials in England before proceeding to Marseilles. Whilst awaiting transport, they will come under the A.I.F. Education Scheme.

Class 9 - who may have to wait for a period of twelve months, will remain with their unit in France until the pressure of transporting British Troops across the Channel has relaxed. During this period they could be employed on pioneer work in damaged French villages etc. They could then be either brought to the United Kingdom and employed or continue in employment in France if such is available under satisfactory terms.

The last A.I.F. troops to leave France would be the cadres of each unit, who would be brought to the United Kingdom with the equipment and military stores. Meanwhile these would have been properly assembled and the necessary storage accommodation in the United Kingdom secured. Part of this personnel would later return to Australia, in charge of such stores, etc as the Defence Department may instruct are to be forwarded to Australia.

EGYPT A.I.F. personnel in Egypt to be treated similarly, except that they will be "ferried" from Suez to Freemantle.

In the event of return by occupational groups being decided upon, it will be necessary to cable Australia the number and trade classifications of the soldier's returning on each transport. In addition it would be advisable to forward by post- if possible by the mail preceding the men's departure - a detailed statement giving the quantity, trade classifications and towns in which such soldiers desire demobilisation. This latter information being intended for the assistance of the Local Committees in Australia.

WHATEVER SCHEME IS ADOPTED, IT WILL BE NECESSARY TO ENSURE THAT THOSE WHO DO NOT RECEIVE PRIORITY IN RETURN, HAVE NO JUST GRIEVANCE. THIS ASPECT OF THE REPATRIATION OF THE A.I.F. WILL NEED THE MOST CAREFUL CONSIDERATION IN ORDER TO OBLIATE ANY DISCONTENT PRIOR TO EMBARKATION.

Para.6a. It is for the Commonwealth Government to define its policy regarding questions of principle such as those set out in PART 1 of this statement. In addition a clear line of demarcation must be established between the oversea work of the Military and High Commissioner Staffs, together with the necessary provision for co-ordination. Unless this is done, the Repatriation Section A.I.F., cannot proceed with the organisation of the necessary machinery for the repatriation of our troops.



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<u>From Ports in United Kingdom.</u>		<u>Approx. time.</u>
(c) Via Mediterranean & Suez Canal (direct)		
	To Fremantle =	34 days.
	To Sydney =	42 "
(d) Via Atlantic & Panama Canal	=	43 "
(e) Via South Africa (Cape route)	=	40 "
(f) Via North America (rail across)	=	36 "

From Egypt direct.

(g) Suez to Fremantle. = 22 "

Any or all of the above routes could be used as desirable.

16. CARGO SPACE, FOOD AND RAW MATERIALS.

The question of cargo space also has to be considered. The necessity for carrying certain essential raw materials to Australia and of bringing essential food products back to the United Kingdom will, during the period of repatriation, be of extreme importance.

There are two important governing factors in this connection, quite outside the sphere of the Military Organisation, e.g. (i) the necessity for the early shipment of the large quantities of wool and wheat in Australia purchased by the Imperial Government. Everything possible should be done to expedite the departure of ships and the speed of each voyage, as by this means a larger proportion of the accumulating stocks of food products in Australia could be brought to Europe quickly and thus secure the advantage of the high prices prevailing. (ii) The desirability of giving preference, in outward freight to Australia, to the demands for raw materials to enable Australian manufacturers to re-establish industries which have been curtailed during the war. This would greatly assist in providing employment for the returning men. No doubt industrial factories in Australia will be approached by the Repatriation Department and asked to reinstate all employees who have been in the A.I.F. Their reply will be "Yes, provided you will supply the necessary raw materials to keep them employed". If the personnel travel equally with the necessary raw materials, the problem of reinstatement is considerably facilitated.

17. STAFF ON SHIPS.

It is recommended that there should be a permanent staff on each ship, consisting of an Officer Commanding, Adjutant, Senior Medical Officer and the usual ship's staff. An Officer in charge of Education and Entertainment should be appointed for each voyage to be responsible for this work and all books, sports, equipment, etc. and he would have the assistance of Y.M.C.A. Secretaries, who would be returning with their equipment. The Australian Comforts Fund and Red Cross organisations would also be linked up in providing comforts, etc. Representatives of the Pay and Records Branches, with such subordinate staff as may be required, to fully prepare all documents prior to disembarkation in Australia.



REPATRIATION AND DEMOBILISATION.

18. DISPERSAL CAMP ACCOMMODATION.

Whether the evacuation be direct from France to Australia, or via the United Kingdom, the question of camp accommodation is all-important and needs immediate attention. In the case of the former, concentration camps would need to be established at or near the points of embarkation. A tentative scheme of dispersal in the U.K. is attached - appendix "F" - as a basis for further consideration.

19. LEAVE PRIOR TO EMBARKATION FOR AUSTRALIA.

If embarkation takes place direct from France, those men who have not had leave in England, should be given the usual 14 days leave. If it is decided to embark the troops from the United Kingdom, it should be possible to allow each soldier 28 days leave with pay on the lines suggested in appendix "F". Efforts should be made to provide interesting tours, and other hospitality should be arranged well in advance. The possibility of utilising Regimental Funds for loans to men having a debit in their Pay Account should be considered. The A.I.F. & War Chest and other Clubs should be asked for a full report regarding the maximum accommodation that will be available. The Hospitality Section of Administrative Headquarters could, with advantage, at once prepare a statement setting out the possibilities of accommodation of this kind.

20. DISBURSEMENT OF REGIMENTAL PROPERTY AND FUNDS.

It might be desirable to establish an Oversea Fund to relieve possible cases of distress during the period of repatriation. Owing to the demobilisation of other Forces in the U.K., such a contingency fund - that could be operated upon promptly and without reference to Australia - would be a very desirable safeguard. The general question of the final use of Regimental Funds, together with any Canteen profits due to the A.I.F., needs decision. This matter might with advantage, be brought to the notice of all Commanding Officers in order that the desires of the troops who have created such funds might be ascertained.

21. EXTENDED LEAVE IN UNITED KINGDOM.

Many members of the A.I.F. may desire a reasonably lengthy period in which to adjust family, legal and other business affairs, prior to return to Australia. It is apparent that, if opportunity is afforded for soldiers to arrange business agencies, etc., this will be helping in the reinstatement problem which awaits their return to Australia. In the case of Mechanics, experience gained by temporary employment in the up-to-date factories and works of England would be invaluable both to the individual and the Commonwealth. This principle could be extended and arrangements made for Repatriation in industrial parties via the U.S.A., with an interval in America for this trade educational purpose. A guarantee of final return to Australia would be necessary in every instance, defaulters to be penalised, as set out in appendix "G"

22. EDUCATION OF TROOPS.

The proposals of the Director of Education, A.I.F. for the training A.I.F. troops during the later periods of active service, terms of armistice and during the homeward journey are set out in appendix "F". *to follow later.*



REPATRIATION AND DEMOBILISATION.

23. EMPLOYMENT WHILE AWAITING REPATRIATION.

The possibility of the productive employment of troops during the long delay due to lack of shipping facilities is worthy of consideration. The period of inaction is likely to be long, and it is desirable that the troops should be employed in some suitable way. This aspect of the Repatriation question is dealt with in appendix "H".

24. DISCHARGE IN THE UNITED KINGDOM.

Only where it can be definitely shown that discharge in the United Kingdom is in the interests of the Commonwealth, should such be granted. It is recommended that in these cases the soldier receive the same post-discharge pay or other gratuity as may be allowed to those taking their discharge in Australia. Cases where return to Australia will bring about grave hardship to the soldier or his relatives should receive due consideration, and be decided on their respective merits. Every soldier discharged outside Australia should give satisfactory guarantees that (a) he and his dependants can maintain themselves without becoming a charge on the State, (b) he voluntarily releases himself from all claims for compensation in respect of maintenance, compensation and cost of return to Australia for himself and his dependants.

25a. FINALISING REGIMENTAL RECORDS BY UNIT CADRES.

As soon as units are reduced to cadres, it is suggested that the C.Os be released for demobilisation and that the second-in-command, i.e. a Major, or possibly the Adjutant, remain in command of the cadres of the units with all the unit staff. Part of the duty of this cadre staff will be to finalise all regimental records. It is desirable that the N.C.O in charge of the unit's Echelon records should remain mobilised until such records are finalised.

The procedure for finalising unit records will be similar to that practised in the case of Battalions already demobilised. It would be advisable to ascertain which of the Battalions already demobilised have finalised their regimental records in the best form. The Adjutant of this unit could then be selected, together with a small staff, to visit all units during the period of armistice, with the object of lecturing and demonstrating the correct method of performing this work. A clear statement of procedure might be drawn up and left with each unit, setting out detail methods of procedure for finalising the following military records (a) pay (b) records (c) medical (d) decorations and medals (e) canteen monies and regimental funds (f) Q.M. stores (g) clothing (h) rifles and personal equipment (i) regimental equipment, etc. Registration cards being finalised, even in those cases where assistance in reinstatement is not necessary.

PENSIONS

Complete statements should be prepared to enable all matters relating to pensions to be finalised before arrival in Australia, or as soon after as may be possible.

28. TREATMENT OF SOLDIERS UNDER SENTENCE.

It is recommended that all soldiers under sentence complete their sentence as far as possible before embarkation, and if this is not possible, the sentence be remitted from the date of embarkation. With regard to soldiers undergoing sentence in Civil Prisons, the sentences being of such varying length and the crimes of such varying degrees of seriousness, it is recommended that upon demobilisation a nominal roll of these prisoners be made up and

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REPA TRIATION AND DEMOBILISATION.25a. FINALISING REGIMENTAL RECORDS BY UNIT CADRES.

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REPATRIATION AND DEMOBILISATION.

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25. QUICK DISCHARGE IN AUSTRALIA.

To facilitate quick discharge on arrival in Australia, a Records, Pay and Ordnance Staff should be placed on each ship to finalise non-effective statements etc. on the voyage. Administrative sections oversea would thus be gradually demobilised, while those in Australia will increase proportionately, and remain mobilised until the whole of the work is cleared up. A quick system would be for each soldier to hand in - prior to disembarkation - any surplus clothing and equipment. He would receive one month's pay in advance and a railway warrant (or steamer ticket) to his home, together with a protection certificate similar to that issued to discharged soldiers in England. His final discharge and final payments could be subsequently forwarded to him through the post.

26. FINAL PAY.

It is recommended that on arrival in Australia the soldier's final pay and deferred pay be not paid in one lump sum. The payment reserved should be utilised to ensure the soldier reporting to the Repatriation Department after his demobilisation by the Defence Department. This will ensure all Repatriation Registration cards being finalised, even in those cases where assistance in reinstatement is not necessary.

27.

PENSIONS

Complete statements should be prepared to enable all matters relating to pensions to be finalised before arrival in Australia, or as soon after as may be possible.

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It is recommended that all soldiers under sentence, complete their sentence as far as possible before embarkation, and if this is not possible, the sentence be remitted from the date of embarkation. With regard to soldiers undergoing sentence in Civil Prisons, the sentences being of such varying length and the crimes of such varying degrees of seriousness, it is recommended that upon demobilisation a nominal roll of these prisoners be made up and



REPATRIATION AND DEMOBILISATION

28. (contd)

TREATMENT OF SOLDIERS UNDER SENTENCE.

submitted to the Deputy-Judge-Advocate-General for enquiry as to each individual, and for such recommendation as he may make. It is further recommended that soldiers under sentence lose their priority in the order of return, until such sentences have been completed.

29.

CERTIFICATES OF CONDUCT.

Certificates of Character are not and should not be given upon demobilisation. This is urged for several reasons. In the first place, owing to the conditions prevailing in this war, it is extremely difficult to obtain an accurate assessment of character. In the second place, in fairness to the men, it is felt that the services they have rendered their country entitle them to a fresh start without handicap of any sort, on return to civil life. Finally it is pointed out that the War Office, with its long experience of Character Certificates, has decided to discontinue the issue of them upon demobilisation. A secret Conduct Classification might be adopted for the A.I.F., the information to be secured from the soldier's B103 by Records Section and a classification number or letter be added to the Repatriation Registration Card which is forwarded to Australia. The amalgamation of 3rd Echelon records with those at Administrative Headquarters, London will facilitate this work. Such information would be of value to the repatriation Department in Australia, when considering the desirability or otherwise of advancing loans to soldiers for reinstatement in civil life. The Commonwealth of Australia has adopted such a liberal interpretation of the State's responsibilities, that some conduct records, providing a safeguard, is both advisable and necessary.

30.

CLOTHING ETC. TO BE RETURNED BY THE SOLDIER.

Those receiving their discharge in the U.K., could retain their steel helmets but otherwise conform to the table set out in A.I.F. Standing Orders. In the case of those returning to Australia the procedure would be as set out in appendix "F", the final withdrawal to be deferred until just prior to disembarkation.

31.

ARMS AND PERSONAL EQUIPMENT.

Owing to the disturbed state of international relations likely to prevail at the period of repatriation, it is essential that arms, ammunition, personal equipment, clothing and necessaries, be carried with each draft. If necessary, returning troopships could then be diverted to any new scene of action at a moment's notice.

32.

ORGANISATION OF COMMONWEALTH MILITARY FORCE AND AUSTRALIAN ARMY RESERVE AFTER THE WAR

This must be considered by the Government and the overseas section advised, in order to decide what stores, equipment and transport would be necessary to provide for the use of such Forces. The termination of the war should be a favourable period to secure such, as the output, which has grown to such dimensions cannot be stopped at once. Between the gun just started and the last similar weapon completed, there will be a large volume which must be finished off, and disposed of.

33.

ORDNANCE AND OTHER ARMY STORES.

It is suggested that the following be retained by the Australian Military Authorities for transport to Australia as opportunity becomes available:-

- (a) All serviceable Field Guns, with accessories.
- (b) " " Vickers and Lewis Guns.



REPATRIATION AND DEMOBILISATION.

ORDNANCE AND OTHER ARMY STORES.

- (c) All technical equipment, such as telephones, telegraph and signalling appliances, telescopes, binoculars, medical, surgical, dental and veterinary instruments and technical apparatus and technical vehicles, etc.
- (d) Mobile Ordnance workshops.
- (e) Such ammunition, guns, equipment as may be decided upon by the Australian Authorities for future permanent and Militia Forces.

As there are little or no facilities for repair in Australia, any worn equipment set out above, should be replaced by new. From a military point of view, it would be advisable to have guns, carriages, wagons, etc, returned to Australia with the troops, but in view of the national issues involved, it is recommended that the Prime Minister of Australia secure Army Council approval to the issue to the five Australian Divisions of a new set of Ordnance equipment set out above (a) to (e). The Australian troops when placed in the field were in possession of complete serviceable Ordnance equipment etc. The possibility of difficulty in the Eastern situation makes it advisable that the Australian army should be in the same favourable position upon their return to Australia. Possibly arrangements could be made for the issue of new Ordnance equipment, etc. immediately hostilities cease. This would be shipped to Australia during the period of armistice. If issued direct from Imperial Ordnance the bulk could be despatched packed flat, the necessary erection taking place after arrival in Australia. This would save considerable ship space in such items as guns, transports, G.S. wagons, etc. The counterpart of used Ordnance equipment in France could then accompany the cadres of the units to the United Kingdom where free temporary storage should be obtainable. Such stores would then be handed over to the Imperial authorities after the necessary financial adjustments had been completed.

Consideration should also be given, in this connection, to the difficulty which the Defence Authorities in Australia may experience in housing bulky stores such as wagons, etc, and it is possible that the shipment of large quantities of wool would enable them to utilise the wool stores as they become available. Possibly wheat storage sheds would also be available later.

The residue of stores, etc., subject to any particular requirements indicated by the Government, should be disposed of overseas. The disposal of the following is specifically recommended:

- (f) Horses and mules.
- (g) Mechanical Transport Vehicles.
- (h) Horse Transport vehicles and harness.
- (i) Tools and general equipment-of units.
- (j) Engineering material.

In the case of stores mentioned above (f) to (j), it is recommended that suitable financial arrangements be made with the Imperial Authorities, whereby stores, not required by the Australian Government, shall be taken over by the Imperial Government at a valuation. Failing this, arrangements will have to be made for the satisfactory disposal of such stores independently.



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REPATRIATION AND DEMOBILISATION

As soon as possible after the war, revised specifications, patterns and samples of guns, vehicles, transports and all other military equipment, should be secured from the War Office and be sent to Australia, in order that the local production of such may be proceeded with in Australia. The special training of parties of soldiers in the United Kingdom in ordnance work and production might be considered, the object being to transfer them to Australia later, where their experience would be of value in the local control and production of military equipment.

34.

MOTOR TRANSPORTS

It might be advisable to consider the question of acquiring a number of both cars and lorries from the British Authorities, with the object of sending them to Australia to be used in the work of demobilisation transport. Subsequently they could be sold for private use, but each vehicle to be registered for military use in any future war.

35.

ARMY OF OCCUPATION

It is suggested that Australia's pro rata share of such, should consist principally of personnel who intend to continue in the Permanent Military Force of the Commonwealth of Australia after the war.

36.

MUNITION WORKERS, CIVILIANS, DEPENDENTS, ETC.

A large number of Munition and other War Workers have been sent from Australia to the United Kingdom to engage in different industrial work such as munition making etc. These workers are now under the control of the High Commissioner for Australia. The question arises as to whether they should not be returned to Australia before the troops i.e. during the period of armistice. It is not desirable that these munition and other workers should be returned in transports carrying troops. Arrangements will have to be made with the High Commissioner's Office at Australia House, that they be regarded as a section and come under the control of the Executive and Advisory Repatriation Section. In order to co-ordinate the whole work of Repatriation, including Australian workers, at present coming under the jurisdiction of the High Commissioner, the closest co-operation is necessary. This should facilitate handing over the Repatriation machinery for the purpose of emigration, when the former work is completed. The appointment of a permanent liaison officer at the War Office is suggested, to secure for Australia the maximum benefits due to revision of procedures and equipment, following the experiences of this war.

37.

NEAR EAST AND EGYPT TROOPS.

The special circumstances appertaining to the repatriation of these Forces, will require further consideration at a later date.

38.

SCOPE OF REPATRIATION AND DEMOBILISATION WORK.

To sum up, the principal factors may be classified as follows:-

In Australia.

(a) Arrangement by the Department of Repatriation for Land Settlement and the absorption of labour, reconstruction of industries and supply of necessary raw materials.



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REPATRIATION AND DEMOBILISATION

(b) Demobilisation in Australia by Department of Defence.

Oversea

(a) Construction of the necessary oversea military machinery for the Repatriation of the A.I.F., which can be divided under the following headings:-

- (i) Personnel. Collecting at Concentration Camps in France.
- (ii) ditto. Transport - probably to the United Kingdom.
- (iii) ditto. Reception, adjustment of personal equipment, etc. furlough, occupational classification, education and control and final embarkation for Australia.
- (iv) ditto. Repatriation of prisoners of war, dependents, war workers, etc.
- (v) ditto. Transportation by sea to Australia.
- (vi) Stores etc. Storage of armaments, equipment, ammunition, etc. in the United Kingdom.
- (vii) Transport to Australia of same.
- (viii) Disposal of surplus animals, vehicles, stores, etc.
- (ix) Final settlement of Records, Pay etc. of personnel.
- (x) Closing and handing over Administrative buildings, hospitals, etc.
- (xi) Adjustment of accounts of units and final A.I.F. financial settlements.

*G. S. Sherington*

Major  
Staff Officer for  
Repatriation and Demobilisation AIF.

London  
9th August 1918.



SUGGESTED GROUPS AND SUB-SECTIONISED TRADE CATEGORIES.

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- |  |  |
|--|--|
| 1. Wood, furniture, saw mill, timber workers, etc.                     | (1. Timber getters.<br>(2. Saw mill employees.<br>(3. Timber yard employees.<br>(4. Furniture makers.<br>(5. Coach builders.<br>(6. Other wood workers.                            |
| 2. Engineering, metal workers &c.                                      | (1. Rail and tramway workshop employees.<br>(2. Steel works.<br>(3. Electrical engineers.<br>(4. Mechanical engineers. (5). Tinsmiths<br>(6. Ship building. (7). Other metal works |
| 3. Food, drink and tobacco.  | (1. Bakers and pastry cooks.<br>(2. Brewers.<br>(3. Tobacco workers.<br>(4. Butchers and slaughtermen.<br>(5. Other food products.   |
| 4. Clothing, hats, boots etc.  | (1. Weavers. (2) Hat makers.<br>(3. Clothing factory employees.<br>(4. Boot factory employees.<br>(5. Others.  |
| 5. Books, printing, etc.   | (1. Paper makers. (2) Board makers.<br>(3. Printers. (4) Book-binders.<br>(5. Cardboard box makers.  |
| 6. Other manufacturing.  | (1. Rubber workers.<br>(2. Chemical and paint manufacturers.<br>(3. Soap makers. (4) Tanners.<br>(5. Harness makers. (6) Glass makers.<br>(6) Brick, tile and pottery.             |
| 7. Building.   | (1. Labourer, (2) Carpenters.<br>(3. Brick layers. (4) Plumbers.<br>(5) Painters. (6) Plasterers.  |
| 8. Mining and quarrying.   | (1. Coal miners. (2) Other miners.<br>(3. Quarrymen.   |
| 9. Rail and tram services.   | (1. Running staff.<br>(2. Construction and maintenance.  |
| 10. Other land transport.  | (1. Horse. (2) Motor (3) Other.  |
| 11. Shipping, wharf labour.  | (1. Seamen. (2) Coal lumpers.<br>(3. Stevedores. (4) Wharf labourers.<br>(5. Lightermen.   |
| 12. Pastoral, agricultural, rural, etc.                                | (1. Sheep. (2). Cattle.<br>(3. Horses. (4). Poultry.<br>(5. Sheerers. (6). Dairying.<br>(7. Wheat. (8). Orchardring.<br>(9. Other farming.   |
| 13. Domestic, hotels etc.  |  |
| 14. General labour and miscellaneous.                                  |  |
| 15. Clerical, shop and warehouse employees.                            |  |
| 16. Those not requiring the assistance of the Repatriation Department. | (1. Men of independent means.<br>(2. Others.   |



CABLE CODE.

Each word is to consist of 10 letters, which will be obtained from 10 figures by means of the cypher list below.

- 1st and 2nd figure - Occupational Group.  
 3rd figure - " " sub-divided category.  
 4th, 5th, 6th, 7th, 8th - Number of men.  
 9th figure - State or Military District.  
 10th " - Check, obtained by adding the 9 figures and dividing by 9, the remainder being the 10th figure.

CYPHER LIST.

To be read CONSONANT, VOWEL, CONSONANT, VOWEL, etc. viz: BA., CA. etc.

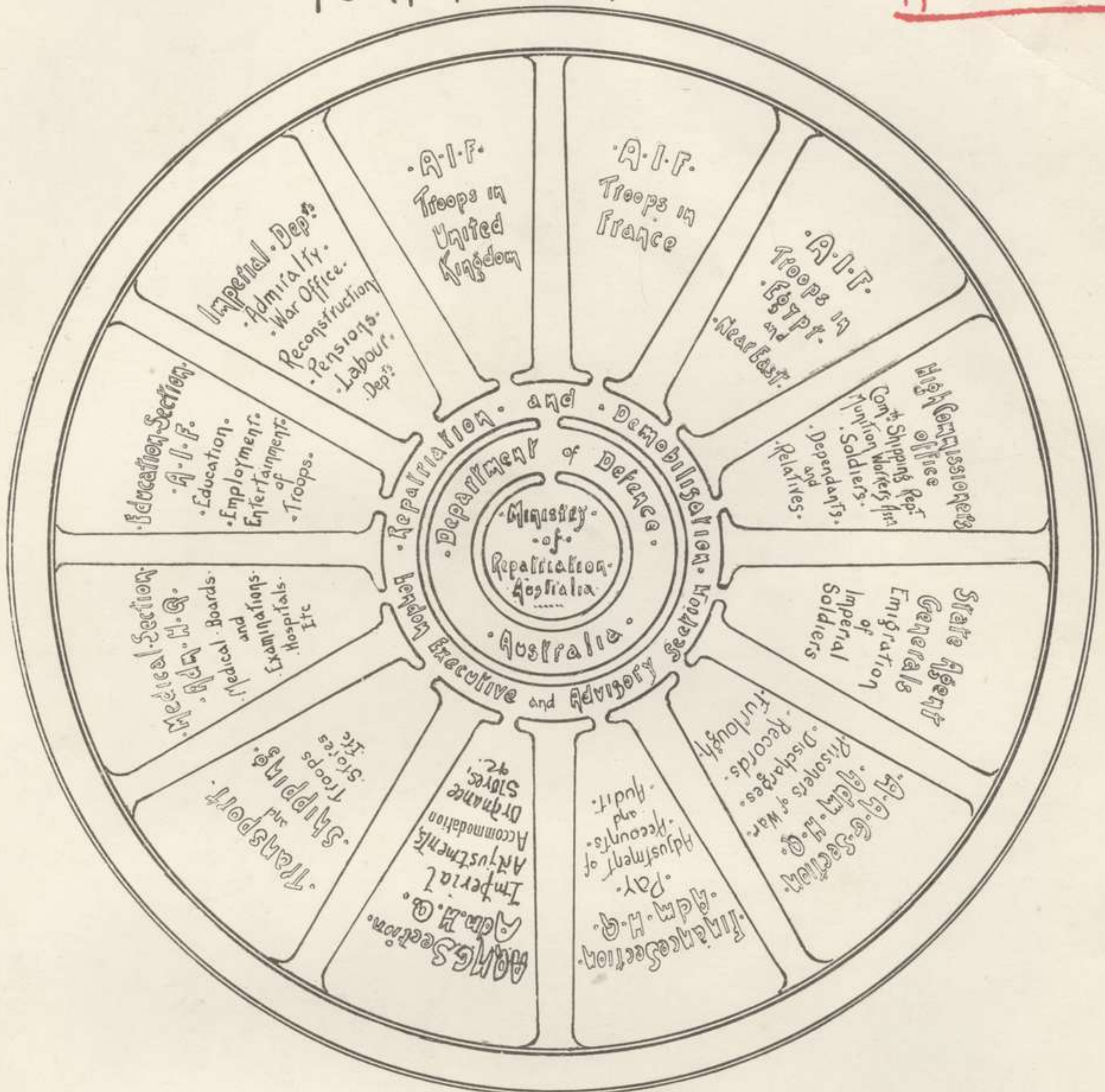
	A	E	I	O	U
B.	00	20	40	60	80
C.	01	21	41	61	81
D	02	22	42	62	82
F	03	23	43	63	83
G	04	24	44	64	84
H	05	25	45	65	85
J	06	26	46	66	86
K	07	27	47	67	87
L	08	28	48	68	88
M	09	29	49	69	89
N	10	30	50	70	90
P	11	31	51	71	91
Q	12	32	52	72	92
R	13	33	53	73	93
S	14	34	54	74	94
T	15	35	55	75	95
V	16	36	56	76	96
W	17	37	57	77	97
X	18	38	58	78	98
Y	19	39	59	79	99

By this Cable Code any number of men of a definite Occupational Group and any sub-divisional category of such can be demanded from Australia by using one cable word of ten letters.. The one word will also cover the proportion for each State and a checking cypher is provided.



• REPATRIATION AND DEMOBILISATION •  
• AUSTRALIAN IMPERIAL FORCE •

Appendix "C"



• THE WHEEL OF ORGANISATION •

The above diagram sets out the proposed organisation of the Repatriation and Demobilisation Staff of the A.I.F. The "box" indicates the Department of Repatriation in Australia, the hub representing the Department of Defence, with the Executive and Advisory Section at Administrative Headquarters in London. The sections contained within the periphery represent the whole of the A.I.F. abroad. The sub-sectioning of the sections will be carried out by the department concerned.

The principle of organisation is one of the decentralisation, with the Executive and Advisory Section acting as a co-ordinating control. The composition of the Executive and Advisory Staff will be a Director and staff in London, with Staff Officers in charge at each Headquarters, i.e., France - Depots in U.K. - Egypt probably with a representative at each division or section in the field. Information will travel from the sections through their representative on the Executive and Advisory Section to the Department of Defence and on to the Department of Repatriation when necessary. In the same way decisions of policy made in Australia would be transmitted outwards. By these direct methods, efficiency and economy should be obtained and inter-sectional correspondence be reduced to a minimum.







PHYSICAL CONDITION.

- 15. Nature of disability (if any).....
- 16. If incapacitated from following usual civil occupation, state extent of incapacity (i.e.  $\frac{1}{4}$ ,  $\frac{1}{2}$ ,  $\frac{3}{4}$  or total) and probable duration.....
- 16a. Amount of pension (a) Military.....
- (b) Repatriation.....

GENERAL REMARKS.

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.....

.....

Give particulars of:- Any dependents non-resident in Australia who wish to return there. If extended furlough without pay is required before embarkation and state reasons.



SUGGESTED PROCEDURE FOR COMPILING.REPATRIATION REGISTRATION CARDS.

It is essential that the information recorded on these cards be accurate in every detail, as the success of repatriation depends largely upon the accuracy with which all forms are completed.

(a) It is proposed that a booklet be prepared, setting out the Government of Australia's proposals in detail, in order that each member of the A.I.F. may be aware of what is to be done.

(b) A personal letter from the Minister for Repatriation will be placed in the hands of every soldier explaining the Government policy.

The above two phases of propaganda will treat with the A.I.F. as a whole. The attention of each unit will be drawn to the fact that Registration Cards are to be compiled - in routine orders - and the necessity for accuracy emphasised. Notification of lectures dealing with the question of Repatriation will also be made.

(c) A lecture on Repatriation to be given to all members of the unit, at the conclusion of which "Question Post Cards" will be issued for the Soldiers, enabling them to ask for further information on special points or subjects. These will be posted to Repatriation and Demobilisation Section, London. They will be answered in duplicate, one copy being returned to the soldier by post, the other being held for filing with the registration card.

(d) Soon after the lecture has been given, a representative of the Repatriation Section, together with an Officer and staff of the unit, will carry out the work of compiling the cards. Each Soldier must be personally interrogated, and the information recorder on the cards be full and accurate. The declaration will then be duly signed and witnessed.

The actual compiling will be somewhat on the line of a Referendum, each soldier being paraded before an Officer of the unit; and Officer of Repatriation Section and the Pay Sergeant of the Unit. The officers will interrogate the soldier and a clerk will type the information in triplicate. The pay Sergeant at the same time entering the following information only in the soldier's pay book.:-

Occupational Group; Sub-Divisional Category;  
Married or single, children, State and nearest town  
In which demobilisation is desired.

The proposal is to keep the paybook a record for the soldier in his unit. One card will be immediately sent to the Department of Repatriation in Australia and will give necessary information regarding the number, trade, class and wishes of all soldiers to be returned. The second card, which is held in London and kept up-to-date, will be sent to Australia when the soldier is repatriated. The third soft copy (if made out by typewriter) will also be held in London and used for purposes of reference, if necessary, after the soldier, with his Registration Card, has been repatriated to Australia, or will be sent to Australia in the case of the first card being lost by enemy action en route.



DISPERSAL OF PERSONNEL,  
EQUIPMENT AND ADJUSTMENTS OF CLOTHING,  
IN THE UNITED KINGDOM.

If the A.I.F. embark for Australia from the United Kingdom, it is presumed they will cross the channel as part of the B.E.F., under the general Imperial Demobilisation Scheme. The following outline of procedure, to control the issue and withdrawal of clothing, equipment, stores, etc. is suggested.

Prior to embarkation from France, members of the A.I.F. will be issued with all clothing and necessaries up to the scale authorised for France.

On arrival in the United Kingdom they will proceed to Administrative Headquarters, where rifles, equipment, etc. will be withdrawn and all records adjusted. Each man will be given a sea kit bag, containing a change of underclothing. They will remove necessaries, such as razor, etc. from their equipment and place them in the kit bag with this change of clothing. The remainder of the equipment and clothing received from the man, will be handed over to the Ordnance Store who will arrange to have same cleaned. Rifles and web equipment will be cleaned and cased ready for shipment. As the men embark for Australia, a sufficient number of rifles and sets of equipment will be placed on the transport to equip each man embarking.

At Administrative Headquarters, each man will receive, in addition to his issue of clothing a leave pass for 28 days, pay and railway warrants. He will be instructed to report to a Command Depot or such other camps as may be allotted to the A.I.F. on completion of furlough.

Upon reporting to this camp, the men will be fitted out with clothing, up to the scale authorised, for return to Australia which is laid down in Administrative Headquarters Routine Orders No. 129. They will then be demobilised from their Army Units and mobilised into Occupational Groups. When this has been done, the men will be disposed of either by marching out to Weymouth for return to Australia or granted leave to attend courses of education, etc, or such other action as may be deemed necessary.

Camp Accommodation in United Kingdom.

The question of camp accommodation in U.K. and its location needs careful consideration. The 15 camps at present occupied at Sutton Veny and Longbridge Deverell have a capacity of 50 officers and 1130 other ranks, giving a total of approx. one division of 20,000 men.

Further detailed information will have to be secured regarding Weymouth, Godford, Hurdcott and Fovant, etc. Even if each camp is capable of containing one Division, increased accommodation will be necessary assuming the strength of the A.I.F. to be in the vicinity of 200,000 when Repatriation takes place.

These figures are merely set out tentatively - all matters contained in this appendix should form the subject of close enquiry and report by the A.I.F. Depots in U.K. representative of the Repatriation and Demobilisation Committee.



PENALTIES.

Men not reporting to Camp on expiration of leave will forfeit pay as at present. All members of the A.I.F. who do not report in Australia for demobilisation will forfeit the whole of their pay and have no further claim on the Australian Government. This will cover the cases of men who desert in England, or on the voyage to Australia.

It may possibly be advisable to employ members of the A.I.F. in the United Kingdom at various trades and industries while awaiting ships for Australia, in which event, the same or similar penalties for absence without leave, desertion, etc, would need to apply.

## APPENDIX "H" / para. 23.

EMPLOYMENT OF A.I.F. SOLDIERS IN THE  
UNITED KINGDOM WHILE AWAITING EMBARKATION.

Owing to the possibility of many months elapsing before a large part of the A.I.F. can be supplied with transportation accommodation, it is necessary to give consideration to the question of the possible employment of such soldiers in the United Kingdom while awaiting embarkation. It is probable that the military drilling and training will be relaxed during this period. Some other suitable employment should be substituted. There may be members of the A.I.F. who would be willing to accept employment at their trade, in preference to waiting in idleness. If some scheme can be arranged to achieve this, it would be an advantage to the soldier, to Australia and to England.

This problem is bristling with difficulties, but it could possibly be successfully accomplished by demobilising such members of the A.I.F. and remobilising them into a Workers Association on the lines of the Australian Munition Workers Association. This would obviate soldiers working with civilians and overcome difficult questions of control and military and civil pay, etc. An N.C.O. may be a comparatively unskilled workman at his trade, whereas a man holding the rank of private, might be competent to take a position as foreman at his trade.

It is probable the British Government will start special post-war national works on a large scale, with the object of absorbing unemployed labour. The proposed Housing Scheme now before Parliament is a case in point. A certain section of such works could be allotted to the A.I.F., if such were desired. During certain seasons of the year, many men could be employed on agricultural work, which would help to solve the food problem of Great Britain, which is likely to be critical for some period after the cessation of hostilities.

Proposals have been made that members of the Military Forces should be used for the purpose of rehabilitating towns and villages in France. It would be desirable to determine if this proposal has been endorsed by the French Government, and ascertain what financial adjustments are likely to be made.

The above proposals are in addition to those proposed by the Education Section A.I.F., and are primarily intended to provide for an unskilled class of labour, which will form the bulk of those remaining for a long period in the United Kingdom awaiting transportation - especially if Occupational return is adopted.



Para. 5a.

According to information at present available, the following three schemes would seem suitable for returning members of the A.I.F. to Australia.

SCHEME A. Direct from France in complete military units up to Brigade Formations. Divisional Staffs and higher to proceed quickly to Australia and be utilised in demobilisation operations. All military equipment to accompany the troops.

SCHEME B. The five Australian Divisions to ballot for sequence of return. Having established the sequence of return by Divisions, say, 4,3,2,1,5, a weekly quota of ship accommodation would be determined upon and the 4th Division could be asked to supply drafts of married men until all such men in the 4th Division have been absorbed.

The same procedures for returning all married men would then be followed with the 3rd, 2nd, 1st and 5th Divisions in sequence.

The next "call" would be the same Divisional sequence but personnel having the longest service qualifications. Lastly the residue of the personnel of each Division would be returned in the same Divisional sequence, irrespective of trade qualifications.

The responsibility could be placed upon the Divisional Commander to see that the distribution of the drafts were equitably made from all units within his Division. If thought advisable men with reinstatement promised them by their late employers can be drawn out as a class immediately after the "longest service" class.

Provided Australia can absorb the returned soldier into civil avocations readily, the above constitutes a comparatively simple Repatriation procedure. The re-instatement of the soldier in civil life on return to Australia may be difficult. A more elastic system of return by occupational groups might then be desirable. Scheme "C" should expedite demobilisation and enable the wishes of the soldier to be taken into account.

SCHEME C.

UNITED KINGDOM. Classes 1 to 5, set out on page 6, to be returned to Australia from U.K. during the period of armistice. The transports will also carry to Australia essential raw materials and new guns and heavy equipment.

The bulk of the personnel in the camps and depots in the U.K. will be embarked for Australia as soon after the cessation of hostilities as may be possible.

FRANCE. Classes 6 to 8, set out on page 6 should represent about 50% of the A.I.F. These will be sent to a concentration camp in the South of France not at but near to Marseilles. They will be classified in drafts according to a detailed scheme to be decided upon later and be returned to Australia direct from Marseilles at the earliest possible moment. If possible the transports will load materials in England before proceeding to Marseilles. Whilst awaiting transport, they will come under the A.I.F. Education Scheme.



Class 9. - who may have to wait for a period of twelve months, will remain with their unit in France until the pressure of transporting British Troops across the Channel has relaxed. During this period they could be employed on pioneer work in damaged French villages, etc. They could then be either brought to the United Kingdom and employed or continue in employment in France if such is available under satisfactory terms.

The last A.I.F. troops to leave France would be the cadres of each unit, who would be brought to the United Kingdom with the equipment and military stores. Meanwhile these would have been properly assembled and the necessary storage accommodation in the United Kingdom secured. Part of this personnel would later return to Australia, in charge of such stores, etc. as the Defence Department may instruct are to be forwarded to Australia.

EGYPT. A.I.F. personnel in Egypt to be treated similarly, except that they will be "ferried" from Suez to Fremantle.

In the event of return by occupational groups being decided upon, it will be necessary to cable Australia the number and trade classifications of the soldiers returning on each transport. In addition it would be advisable to forward by post - if possible by the mail preceding the men's departure - a detailed statement giving the quantity, trade classifications and towns in which such soldiers desire demobilisation. This latter information being intended for the assistance of the Local Committees in Australia.

WHATEVER SCHEME IS ADOPTED, IT WILL BE NECESSARY TO ENSURE THAT THOSE WHO DO NOT RECEIVE PRIORITY IN RETURN, HAVE NO JUST GRIEVANCE. THIS ASPECT OF THE REPATRIATION OF THE A.I.F. WILL NEED THE MOST CAREFUL CONSIDERATION IN ORDER TO OBVIATE ANY DISCONTENT PRIOR TO EMBARKATION.

Pars. 6a. It is for the Commonwealth Government to define its policy regarding questions of principle such as those set out in PART I of this statement. In addition a clear line of demarcation must be established between the oversea work of the Military and High Commissioner Staffs, together with the necessary provision for co-ordination. Unless this is done, the Repatriation Section, A.I.F., cannot proceed with the organisation of the necessary machinery for the Repatriation of our troops.

13/8/18

G. Sherrington *Major*



G

METHOD OF DEMOBILISATION.

It is assumed that 50% of the A.I.F. will have definite employment to return to and will not require much assistance from the Repatriation Department in Australia. Refer to Repatriation despatch dated 9-4-18. The above will include those of independent means needing no assistance at all. These it is suggested should be sent to Australia as quickly as transports are available. Priority of return to be according to marriage, children and length of service.

Australia could then demand by cable soldiers of occupational groups in which employment and reinstatement is readily available. Probably an approximately quantity of say 25% of the A.I.F. These will be repatriated to Australia secondly also in priority of marriage, length of service, etc.

The remaining 25% of the A.I.F. consisting principally of unskilled men and those whose places have been taken by women, it is proposed should not be demobilised in occupational groups but should remain as cadres of their units. They could then be returned to Australia as military units or classified in the order of occupational groups later if such is found advisable.

Personnel whom it is thought are likely to give trouble on grounds of discipline could also be left with the last category as they would be accompanied to Australia by the usual officers of the unit who should be able to exercise greater powers of discipline than ordinary transport officers. These men are likely to be casual labourers and it is desirable that they should remain in the cadre in order to complete necessary military work in connection with storing and transporting equipment, stores, etc.



G

Administrative Headquarters London are posting statement of proposed procedure for repatriating Australian Imperial Force. To enable them to proceed with necessary preliminary organisation in line with British and other Dominion Forces it is very desirable that after conference between Defence and Repatriation Departments decisions be cabled regarding the method of soldiers return.

(a) By sending greater proportion of each unit in occupational groups, balance of personnel to return by military units in charge of equipment, stores, etc.

(b) Immediate compilation overseas of registration cards as set out in Administrative Headquarters despatch to Minister of Defence dated 12th April 1918.

*lastly* This ~~is~~ suggested system is elastic enabling soldiers having reinstatement guaranteed by employers to return first; then those of occupational groups likely to be easily absorbed in Australia the remaining personnel by units. Priority of return within groups will be decided by sending married men and those with longest service first pro rata according to enlistment from each State. Imperial and other Dominion Forces adopting above methods and I strongly recommend immediate adoption for Australia also.

Administration of repatriation overseas should rest with Administrative Headquarters, London, the Staff Officer for repatriation having full knowledge of Imperial other Dominion and A.I.F. proposals should visit Australia and discuss in detail statement of procedure mentioned above. Pending his return work of compiling registration cards for each soldier could be proceeded with as suggested.



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122/463 (Mob.2.c.).

War Office,  
LONDON, S.W.  
17th August, 1918.

*Empire Conference*

Sir,

I am directed to inform you that in pursuance of a resolution of the Imperial War Conference, a Committee to be called the Empire Demobilization Committee, has been established, the constitution of which will be as follows:-

President.....	The Secretary of State.
Vice President.....	) The Under Secretary of State.
and Chairman.....	
Vice Chairman.....	The Director General of Mobilisation.

MEMBERS.

A Representative of the India Office.	) With such expert advisors as may be necessary.
" " " " Ministry of Shipping.	
" " " " Directorate of Movements, War Office.	
Two Representatives of the Mobilisation Directorate, War Office.	
One Military Representative of the Overseas Military Forces of Canada.	
One Military Representative of the Australian Imperial Forces.	
One Military Representative of the New Zealand Expeditionary Forces.	) as may be necessary.
One Military Representative of the South African Forces.	
One Military Representative of the Newfoundland Forces.	

Secretaries:- Lieutenant Colonel D.G. Macpherson. Mr A.R. McBain, O.B.E.

2. The terms of Reference of this Committee are:-

- (a) To consider all military questions of demobilisation affecting the various Governments concerned by:-
  - (i) Making decisions in regard to matters of detail.
  - (ii) Submitting questions of principle which may arise from time to time to the Government or Governments concerned.
  - (iii) Arranging for the fullest interchange of information with regard to plans for demobilisation.
- (b) To sit, prior to demobilisation, at such time as may be considered necessary by the Chairman.

The General Officer Commanding,  
Australian Imperial Forces,  
Horseferry Road,  
S.W.1.

during



During demobilization, as frequently as may be necessary to secure the complete mutual co-ordination of the demobilization procedure of the various Governments concerned.

3. I am to ask that you will be good enough to nominate a Military Representative to attend on behalf of the Australian Imperial Forces the meetings of this Committee, and I am to forward for the information of such Representative a copy of "Notes on Demobilization Questions" prepared in the Mobilization Directorate, War Office, for discussion at the Imperial War Conference.

4. The first meeting of this Committee will be held in the Conference Room, War Office, Park Buildings, at 3 p.m. on Wednesday the 11th September next, and thereafter on the 1st and 3rd Wednesday in each month.

5. It will be a convenience if all questions or subjects for discussion for insertion in the Agenda, particularly those involving the attendance of expert advisors or representatives of other branches of the War Office or Government Departments, could be forwarded to reach the Secretaries at least 7 days prior to the meeting at which such subjects will be dealt with by the Committee.

I am,

Sir,

Your obedient Servant,

(Sgd) D.G. Macpherson.

Lieutenant-Colonel.

Joint Secretary.



NOTES ON DEMOBILIZATION QUESTIONS FOR  
DISCUSSION BY THE IMPERIAL CONFERENCE.

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Prepared by the Mobilization Directorate, War Office.

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1. The following memorandum has been prepared with two main objects:-

(1) to enable the Dominion representatives at the Imperial Conference to have before them relevant information that may be of value to them in considering local demobilisation problems of their respective Dominions;

(ii) To indicate the type of demobilisation question on which the War Department would be glad to have decisions from the Dominion Governments concerned.

2. For the purpose of this memorandum it has been found convenient to differentiate broadly between the military problem of demobilisation and the social problem of reconstruction. In the case both of the Dominions and the Imperial Government, responsibility for the first of these problems only rests with the military authorities, but it is equally incumbent on the military authorities in all cases to have regard to the relevant industrial and social conditions in preparing workable schemes of demobilization. The following notes, therefore, have accordingly been drawn up in three Sections:-

Section I. The Military Problem - Demobilisation;  
General Principles.

Section II. The Social Problem - Reconstruction;  
General Principles.

Section III. Details in Demobilisation Procedure  
particularly affecting Dominion Troops.



SECTION I.THE MILITARY PROBLEM: DEMOBILISATION.3. Responsibility for Demobilisation of Dominion Forces.

(a) The general principles which Dominion Governments are asked to accept are as follows:-

(i) Officers and soldiers of Dominion Contingents on Imperial pay will be conveyed to their own countries, either direct or via the United Kingdom, under arrangements made by the Home Government in conjunction with the Dominion Government concerned. They will be dispersed under arrangements made by their own Governments.

(ii) Contingents on Dominion and Colonial pay, both in the United Kingdom and abroad, will be conveyed to their own countries direct under arrangements made by their own Governments in conjunction with the Home Government. They will be dispersed under the orders of their own Governments.

(b) - It is clear that the movements of all troops must be controlled by one authority up to a certain point, and orders issued in one set of Regulations. It is suggested that the War Office shall retain responsibility for movements and administration of all Dominion troops until actual embarkation.

(c) Co-ordination may be ensured by attaching liaison officers to the War Office and to General Headquarters of Expeditionary Forces and Home Commands in which there are any considerable number of Dominion troops.

(d) Whatever Schemes and Regulations are prepared by the Dominion Authorities, it is essential that the War Office should be supplied with copies. The War Office, on the other hand, will be ready on their part to supply, through the Mobilisation Directorate, all information on demobilisation questions.

4. General Procedure for Demobilisation.

(a) The British Scheme of "demobilisation by individuals" is not applicable to the majority of Dominion Contingents, which will be conveyed as complete units, and dispersed on arrival in their own countries.

(b) If units are sent home with their complete regimental equipment including guns and transport, there will be no need to leave cadres behind.

(c)



(c) It is understood that the Government of Australia propose to retain their army organisation intact until appointments can be found for the men. This differs from the fundamental principle of the Scheme of Demobilisation prepared by the War Office and accepted by the War Cabinet. The Procedure in the latter case is designed to set free the soldier from the army at the earliest possible moment, and to leave his resettlement in civil life to a civil department (the Ministry of Labour).

(d) The question of furlough in the United Kingdom of all Dominion Troops who have not previously seen the country was decided at the last Imperial Conference.

(e) Priority in demobilisation. The priority list adopted by the War Office is to be governed by industrial conditions. Men will be released approximately in the following order:-

(i) Demobilisers (i.e. men required to assist the actual machinery of demobilisation) and Pivotal Men (key men in industry) will be released in such numbers as the General Staff will permit during any period that may elapse between the cessation of hostilities and the ratification of peace.

(ii) On general demobilisation there will be released:-

Men who are continuing to serve in the Army,  
Industrial Groups required for national reconstruction,  
Men who have had long service,  
Married men before single, and, in general,  
Men with appointments awaiting them in civil life  
before men without appointments.

#### 5. Transportation.

The main determining factors in demobilisation are those of transportation, viz. the shipping and wharfage available. In this connection:

(a) It is hoped that Dominion Contingents will move by the shortest routes - e.g. of those serving in France, and subject to the approval of the French Government:-

Australians and New Zealanders from Marseilles,  
South Africans from a Bay of Biscay Port,  
Canadians from a Channel or Bay of Biscay Port.

(b) In this connection, however, it would be necessary for the Governments concerned to arrive at a decision as to how shipping is to be apportioned at the end of the War.

(c)



(c) The question of concentrating Australian and New Zealand forces in Egypt en route is for further consideration.

(d) The War Office would also be glad to be informed whether the Canadian Authorities have any objection to the repatriation of Chinese Labour Units through the Dominion.

6. Repatriation of persons other than personnel of Dominion Contingents.

The classes for whom repatriation at Government or Dominion expense may be sought are as follows:-

(a) Dependants of men serving in Dominion Units. A recent estimate shows that Australian troops are marrying English wives at the rate of 200 a month; if this figure is correct and is applicable to other Dominion troops, the problem of repatriation of these wives and families will be a large one. It is for consideration whether Dominions will be prepared to accept the liability of repatriating this class.

(b) Men domiciled or resident before the war in the Dominions who are serving or have served in Imperial Units. The War Council have already approached the Treasury to obtain sanction for free passages for these men and their dependants.

(c) Dependants of (1) Dominion troops, (2) troops serving in Imperial forces, when the soldier himself has been killed in action. It would be difficult to exclude widows who followed their husbands to Europe from the benefits of free repatriation.

As regards these classes:-

(i) Admitting the liability of Imperial funds for personnel under (b), it is for consideration whether Dominions will undertake administrative responsibility for transportation from home ports.

(ii) As regards (a) and (c), the Home Government has not at present undertaken any liability. Some Dominions have already decided to extend benefits to these classes.

(iii) It is vitally important that there should be no preferential treatment of contingent as opposed to non-contingent personnel or vice versa.

(iv) On demobilisation it will be practically impossible to allow families to accompany the troops. As far as possible, therefore, it is desirable that all dependants should be repatriated beforehand. Dominions which are proposing to give earlier release to pivotal men might be able to include families in the transports.

(v) It is for consideration whether fiancées are to be treated as wives.

(vi)



(vi) A certain number of men from Dominion Contingents have been demobilised in England for munitions work. These must be dealt with in the scheme for repatriation and their return should be a Dominion liability. There are also civilians from Dominions who have never been in the Army, but they, too, will require repatriation, at Imperial expense and Vicker's.

(vii) Emigration of personnel not previously domiciled in the Dominions is dealt with later.

7. Sick and Wounded.

The disposal of Dominion personnel in hospital or still recovering from the effects of wounds or sickness on demobilisation raises the following general considerations:-

(a) The principle in the United Kingdom is that the Ministry of Pensions takes over responsibility from the Army Council as soon as possible after hostilities cease. Non-contingent personnel require different treatment, and the War Office is prepared to retain those who will eventually become fit to travel in special military hospitals. Contingent personnel may either be (i) retained in British hospitals until fit for discharge, and then transferred to their Reserve Units or respective assembly centres in the United Kingdom, or (ii) transferred to Contingent Hospitals.

After hospital ships have completed the task of clearing Expeditionary Force hospitals, it may be possible to place them at the disposal of Dominions, in which case personnel under treatment could be returned to the Dominions earlier than would otherwise be the case.

(b) As regards men with a pre-war colonial domicile who have served in the Imperial Forces, at present they obtain pensions from Imperial, not Dominion, funds. The scale of pensions in the United Kingdom is probably too low for the higher expenses in the Dominions.

On the other hand, Dominion personnel entitled to disability pensions, may remain in this country after the war.

(c) Totally incapacitated men.

These will present special problems and consideration will have to be given to the special cases of contingent and non-contingent personnel. In regard to mental cases, relatives would have to be consulted.

(d) The Ministry of Pensions at home is now charged with wide social functions. Have Dominions corresponding organisation?

(e) Medical restrictions at present placed on immigration into Dominions will require to be relaxed in the case of repatriable men who had a previous domicile, whether their service has been with the Dominion or Imperial Forces.

(f)



(f) The provision of good artificial limbs has proved a matter of considerable difficulty in this country, as the highest technical qualifications are required for making these appliances. The Dominions and Colonies are no doubt considering what steps should be taken to secure an adequate supply.

8. Post Bellum Army.

(a) Size of Dominion Forces - a matter for discussion by General Staff, as a problem of Empire Defence.

(b) Method of Recruitment - compulsion, bounties or voluntary.

(c) Have Dominions any objection to recruitment of their officers and soldiers into the British or Indian Armies?

(d) Re-mobilisation - plans for utilising Dominion troops whose demobilisation has commenced.

9. Retention of Personnel during Demobilisation.

(a) How far are Dominions in the same legal position as the United Kingdom; officers and other ranks of the British Army who become entitled to leave the service at the end of the war, so that special legislation will be necessary to retain them.

(b) This question will not be so vital if Dominion troops are not required to find cadres, or to contribute any men for the purpose of clearing up dumps and battlefields.

10. Disposal of Material.

(a) It will be for consideration whether contingents are to return complete with regimental equipment, guns, horses, &c., and in this connection Contingents on Dominion pay and Contingents on Imperial pay will have to be differentiated.

(b) What other warlike stores, surplus to the requirements of the British Army, e.g. huts, R.E. stores, M.T., &c., will they wish to have the right of pre-emption and a reduced purchase price?

(c) The question also arises of the standardization of arms and equipment throughout the Empire, guns, rifles, machine-guns, and personal equipment.

(d) The important question of post-bellum aircraft construction and the organisation of the peace-time Air Force on an Imperial basis requires consideration.

11. Disposal of Military Prisoners.

If an amnesty in respect of military offences is to be brought forward, all troops should be treated in the same way. The same applies to soldiers under suspended sentence - a problem which requires careful handling in view of its disciplinary value in any future warfare.

If prisoners are to serve their sentences out, will the Dominions be prepared to take them to their own countries at once, or would they prefer to leave them here and arrange for their repatriation in detail? What is the legal point of view in the case of Dominions?



12. Interned enemy civilians should receive co-ordinated treatment throughout the Empire.

13. Dominion Prisoners of War: the method of their repatriation will depend on the terms of the peace treaty, and will be dealt with by the Home Government. Policy regarding Courts of Enquiry on prisoners should be an Imperial one.

14. Discipline during Demobilisation. Home Government are proposing (a) to enforce the rule that indiscipline will be punished by delaying release of the soldier; (b) to continue restrictions on drink traffic, especially near camps and hospitals.

15. Protective Legislation. In order to preserve the authorities from attacks by litigious individuals, the following enactments will probably be adopted in the United Kingdom and might be extended to Dominions:-

(a) An Act of Indemnity on general lines.

(b) A Statute of Limitations, prohibiting actions being brought after a year from the declaration of peace, or from the time at which the cause of action arises, whichever is the longer.

16. Occupation during Demobilisation.

Some Dominions, notably Australia, have worked out wide schemes for giving educational facilities to the troops awaiting demobilisation. The following points may be borne in mind:-

(a) Any scheme should include, as well as serving Dominion troops, those who have been released for work on munitions, and men serving with the British Forces who will be repatriated.

(b) Selection of candidates for University courses at home; employment of Rhodes Scholarships trust funds and destination of German Rhodes Scholarships.

(c) Recognition in Dominions of any certificate that may be awarded for attendance at course of training during demobilisation.

(d) Combination of curative and vocational methods in case of sick and wounded.

(e) Visits to industrial centres, technical colleges, &c., by men whose work will be in such directions.



SECTION II.THE SOCIAL PROBLEM: RECONSTRUCTION.1. Organisation in the United Kingdom.

The salient features in the Home Government's programme may be useful for comparison with the projects of individual Dominions.

- (a) Resettlement is to be the task of two civil Departments - the Ministry of Labour dealing with fit men; the Ministry of Pensions with those who are impaired.
- (b) The key is the registration scheme of Army Order 93 of 1917. Each Dominion will, no doubt, consider how far registration for civil employment is going to be of use in Dominion and how far repatriation should be by units or by industrial groups.
- (c) The benefits to be conferred on the demobilised soldier at home are as follows:-
  - (1) 28 days furlough on full pay and allowances,
  - (2) Retention of uniform,
  - (3) Unemployment Insurance free,
  - (4) Free travelling to home,
  - (5) Allowance for purchase of civilian clothes,
  - (6) Service gratuity,
  - (7) War gratuity.
  - (8)

2. Emigration.

Although not directly concerned with emigration, the War Office would draw the attention of the Conference to the following points:-

- (a) The War Office is particularly interested in the method to be adopted for dissemination information and the suppression of swindling. This in turn will depend on whether it is decided, as a matter of imperial policy, to encourage or discourage emigration of ex-service men, or to leave advertisement, as at present, to private agency.
- (b) A general indication is required as to financial and other assistance to be granted to ex-service emigrants. The vital principle is that there should be co-operation, not competition, in regard to the advantages offered in each Dominion.
- (c) The medical aspect of emigration raises several questions. In the first place, will the Dominions relax the existing restrictions on unfit emigrants in favour of both emigrants and repatriable personnel? Ex-service men suffering from tuberculosis might recover and become useful colonists in the Rhodesian climate, for instance, whereas at home they would remain chronic invalids

(d)



- (d) Secondly, is there any prospect of finding openings in the colonies for men whose disablement unfits them for the home labour market.
- (e) Finally, it should be agreed between the Home Government and the Dominions that the medical assessment of an impaired soldier by medical boards in this country should be accepted in lieu of the normal medical examination that takes place on their arrival in the colony.
- (f) What are the prospects for Female Emigration on a large scale? The War Office is one of the largest employers of female labour and would have facilities for arranging the emigration of single women, a policy that is especially desirable with a view to re-adjusting the sex population between the home country and the Dominions. Thousands of women at home are now trained in pioneer work, agriculture, motor-driving, etc., and there may be careers open to them which were monopolised by men before the war. It is almost certain that female emigration will be in the interests of the country as a whole.

### 3. Dominion Personnel remaining in the United Kingdom.

It is probable that many men especially those who have married or renewed old family ties in the home country, will wish to take their discharge and settle in the United Kingdom. Opinion at present tends to discourage this; thus a Canadian soldier is not allowed to take his discharge in the United Kingdom unless he is in the lowest medical category, and even then he forfeits many of the benefits of his service. Is this the attitude of all Dominions? In any case, should the Home Government be prepared to take over the pensioning and resettlement of such personnel, or Dominions may prefer to look after their own men, even if they change domicile.

### 4. Soldier's Wills.

Owing to the complete change in the class of men in the Army, many soldiers now in the ranks being possessed of considerable property, the number of persons who will ultimately be interested in the validity and operation of soldiers' wills, may be very considerable. The following points are doubtful, and require further legislative action:-

- (a) Definition of "actual military service" - in the absence of which a soldier cannot make a holograph will.
- (b) Whether the validity of a will made on active service continues after operations cease. This is treated as a doubtful question by leading text book writers, and is a matter of great importance.
- (c) Property which can be disposed of by a soldiers' will; this depends on the complicated law of domicile. Steps are clearly required to ensure uniformity of procedure between the Mother country and Dominions in regard to these questions.



5. Out-of-work Donation.

Under the scheme for free unemployment insurance, the Home Government will not be responsible for men who have served in Dominion Contingents unless they draw their pay from Imperial Funds. This discrimination may press hardly on men from the Dominions who elect to remain in the United Kingdom, and it is therefore suggested for consideration whether reciprocal treatment might be granted by the Dominions to men emigrating from the Imperial Forces, in exchange for the extension of the benefit to men of the Dominion Forces who remain at home.

6. Apprenticeship.

One effect of the war has been to render the recruitment of skilled labour a particularly pressing problem. Hundreds of thousands of young men who would in the normal course have enjoyed technical training and become skilled labourers have been diverted into the Army. The deficiency must be made up as far as possible by intensive training.

This question is under consideration at present, but it is clear that Trade Union rules as to wages, trade tests, &c., will require modification. It is important that the qualifications accepted in this country for the status of a journey-man should be considered in the Dominions, so that an emigrant may not be prejudiced in the labour market of the country of his adoption.

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SECTION III.DEMOBILISATION PROCEDURE: DETAILS.1. General Procedure.

As it is understood that Dominion troops will move, not as individuals, but as complete units, the Dispersal Draft system, which is the basis of the scheme for Imperial troops, will not be applicable. The main features will be:

- (a) Selection and preparation of embarkation camps and staffs.
- (b) Allocation by War Office or G.H.Q. Expeditionary Forces of rail transport.
- (c) Q.M.G. services pending embarkation.

2. Medical Grading on Discharge.

Under the Pensions Warrant, a claim for pension or gratuity may be made by a soldier of the Imperial Forces in respect of a disability attributable to or aggravated by services during the war, even though such disability does not take effect until after the conclusion of the man's service.

In view of this contingent liability of the Government, a medical examination by the Medical Officer of each unit will be carried out in respect of every individual officer and soldier before his demobilisation commences. Medical Boards will only be held on men in hospital.

If Dominions adopt the same policy, some form will have to be devised for preserving information as to the man's medical condition, analagous to the entry of medical category on dispersal documents.

3. Men falling sick in transit.

The following points require consideration:-

Sick-bays in connection with embarkation camps, allocation of Medical Officers to transports, and procedure with regard to men who are detained.

4. Repatriation Officers.

It has been proposed that officers with special and up-to-date knowledge of conditions in the Dominions should be appointed to get into touch with all men who are doubtful as to the nature of the employment they wish to take up on their return.

5. Reinforcements en route.

In some cases it will be preferable to return transports direct to the Dominion: in others, owing to the length of the sea journey, a break will have to be made, and it will be best to bring the troops to England and give them furlough here, using the ship to return men ready to be demobilised.

6.



*Rs*

6. Men on leave when Demobilisation commences.

These should be ordered to report at the nearest police station, whence they will be sent direct to the "Final Assembly Centres" from which details in this country will embark. They can be allowed to complete their furlough before joining at the camp.

Officers and Warrant Officers may be required for disciplinary purposes with their units; they must be excepted from the general rule.

7. Unapprehended Deserters. As a question of policy, it is thought that the treatment of these men should be co-ordinated throughout Imperial and Dominion Forces. Pending a decision, the actual procedure in repatriating them cannot be worked out.

8. Postal Difficulties. The General Post Office will be asked to consider the special problem that will arise with regard to delivery of postal matter to Dominion troops who are in process of demobilisation.

9. Settlement of Claims. Claims may arise:-

(a) against the troops for barrack damages either at home or in the field. A scheme can be devised for getting all claims registered before troops leave their quarters, but it will be difficult in any case to bring home responsibility to the guilty individual, and the demobilisation of Dominion troops cannot possibly be de-layed for furnishing witnesses, &c.

(b) By the troops in respect of private affairs after they have left Europe. Dominion Agents might be enabled to conduct proceedings in such cases, the claimant's evidence on affidavit being accepted, but this would be contrary to all precedent and probably impracticable.

10. Currency Questions. It is for consideration how far it will be advisable to create facilities for changing French money direct into Dominion currency.

11. Pay. Final adjustment of men's accounts and the point at which they will receive their last instalment must be considered. The pay of native labourers, it is suggested, should be given (through Army Pay Department) by District and Native Commissioners, with due safeguards against the men falling into the clutches of rogues. The balance should be paid them near their homes with inducements to invest it in land, cattle, &c.

12. Regimental Funds. Units of Imperial Forces, under present regulations, will forfeit their balance of private funds and the money will be devoted to military charities in some form or another. It is for consideration whether this is to apply to Dominion Contingents (a) paid from Imperial funds and (b) supported by Dominions.

13. Discharge Formalities. At home these will be promulgated in Demobilisation Regulations.

It has been decided to dispense with character certificates as impracticable owing to constant changes. If, for any reason, the Dominions give character certificates, the position of men with colonial domicile who have served in the Imperial Forces may be prejudiced and it is therefore desirable that procedure be co-ordinated.

14.



14. Service towards Pension.

If Dominion troops enlist in British Forces or vice versa they should be entitled to count any service given during the emergency towards their qualifying term for a pension.

15. Substituted Passages.

Will Dominions agree to allowing personnel for whose repatriation they are responsible to proceed at Dominion expense to a country other than that of their origin.

This principle of substituted passages is accepted by the Home Government under certain rules.

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Headquarters,  
Australian Imperial Force,  
Care H.Q. Fifth Army,  
2nd September, 1918.

Admin. Headquarters, A.I.F.  
L o n d o n.

With reference to your Ca.94382 of 23rd August, 1918, it is presumed that you have arranged for the attendance of Major G. Sherrington at the first meeting of the Empire Demobilisation Committee on 11th inst.

Will you please send a copy of the file including the notes on Demobilization questions for discussion by the Imperial Conference to the Defence Department.

These have been considered by the G.O.C., A.I.F. who has made the following marginal notes -

Section I. 3.

- (a) (1) It is not understood what men are referred to.
- (ii) Yes.
- (b) Broadly "Yes", but War Office must work in sympathy with A.I.F. H.Q.
- (c) Yes - if found necessary.

Section I. 4.

- (a) Needs discussion.
  - (c) We have not received any such information and matter needs to be decided.
  - (d) What was the decision?
  - (e) (i) & (ii) The priority list for Australia has yet to be determined.
5. (a) This would suit us.
- (b) Should be done now.
  - (c) Yes.
6. (a) I think it is the duty of the Dominion.
- (b) British question.
  - (c) (iii) But there is preferential treatment now, 6/- per day against 1/4 a day.
  - (iv) Beforehand.
  - (v) Needs decision by Australian Government.
  - (vi) These should not be mixed in "Army Demobilisation."
7. (a) Second sub-para. This is the solution.
- (f) Important.
8. (a) & (b) Does not affect question.
9. (a) Already arranged for by a recent amendment to Defence Act.



- 10. (a) A.I.F. troops must take back entire complete equipment.
- (b) Needs to be looked into.
- (c) Most important.

- 11. 1st para. Dangerous.
- 2nd para. Stay here until all troops have gone then Australia should take them.

12. Yes.

13. Yes.

14. Yes

15. Yes.

16. (a) Yes.

Section III. 12. A good idea. But Australia intends to retain all War units by incorporating them in the Citizen Force units. A question therefore as to whether units shall keep their funds or put them to a general A.I.F. Trust Fund.

13. 2nd sub-para. Yes.

15. Doubtful.

(Sgd.) T.H.DODDS. Brig-General.

D.A.G., A.I.F.





18/9/18



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SECRET.

**Memorandum No. 2.**

MINUTES OF THE FIRST MEETING OF THE EMPIRE MILITARY DEMOBILIZATION COMMITTEE, HELD IN PARK BUILDINGS AT 3 P.M. ON WEDNESDAY, 11TH SEPTEMBER, 1918.

*Present :*

- The Right Hon. IAN MACPHERSON, M.P., Under Secretary of State, Vice-President and Chairman.
- Major-General B. BURNETT - HITCHCOCK, C.B., D.S.O., Director-General of Mobilization, Vice-Chairman.
- Brigadier-General P. E. THACKER, C.B., C.M.G., Canada.
- Major G. SHERINGTON, Australia.
- Captain E. F. C. LANE, South Africa.
- Major N. A. TIMEWELL, Newfoundland.
- Lieut.-Colonel S. S. W. PADDON, representing Lieut.-General Sir H. V. Cox, K.C.B., K.C.M.G., India Office.
- GRAEME THOMSON, Esq., C.B., Ministry of Shipping.
- Colonel A. S. REDMAN, representing the Director of Movements, War Office.
- Brigadier-General C. DE SAUSMAREZ, C.M.G., D.S.O., Deputy Director of Mobilization, Mobilization Directorate, War Office.
- Lieut.-Colonel H. DE C. MARTELLI, D.S.O., Mobilization Directorate, War Office.
- Lieut.-Colonel D. G. MACPHERSON, } Joint Secretaries, Mobilization Directorate.
- Mr. A. R. Mc BAIN, O.B.E., }

**OPENING REMARKS BY THE CHAIRMAN.**

1. The Chairman in welcoming the representatives of the Dominions read the following resolution which had been unanimously adopted at the Imperial War Conference :—

The Conference agrees that an advisory and executive committee—to be known as the "Military Demobilization Committee of the British Empire"—should be set up forthwith :—

- (a.) To consist of representatives of the Military Authorities of the Dominions and Colonies, and of representatives of the War Office, India Office and Ministry of Shipping, under the Chairmanship of the Secretary of State for War, or some one deputed by him ; the secretariat of the Committee to be provided by the Mobilization Directorate of the War Office.
- (b.) To consider all military questions of demobilization affecting the various Governments concerned, by—
  - (i.) Making decisions in regard to matters of detail.
  - (ii.) Submitting questions of principle which may arise from time to time to the Government or Governments concerned.
  - (iii.) Arranging for the fullest interchange of information with regard to plans of demobilization.
- (c.) To sit, prior to general demobilization, at such times as may be considered necessary by the Chairman ; during demobilization, as frequently as may be necessary to secure the complete mutual co-ordination of the demobilization procedure of the various Governments concerned.

2. The Chairman emphasized the importance of frank discussion on any points that might be at issue between the Dominion and Imperial Governments, and while undertaking that the fullest information regarding our plans for demobilization and resettlement would be placed at the disposal of the Dominion representatives on the Committee, expressed the hope that the plans of the Dominion Governments would not be less readily forthcoming.



## INTERCHANGE OF INFORMATION.

3. General Burnett-Hitchcock further emphasized the importance of developing closer touch between the War Office and the Dominion Offices in England. He proposed, for the consideration of the Committee, that each Headquarters Office of a Dominion Contingent in England should detail a special officer to be attached as a liaison officer to the Mobilization Directorate. It would be the duty of this officer to obtain answers to questions raised by his own Office and to answer questions that might be raised by the War Office, and thus obviate a considerable amount of correspondence. In this way he suggested all the calculations, statistics, maps and plans prepared by the Mobilization Directorate would be available for the information of the officer so appointed. He did not consider it was necessary that these officers should in any way be under the control of the War Office, but he was willing to provide them with accommodation in this building. He pointed out that such a liaison already existed in the case of India. Officers had also been appointed to the Directorate who were familiar at first hand with the problems arising in all the more important theatres of war.

4. Major Sherrington expressed his cordial concurrence in the remarks of the Chairman and General Burnett-Hitchcock on the importance of free and expeditious interchange of plans. He stated, however, that the difficulty, so far as Australia was concerned, was to obtain from the Australian Government a definite decision on the policy to be adopted on demobilization and resettlement. The difficulty of the Australian Government lay in the fact that they had practically given a guarantee that they would not demobilize a man until they had found him a position in civil life. At present, therefore, he could not place before the Committee any plans which they might profitably discuss. At the same time, he thought the Australian Headquarters in this country would agree to the appointing of a liaison officer such as General Burnett-Hitchcock had suggested.

5. General Thacker stated that the Canadian Headquarters already had an officer specially nominated to maintain close touch with the Mobilization Directorate. An interim report had been issued by the Canadian Demobilization Committee, and he undertook to furnish a copy of this report for circulation to the Empire Military Demobilization Committee.

6. Captain Lane and Major Timewell concurred on behalf of South Africa and Newfoundland respectively, but having regard to the comparative smallness of these contingents, did not think it was necessary that a special liaison officer should be accommodated in the Mobilization Directorate.

7. Mr. Graeme Thomson thought it desirable that the Ministry of Shipping should have a definite officer appointed to keep touch with the War Office on all demobilization questions. It was agreed that the liaison officer already appointed to the Movements and Railways Directorate was sufficient for the purpose, and that close touch would be maintained between the Ministry of Shipping's liaison officer, the Movements Directorate and the Mobilization Directorate on the sea transportation questions that would arise on demobilization.

8. General Burnett-Hitchcock stated that the Mobilization Directorate had available all the literature on resettlement issued by the Government Departments concerned, and that copies of any documents of interest in this connection that might be issued from time to time, would be circulated to the members of the Committee.

## ADMINISTRATION AND MOVEMENTS OF THE DOMINION TROOPS.

9. General Burnett-Hitchcock explained that three questions were involved:—

- (a.) Steps to be taken when peace is signed.
- (b.) Steps to be taken between the ratification of peace and embarkation.
- (c.) Actual use of shipping and repatriation of the Dominion troops.

After a brief discussion the Committee agreed that, on the declaration of peace, authority for the allocation of ports of embarkation, provision of land transportation, billeting, &c., should be centralised in one authority, *i.e.*, in the case of France, in the Field-Marshal Commanding-in-Chief. In general the powers at present exercised by the central authority in each theatre of war should continue to be exercised during the period between the ratification of peace and the embarkation of the Dominion troops.

10. Mr. Graeme Thomson, in answer to an enquiry from the Chairman, stated that from a shipping point of view it was essential to take the forces in Mesopotamia to India in order to utilize less valuable ships as a regular transport ferry service and not



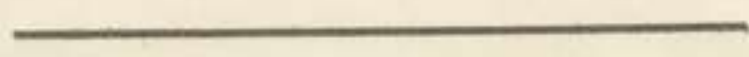
interfere with trade routes. It would also be better, from a shipping point of view, to rail troops to and from Taranto, there to join up with the local service through the Mediterranean. With regard to the Canadian troops in France, he thought that the American troops would fill the Bay of Biscay ports and that therefore it would be more convenient to transport the Canadians to Great Britain and re-embark them from a western port. General Thacker stated that the view of the Canadian authorities was that Canadian troops in France should be shipped from France and in England from England.

11. Major Timewell observed that it was very desirable for sentimental reasons to repatriate the Newfoundland contingents as a whole, although he recognized the convenience of shipping them in small numbers with Canadian troops. Mr. Graeme Thomson replied that the Shipping Controller would feel it his duty to repatriate Dominion troops as rapidly as possible. He thought that it would be possible to repatriate the Australian and New Zealand troops in nine to twelve months after the commencement of general demobilization. At the same time he pointed out that it was impossible at present to lay down hard and fast rules regarding ports, shipping or routes that might be available. He undertook, however, to submit to the Committee (through Colonel Redman) a quarterly statement showing the position with regard to repatriation of the Dominion troops in the light of the shipping state at the moment.

REPATRIATION BY CADRES.

12. In answer to an enquiry by General Burnett-Hitchcock, General ~~Timewell~~ <sup>Thacker</sup> stated that it was the intention of the Canadian authorities to repatriate their forces in accordance with civil requirements. Major Sherington stated that it was also the intention of the Australian authorities to repatriate first those with appointments awaiting them in civil life. Mr. Graeme Thomson emphasized the importance of repatriation by cadres and surplus personnel as being much more economical in shipping than transportation by complete units. Colonel ~~Redman~~ <sup>Paddon</sup> stated that as far as Indian regiments were concerned, the majority were already mixed in order to ensure greater fighting efficiency. In these cases double feeding arrangements were now provided so that no complications would arise.

13. The Dominion representatives agreed to forward to the Secretary a Note of any points for discussion at the next meeting which it was agreed to hold at 3 p.m. on Wednesday, 2nd October, 1918.





SECRET.

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**Memorandum No. 11.****EMPIRE MILITARY DEMOBILIZATION COMMITTEE.**

MINUTES OF THE 2ND MEETING OF THE EMPIRE MILITARY DEMOBILIZATION COMMITTEE, HELD IN PARK BUILDINGS AT 3 P.M. ON WEDNESDAY, 2ND OCTOBER, 1918.

*Present:*

Major-General B. BURNETT-HITCHCOCK, C.B., D.S.O., Director-General of Mobilization, Chairman.

Brigadier-General P. E. THACKER, C.B., C.M.G., Canada.

Major G. SHERINGTON, Australia.

Brigadier-General G. W. S. RICHARDSON, C.B., C.M.G., New Zealand.

Captain E. F. C. LANE, South Africa.

Major N. A. TIMEWELL, Newfoundland.

GRAEME THOMSON, Esq., C.B., Ministry of Shipping.

Brigadier-General D. H. DELANO OSBORNE, Director of Movements.

Colonel A. S. REDMAN.

Brigadier-General C. DE SAUSMAREZ, C.M.G., D.S.O., Deputy Director of Mobilization.

Lieut.-Colonel WINDSOR CLIVE, representing Lieut.-Colonel H. de C. MARTELLI, D.S.O., Mobilization Directorate, War Office.

Mr. S. F. STEWART, representing India Office.

Mr. A. R. MCBAIN, O.B.E., Secretary.

Lieutenant E. ST. J. BAMFORD, Assistant Secretary.

{ Mobilization  
Directorate,  
War Office.

*In attendance:—*

Lieut.-Colonel J. D. BULLER, Q.M.G. 1, War Office.

Sir KENNETH ANDERSON, K.C.M.G., Ministry of Shipping.

Mr. ELFORD, Ministry of Shipping.

Captain B. M. KENNY, Mobilization Directorate, War Office.

1. The Minutes of the 1st Meeting were passed as amended.

2. *Responsibility for Demobilization of Dominion Forces.*—The Chairman, in raising the question of shipping on Demobilization, emphasized the importance of continuing the present system of centralized control.

After a brief discussion it was agreed that the Ministry of Shipping must continue to make all shipping arrangements. Dominion Forces will be conveyed to their own countries under arrangements made by the Home Government in conjunction with their own Governments. The War Office will retain the control of movements of Dominion Forces until disembarkation takes place.

Mr. Graeme Thomson pressed for a decision that the British basis for troop carrying capacity of ships should be adopted. The Australian, New Zealand and South African representatives asked that they might be furnished with a memorandum on the subject for submission to their respective Governments and Mr. Graeme Thomson undertook to furnish such memorandum.

It was agreed that the Ministry of Shipping should be furnished with copies of all schemes in connection with Demobilization prepared by the Dominions.

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3. *Re-equipment of Dominion Force.*—The Chairman stated that Australia had already put forward a demand for a complete new outfit for her divisions at the end of the war. Major Sherington observed that it would be most desirable from the Australian point of view if this new equipment could be shipped during the armistice, to arrive before the troops, and suggested that it might be possible to combine this movement with the repatriation of dependents.

Mr. Graeme Thomson replied that this would not be possible. Shipping could not be brought back to the trade routes during the armistice. It would, however, be both possible and desirable to combine the carriage of equipment with the movement of troops for repatriation.

The Chairman stated that he understood the equipment would be delivered in bulk from Ordnance, but in view of the possibilities of re-mobilization while the troops were *en route*, he suggested that it would be advisable for personal equipment and arms to be carried by the troops on board ship. General Richardson said that the distant Dominions would not want to take back equipment which would need repair, as they had no facilities for this work.

4. After a discussion the Chairman suggested that the other Dominion representatives should put in a proposal for re-equipment on the same lines as Australia.

The Committee agreed *with the exception of General Thacker:*—

- (i.) That the Dominion contingents should be completely re-equipped at the end of the war, to bring them into line with the Imperial Forces. The question of financial adjustment was not discussed.
- (ii.) That this new equipment should be packed as for export straight from Ordnance Stores, so as to be shipped in bulk.
- (iii.) That there was no possibility of shipping this equipment until Demobilization had started.
- (iv.) That the troops should take the personal equipment and personal arms in use, in addition to any new material issued. Major Sherington stated that he was not prepared to accept this principle for Australia.

5. *Furlough in United Kingdom for Dominion Troops on Demobilization.*—The Chairman said that this was a question that arose now and again. He understood that the Australian Government had a proposal to bring all their troops *viâ* the United Kingdom.

On the other hand, the Imperial Conference had laid it down in 1917 that the troops should be repatriated, as far as possible, direct from the theatres of war.

Major Sherington informed the Committee that they had now drawn up an amended scheme by which all Australian troops would return direct except about 40,000, who would come to the United Kingdom from France, and for whom a scheme of education lasting about 6 months had been prepared.

General Richardson remarked that it was probable a large number of New Zealanders would wish to come to England. The Chairman stated that the general principle must be that no leave could be allowed during Demobilization, except that a certain number of compassionate cases would be granted.

6. *Transportation of Dominion troops.*—In reply to the Chairman, the Dominion representatives stated that they all wished their troops repatriated at the earliest possible moment, with the exception of Major Sherington, who could not state the final views of the Australian Government on this point.

Mr. Graeme Thomson gave the rates of repatriation which were anticipated by the Ministry of Shipping. Provided—

- (a.) The present position as to numbers and shipping continues.
- (b.) No instructions are received to enter into shipping commitments with any of our Allies during the period of Demobilization.
- (c.) That no women and children are repatriated during the period of Demobilization.
- (d.) That the British basis of accommodation on board ship is accepted by the Dominions.

It was expected that the Canadian and Newfoundland contingents could easily be back inside 6 months. The Australian and New Zealand contingents would take about 9 months, the South Africans 6 months; the Indian troops with the Mesopotamian forces would be back within 10 months and those in other theatres of war within 6 or 7 months. The British West Indians would take from 3 to 6 months,



the Gold Coast and West Africans 6 months. British troops from Mesopotamia and India would be home within 6 months.

Mr. Graeme Thomson asked within what period the Chinese labourers must be repatriated and whether the Canadian Government would be willing to employ some of them in Canada, temporarily, pending the strengthening of the Trans-Pacific Service.

General Hitchcock stated that in general their contract was for 3 years from the date of leaving China and had nothing to do with the date on which the war terminates. He thought they would have to be repatriated within the period specified in this contract.

Mr. Graeme Thomson asked to be furnished with a copy of the contract and undertook to submit a memorandum to the War Office on the question.

7. With regard to the routes for repatriation, the Chairman stated that the conclusion arrived at in the previous Conference was that the bulk of the Canadians would have to move *via* the United Kingdom. It was not anticipated at present that troops embarked for Australia from France would be concentrated in Egypt *en route*.

8. *Emigration during Demobilization.*—After a short discussion it was agreed that from the shipping and transportation point of view emigration could not be allowed until Demobilization was completed. It was generally agreed that soldiers' dependents should be repatriated as far as possible before Demobilization commences, *i.e.*, during hostilities, as far as Admiralty rules permit and shipping is available, or during the period of armistice.

Mr. Graeme Thomson pointed out that it was most undesirable that soldiers should be accompanied by their wives, as this would result in retarding repatriation of the troops and in wastage of passenger accommodation.

9. *Training of apprentices during Demobilization.*—The question was raised by General Richardson as to the possibility of employing apprentices from the New Zealand forces in the shops in the United Kingdom while they were awaiting embarkation. The Chairman stated he would like a paper on this subject from each of the Dominion Governments for consideration with our own scheme. He would see that these papers were passed on to the appropriate civil authorities.

10. *Accommodation of Dominion troops in the United Kingdom.*—Colonel Buller raised the subject of accommodation and stated that when Demobilization begins, a very large amount of accommodation in England will be required. He wished to know what accommodation was required by the Dominion troops in their final assembly centres, and whether they intended to clear any of the stations they now occupy on Demobilization. The Chairman stated that to settle the question of accommodation we must first ascertain the strength of each Dominion contingent that will be in the United Kingdom on the first day of Demobilization, and also the pool which the Ministry of Shipping required in order to maintain the flow of men to the ships. In reply to the Chairman, Mr. Graeme Thomson stated that it was anticipated that on an average 69,000 Canadians, Newfoundlanders and Chinese could embark in the United Kingdom per month. After some discussion as to the various ports and assembly centres for Dominion troops, the Chairman proposed that Colonel Buller should put forward a more concrete memorandum in place of No. 8, and that the matter should then be discussed at the next meeting.

11. *Date of next meeting.*—It was agreed to hold the next meeting of the Committee at 3 p.m. on Wednesday, the 16th October, 1918.

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## Memorandum No. 15.

## EMPIRE MILITARY DEMOBILIZATION COMMITTEE.

MINUTES OF THE THIRD MEETING OF THE EMPIRE MILITARY DEMOBILIZATION COMMITTEE, HELD IN PARK BUILDINGS AT 3 P.M. ON WEDNESDAY, 16TH OCTOBER, 1918.

*Present :*

Major-General B. BURNETT-HITCHCOCK, C.B., D.S.O. (Chairman), Director-General of Mobilization.

Colonel F. S. MORRISON, C.M.G., D.S.O. (representing Brig.-General P. E. THACKER, C.B., C.M.G., Canada).

Major G. SHERINGTON, Australia.

Brigadier-General G. S. RICHARDSON, C.B., C.M.G., New Zealand.

Captain E. F. C. LANE, South Africa.

Mr. E. J. FOLEY (representing Mr. GRAEME THOMSON, C.B., Ministry of Shipping).

Brigadier-General D. H. DELANO-OSBORNE, Director of Movements.

Colonel A. S. REDMAN.

Lieut.-Colonel H. DE C. MARTELLI, D.S.O., Mobilization Directorate.

Mr. S. F. STEWART, India Office.

Lieut.-Colonel D. G. MACPHERSON } Joint Secretaries.  
Mr. A. R. MCBAIN, O.B.E. }  
Lieutenant E. St. J. BAMFORD, Assistant Secretary.

*In attendance :—*

Major P. M. ANDERSON, Canada.

Sir KENNETH ANDERSON, K.C.M.G., Ministry of Shipping.

Lieut.-Colonel J. D. BULLER, Q.M.G. 1, War Office.

Mr. ELFORD, Ministry of Shipping.

Major-General G. L. FOSTER, C.B., D.M.S., Canada.

Lieut.-Colonel A. M. HENDERSON-SCOTT, A.A.G., for D.P.S.

Colonel W. H. PARKES, C.M.G., C.B.E., D.M.S., New Zealand.

Colonel STOCK, D.D.M.S., South Africa.

Colonel C. D. R. WATTS, C.M.G., D.D.E.O.S., War Office.

Colonel A. L. A. WEBB, C.M.G., A.D.G.A.M.S., War Office.

Colonel A. S. WOODWARK, C.M.G., D.A.D.G.M.S., War Office.

1. The Minutes of the Second Meeting were passed as amended.

2. *Repatriation of Troops from Mesopotamia.*—In reply to Mr. Stewart, the Chairman stated that there was no intention of leaving an Indian garrison in Mesopotamia unsupported by British troops. British and Indian troops would be shipped in proportion.

From an observation by Mr. Foley, it appeared that a misapprehension existed as to the views of the Ministry of Shipping relative to the repatriation of the British troops in Mesopotamia. After a discussion as to the difficulties of transshipment in Egypt and the relative advantages of using the Canal or the railways, it was agreed that the Ministry of Shipping should put up a detailed memorandum on the shipping of British forces west and the proposed triangular service, which would be forwarded to the Directorate of Movements. Meanwhile any action taken on the assumption that repatriation would be *via* India should be cancelled.

3. *Repatriation of Overseas Forces in or through the United Kingdom.*—Memorandum No. 8 (Amended) put forward by the Movements and Quartering Directorates was considered. The suggestion that no preference should be given to



the troops in France, and that camps in England should be cleared as soon as possible, aroused discussion. Colonel Morrison declared that Canada was already committed to preference being given to men with the longest service and would object to troops from England arriving before those from France. Major Sherington held that the suggestion upset the Australian Government's priority scheme and pressed for the retention by Australian troops of all the accommodation they held at present. Australian troops had a long wait before shipping was available and it would be better for them to be in England during this period. General Richardson was ready to evacuate New Zealand forces at once if shipping were allotted.

Mr. Foley was unable to guarantee any particular route and pointed out that they must have elasticity. It would not be sound to assume that they could ship man for man from England and France, as the port and shipping accommodation that could be allotted in the two countries were not equal.

After further discussion an agreement was reached that it was important to clear accommodation in England by evacuating camps occupied by the Dominion troops whenever concentration was feasible.

The Dominion representatives provisionally agreed that though at the end of the process the plan might amount to direct shipment from France to the Dominions, until all accommodation in England was cleared part of each shipment, approximately one-half, should come from England, *i.e.*, the men shipped would be half from England and half from France, but the men from France may be shipped *via* England as tonnage requires. The shipments from France would allow priority of repatriation to long service men if necessary, *e.g.*, in case of Canada. It was agreed that the general scheme should be as simple as possible in order to afford the fullest flexibility.

4. The system of "pools" to regulate the shipment of Dominion forces from the United Kingdom was discussed, but no agreement could be arrived at, and further consideration was postponed to the next meeting of the Committee to enable the Dominion representatives to consider the system in relation to their own schemes.

5. The Chairman said that it was contemplated in the Memorandum that the Newfoundlanders, South Africans and the bulk of the Canadians in France would be repatriated through the United Kingdom, but only such numbers of the Australians and New Zealanders as were necessary to fill available accommodation in ships leaving the United Kingdom. In reply to Captain Lane, Mr. Foley stated that the Ministry of Shipping proposed to repatriate South African native labour, *i.e.*, the Cape Auxiliary Horse Transport Corps and the Cape Coloured Labour Corps direct from France. Mr. Foley also stated that it was now proposed to repatriate the Chinese labourers direct from France (probably from Cherbourg).

6. Mr. Foley raised the question of repatriation of dependants, emphasizing the difficulties of repatriating during hostilities, as to which a War Cabinet decision is being taken, and pointing out that between the cessation of fighting and the conclusion of peace an interval, short or long, would be available which might be used for the dependants. This would, of course, in the case of the longer voyages, unless the interval extended over 6 months, delay repatriation of men while the ships used for dependants were getting back to position.

Colonel Morrison said that Canada would not want to delay the troops. It would be better to move the dependants back during the preliminary period if possible.

The Chairman said that any cut-and-dried policy would be liable to be upset by political pressure. The passages of women and children should be completed as far as possible before those of the men begin, but the least possible interference should be allowed with the repatriation of troops. They might allow a certain proportion during the movement of troops, say, 1 ship in 20 for the shipment of dependants, and no more. The proportion should be as low as possible.

In reply to Major Sherington, who raised the question of the repatriation of civilians, *e.g.*, munition workers, the Chairman declared that in so far as this would delay the troops it was a question for the Dominion Governments themselves to decide. As much as possible would be done before the troop movement if the Dominion Governments put in a request.

7. *Repatriation of sick and wounded.*—General Richardson asked for special facilities to take back New Zealand sick and wounded during the armistice. Hospital ships should be available for cot cases; but certain classes who needed treatment could travel in "invalid transport," *i.e.*, transports with special medical facilities.

Colonel Parkes estimated that of New Zealand hospital cases 25 per cent. would be cot cases, and nearly 50 per cent. would need invalid transports. The remainder could possibly travel on troopships.



General Foster referred to Canadian experience in this regard, but Mr. Foley pointed out that the Canadian case was exceptional. Normally to equip a transport for medical purposes as was proposed, would mean dropping the accommodation by more than 50 per cent.

It was agreed that the Director-General, Army Medical Service, should be asked to put forward a memorandum from the medical point of view showing clearly the numbers to be carried—

- (1.) As cot cases.
- (2.) In invalid transports.
- (3.) In ordinary troopships.

Given an estimate of the numbers involved and their classification, the Chairman said it became a question for the Shipping Controller to allot the shipping in proportion, and for the Dominion Governments to decide how far they wished to proceed with the evacuation of sick and wounded, and retard the repatriation of the fighting men. Hospital ships would, of course, be available, but the numbers for each Dominion could not now be settled.

8. *New equipment for the Dominion Forces.*—General Richardson raised the question of new equipment for the New Zealand Expeditionary Force at the end of the war, and asked, assuming the change would be made in France, where the equipment would be stored. Major Sherington pressed for an early shipment to Australia, if possible, during the armistice. Colonel Watts stated that, provided there was a surplus in France at the end of the war, Marseilles was suggested for storage pending shipment. The Chairman observed that the Australian difficulty was a political one, and could not be dealt with by the Committee. The matter had been investigated, and the Ministry of Munitions and the Master-General of the Ordnance had decided that they had not sufficient supply to ship away new equipment during an armistice. The financial question was not discussed. It was made clear that new equipment would be shipped direct from England so far as not already available in France.

9. *Basis of troop accommodation on transports.*—It was agreed that requirements of the Dominions in regard to the basis of accommodation on transports should be put forward for discussion with the Ministry of Shipping, it being understood that in so far as the British basis were not accepted the rate of repatriation would be retarded.

10. *Repatriation of Overseas personnel serving in the Imperial Army.*—The Chairman stated that as regards certain classes of such personnel—apart from those of the Dominions—simultaneous repatriation would have to be allowed for by the Shipping Controller. It was of vital importance to get our trade started abroad in foreign markets, e.g., in China. An exception might be made in the case of South America, as the whole of the personnel from there might not wish to go back at once. General Richardson stated that New Zealand wanted every man regardless of whether he had served in the Imperial or New Zealand Army. Major Sherington said Australia also wanted every man back.

11. *Dominion troops for Armies of Occupation.*—The Chairman stated that the question of the Dominion Governments being asked to find troops for armies of occupation had been put to the General Staff concerned.

12. *Ports of disembarkation for Dominion troops.*—It was agreed that the Dominions mainly concerned should put forward their wishes with regard to ports of disembarkation. General Richardson said that New Zealand would make up their ships by territorial drafts. The rough proportion would be 25 per cent. of the troops for Auckland, 35 per cent. Wellington, 20 per cent. Lyttleton, and 20 per cent. Port Chalmers or Dunedin. Major Sherington said that Australian percentages had already been supplied, and that they were anxious to send complete drafts to one port in rotation if possible.

Mr. Stewart said as regards India that he did not intend to ask for Calcutta. Bombay and Karachi would be quite suitable.

13. *Numbers of Dominion troops crossing the Channel daily.*—The total numbers of Dominion troops for embarkation monthly being estimated at 86,000, the Chairman stated that, on the agreement arrived at, half of these would come from France and half from England. This would entail 43,000 crossing the Channel monthly, or about 1,500 a day.

Mr. Foley said that the Ministry of Shipping could work to this figure and increase it as necessary. The figure might be taken as about 2,000 a day, in order to allow a margin.



14. *Disposal of military prisoners.*—Colonel Henderson-Scott asked the Dominion representatives if they wished to take any military prisoners undergoing sentence back to their respective countries on Demobilization. If they did, it would be desirable that Dominion Governments should take legal powers for this purpose, as Australia had already done. The terms of the Army Act were such as to make it inconvenient, and in some such cases, impossible, to carry out this procedure under the Army Act. The Home Government had not decided on any definite policy, but the military authorities were adverse to a general amnesty in view of the heinous nature of certain offences which had been treated as military crimes and dealt with by Courts-Martial. A general amnesty after this war might have serious effects on discipline in any future war. The policy proposed on Demobilization was to review each case and deal with it on its merits. It was a task for the military authorities, and the Director of Personal Services anticipated that there would be considerable public pressure put upon the Government to remit at any rate the majority of sentences.

The Chairman stated that the Dominion representatives should find out the wishes of their respective Governments regarding the repatriation of men, under sentence for more serious crimes, to work out their punishment in their own country. They should also consider what powers they required to effect this.

15. Regarding suspended sentences, Colonel Henderson-Scott said that the policy would probably be for superior and competent military authorities under the Army (Suspension of Sentences) Acts to consider and remit such sentences in suitable cases, as they do at present.

In the case of a man under a suspended sentence being discharged without such sentence having been remitted, the sentence would be regarded as *ipso facto* remitted.

If upon consideration a superior military authority orders a sentence to be put into execution, the man would be committed to prison, and subsequently dealt with on the principles outlined in paragraph 14.

The Canadian and New Zealand and Australian representatives were anxious for a general remission of suspended sentences from the date of embarkation, but it was important, the Chairman said, to avoid a general amnesty, and each case should be reviewed and the necessary papers signed.

16. Regarding discipline during Demobilization General Richardson anticipated no difficulty. The Chairman pointed out that we proposed to adopt a rule by which a man awarded a certain amount of detention will lose his place in the dispersal draft, and thereby punish himself.

17. Colonel Henderson-Scott dealt with the possibility of men who have deserted on active service from the Dominion Forces being apprehended after Demobilization is completed. Such men, if apprehended, could be tried under the Army Act at any future time, the only difficulty being the collection of the requisite evidence. An exception might arise if the Dominions passed a special Act on this subject.

18. *Hospitals for Dominion sick and wounded.*—Colonel Parkes stated that it was probable the New Zealand Forces would keep one hospital open for the whole period of Demobilization.

General Foster said that Canada sent all cases back by hospital ship as soon as possible, including incurables. Certain special hospitals were maintained now, and would be kept open as long as necessary.

19. *Date of next Meeting.*—It was agreed to hold the next meeting of the Committee at 3 p.m. on Wednesday, 30th October, 1918.



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Proof copy of Minutes of 4th Meeting  
of the Committee herewith for return with amendments, please  
before Friday November 15th.

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MEMORANDUM No. 20-

EMPIRE MILITARY DEMOBILIZATION COMMITTEE.

DRAFT MINUTES OF THE 4TH MEETING OF THE EMPIRE MILITARY DEMOBILIZATION  
COMMITTEE, HELD IN PARK BUILDINGS, AT 3 P.M., ON WEDNESDAY,  
30TH OCTOBER, 1918.

*Present :*

Major-General B. BURNETT-HITCHCOCK, C.B., D.S.O., Director General of Mobiliza-  
tion (*Chairman*).

Brigadier-General P. E. THACKER, C.B., C.M.G., Overseas Military Forces of  
Canada.

Major G. SHERINGTON, ~~Overseas Military Forces of Australia~~ *Imperial Forces*

Lieut.-Colonel G. T. HALL (representing Brigadier-General G. S. RICHARDSON,  
C.B., C.M.G., ~~Overseas Military Forces of New Zealand~~) *Expeditionary Forces*

Captain E. F. C. LANE, ~~Overseas Military Forces of South African~~ *Expeditionary Forces*

Major N. A. TIMEWELL, ~~Overseas Military Forces of Newfoundland~~ *Forces*

Mr. S. F. STEWART, India Office. *Director of Transports Shipping*

Mr. GRAEME THOMSON, C.B., Ministry of Shipping.

Brigadier-General D. H. DELANO-OSBORNE, Director of Movements.

Colonel A. S. REDMAN, Directorate of Movements.

Brigadier-General C. DE SAUSMAREZ, C.M.G., D.S.O., Deputy Director ('A') of  
Mobilization.

Lieut.-Colonel H. DE C. MARTELLI, D.S.O., Mobilization Directorate.

Lieut.-Colonel D. G. MACPHERSON, } *Joint Secretaries.*  
Mr. A. R. MCBAIN, O.B.E., }  
Lieutenant E. ST. J. BAMFORD, *Assistant Secretary.*

*minutes*  
In attendance—

Major P. M. ANDERSON, Overseas Military Forces of Canada.

Lieut.-Colonel J. D. BULLER, Q.M.G. 1, War Office.

Mr. ELFORD, Ministry of Shipping.

Sir LIONEL FLETCHER, Ministry of Shipping.

Brigadier-General T. HERON, C.B., Mobilization Directorate.

Mr. J. S. NICHOLSON, Ministry of Labour.

Lieut.-Colonel J. R. ROUTH, Overseas Military Forces of Canada (Q.M.G.  
Department).

*in*  
1. The minutes of the 3rd Meeting were passed as amended.

2. *Central Control of Shipping questions.*—In view of certain questions raised in  
a communication from the New Zealand Government, the Chairman said it was of vital  
importance that the Ministry of Shipping should be given as free a hand as possible in  
dealing with shipping problems. The Ministry of Shipping had the ships and could  
only allocate them to the best advantage if the Dominions were prepared to accept  
ports of embarkation and route as the Ministry of Shipping decided.



Mr. Graeme Thomson in answer to General Thacker said that the Ministry of Shipping would do everything possible to meet the wishes of the Dominions. Normally, for instance, it could be anticipated that ships would return to their usual trade routes.

In answer to Major Sherington, who raised the question of the comfort and health of the returning troops, the Chairman said that while every possible consideration should be given to this question, it would be better, unless it were specially put up to the Committee, for the Dominions to make their own arrangements with the Ministry of Shipping as to the basis of accommodation on board the ships allotted to them.

The Committee agreed that the Ministry of Shipping, while working on the basis of the decision of the Imperial Conference in 1917, that Dominion contingents should be repatriated from the place in which they found themselves at the end of the war, should be left entirely free to decide questions of route and ports of embarkation in accordance with the necessities of shipping.

3. *Formal concurrence of Dominion Governments in decisions of the Committee.*—It was agreed that the Dominion representative should obtain the formal concurrence of their respective Governments in regard to important decisions embodied in the minutes of the proceedings of the Committee. Information of such concurrence should be forwarded to the Secretary of the Committee for record.

4. *Accommodation of Dominion Troops in the United Kingdom.*—The question of the accommodation of Dominion troops in the United Kingdom was further considered. The Chairman said that accommodation in England would prove a very serious problem at the end of the war. Certain principles have been arrived at by the Committee at the last meeting, but they had now to deal with concrete facts and decide the actual camps that were to be used. Some of the camps now occupied by Dominion troops would have to be cleared immediately on the cessation of hostilities as they were required for demobilization purposes or for the *post-bellum* army and no substitutes could be found.

Such camps were Fovant, now occupied by Australian Forces, Purfleet and Borden occupied by the Canadians, and Ewshott occupied by the New Zealanders. Seaford would have to be partially cleared at once, but in most other cases there was no need for immediate evacuation. On the lines of the priority thus indicated the Dominion representatives should consider what accommodation they could surrender as demobilization progressed. They should leave out of account altogether the proportion of troops to come from France for repatriation *via* the United Kingdom. Suitable accommodation would have to be found for these if required. In making the estimate they should also work on a winter basis of accommodation—and be thankful if it was summer. General Richardson had already put up an estimate in Memorandum No. 19, and on these lines it would be advisable for the Dominion representatives to work out a sliding scale of accommodation showing the estimated position month by month during demobilization.

5. Certain difficulties were raised by the Dominion representatives. No definite agreement was reached as to whether it would be possible for all the Dominion troops to pass through the pool. The Chairman pointed out that this was not the original intention, and that in the stress of demobilization the Dominion contingents could not demand double accommodation for their troops. General Delano-Osborne said that internal journeys in England should be avoided as far as possible. Mr. Graeme Thomson said that in certain cases, though not in all, repatriation *via* England would mean that Dominion troops would land at one port in the United Kingdom and be railed direct to another to fill up a ship. The pool should contain an average week's supply of troops in order that ships should not be kept waiting. On the other hand, the Chairman said, the Dominion representatives had their own schemes, and if double accommodation was not asked for these schemes must be worked to as far as possible.

The question of leave in the United Kingdom was raised by Colonel Hall, but consideration was deferred, after a brief discussion, till General Richardson could attend the Committee.

6. It was agreed that the Dominion representatives should draw up, for the consideration of the Committee, a tabulated return showing on a sliding scale the accommodation which they estimated it would be possible to surrender in the United Kingdom in the priority indicated at the different stages of demobilization.

7. *Educational facilities for Dominion troops awaiting embarkation from United Kingdom.*—The New Zealand authorities having enquired as to the possibility of apprentices from the New Zealand Expeditionary Force completing their time in the United Kingdom while awaiting embarkation, this point was considered together with the general question of educational facilities for Dominion troops. Major Sherington pointed out that Australia would have about 50,000 men awaiting repatriation for an



average period of 6 months. Of these, possibly 3,000 would be apprentices. The general principle would be to obtain facilities for skilled men to improve their technical knowledge. The Australian Prime Minister was taking up this question with the Ministry of Labour. They were well aware of the difficulties involved. Colonel Hall said that New Zealand had called for a return of apprentices in the New Zealand Expeditionary Forces. He estimated the number as about 1,000. Arrangements were also being made under the Ministry of Labour's present scheme for about 200 university students. It was estimated that 20,000 New Zealand troops would be awaiting repatriation for an average period of 6 months.

Captain Lane agreed to make enquiries regarding apprentices with the South African Forces. He estimated that their number would not exceed 250.

In answer to Mr. Graeme ~~Thomas~~, Major Sherington and Colonel Hall said they did not anticipate their respective Governments would desire to hold back their troops in England under the educational scheme if it became possible to ship them earlier.

General Thacker, Mr. Stewart and Major Timewell, speaking for Canada, India and Newfoundland respectively, said that the question of educational facilities did not arise with regard to them.

Mr. Nicholson said that the Ministry of Labour had received communications on the subject of apprentices from the Dominion Forces. He was not prepared to express the views of the Ministry but he anticipated that proposals might be embodied in the general scheme for apprentices in the Imperial Forces.

It was agreed that the Dominion representatives should obtain full information as to the numbers to be dealt with; and that the Ministry of Labour should be asked to put forward their views (1) as to the provision of facilities for apprentices of the Dominion Forces to complete the unexpired portion of their term during demobilization (2) as to the general question of the employment of Dominion troops awaiting embarkation.

8. *Re-equipment of Dominion troops on demobilization.*—General Heron provided the Dominion representatives with a *pro forma* for use in putting in their demands for new equipment at the end of the war.

9. *Shipment of partially worn equipment belonging to Dominion Contingents.*—Mr. Graeme Thomson said he did not now wish to raise this question as it was now clear that the partially worn equipment referred to was merely the personal equipment of the men for repatriation.

10. *The use of the Taranto route.*—In answer to Mr. Graeme Thomson, who asked whether the Australians and New Zealanders had any objection to the use of the Taranto route, Major Sherington and Colonel Hall said they were prepared to leave the matter open for the Ministry of Shipping.

The Chairman said that it still remained to be finally settled whether it would be possible to use the route at all. This was a matter for France and Italy to decide.

11. *Date of next Meeting.*—It was agreed to hold the next Meeting of the Committee at 3 p.m. on Wednesday, 20th November, 1918.



TO The Director General of Mobilisation,  
Park Buildings,  
St. James Park,  
S.W.1.

RETURN OF A.I.F. TROOPS TO AUSTRALIA.

The return of the A.I.F. troops to Australia will be delayed owing to the distance and the shortage of ships available. The factor which will determine the priority of return will be of great importance to each soldier, the Military Authorities and the Government of Australia. It is certain that the troops cannot all be returned to Australia at once so that some fair and equitable basis of selection must be decided upon, otherwise dissatisfaction will be engendered and national interests disregarded.

The Commonwealth Government of Australia will probably instruct me that the return of the Australian Imperial Force shall be carried out according to a definite plan. The troops to be graded into classes and be returned to Australia in sequence according to the following classification.

- Class (a) Married men with children, of long service and with employment to go to.
- " (b) Married men with children, of long service.
- " (c) Married men with children, and employment guaranteed.
- " (d) Married men with children.
- " (e) Married men without children, of long service and with employment to go to.
- " (f) Married men without children, of long service.
- " (g) Married men without children, with employment guaranteed.
- " (h) Married men without children.
- " (i) Pivotal men, i.e., those essential to reproductive work.
- " (j) Single men of long service and with employment to go to.
- " (k) Single men of long service.
- " (l) other single men.

In classes (j) (k) (l) preference to be given to those who are the sole support of a family.

The above refers to A.I.F. troops in France and the United Kingdom. Troops in Egypt will probably be returned by Units. It is believed that it will be acceptable to my Government if France and United Kingdom are considered separately and the troops relieved from the one area without reference to the other. The same classification and sequence of return is, however, desired from both areas. It should also be possible to prepare classified drafts for embarkation direct from individual camps the pool to be used as a reserve if necessary. Definite information on both points is being ascertained and you will be advised immediately such is determined.

CAMP ACCOMMODATION IN THE U.K.

Assuming that the bulk of the A.I.F. troops in United Kingdom can be returned within a period of three months, the embarkation of personnel in France - classes (a) to (j) - should take place from a suitable French Port.



It is desired that the residue (except the Cadres of each Unit) amounting to approximately 50,000 A.I.F. troops and consisting of classes (k) and (l) be brought to the United Kingdom and be accommodated in the existing Australian camps after the United Kingdom personnel, now in occupation of such camps, have been returned to Australia. These troops will consist of men who will have to wait approximately 6 to 9 months before embarkation is possible.

Their transfer to the U.K. is desired in order to allow for their temporary employment and education upon the lines now being arranged by the Prime Minister. It is also necessary to establish facilities for the industrial and technical education of these troops at the Camps. The Director of Education, A.I.F., proposes to at once establish elaborate facilities at our Camps in the United Kingdom in order that the A.I.F. Educational Scheme may be started immediately. For these and other reasons, it is particularly desired that the A.I.F. continue in occupation of our existing accommodation until the embarkation of our oversea force is completed.

It will be apparent that the Australian Military Authorities are faced with a very difficult problem in returning the troops owing to the long period of enforced waiting oversea. Elaborate schemes are being prepared, which it is felt are both necessary from a Military disciplinary standpoint, and adviseable in the National Interests of Australia. The above facts are stated because it is felt that on this occasion we shall receive the same help and co-operation which in the past has so largely assisted in the successful solution of similar difficulties.

Brigadier-General.  
Commandant.



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29th August, 1918.

D.A.G., A.I.F.  
A.I.F. Headquarters,  
FRANCE.

Now that Major Wilson is D.A.P.S., A.I.F., it becomes necessary to secure an establishment for the Repatriation and Demobilisation Section, A.I.F.

I have given a good deal of thought to this matter, and propose to start with a moderate establishment, which can be expanded when necessary.

The attached suggested establishment for the Repatriation Section at these Headquarters is forwarded for your approval. This section will be engaged in preparing the groundwork and general administration, in addition to which they will have the work of preparing the Registration Cards. It is proposed that Captain Denny should take up the work of lecturing and propaganda to the troops prior to compiling the cards. In these lectures he will also deal with the subject of education.

The actual compiling of the cards will be undertaken at each unit a few days after Captain Denny's lecture, and this work will then be forwarded to London, where the formation of the necessary records will be supervised by the second commissioned officer.

At a later stage it will be necessary to have a liaison Repatriation Officer in France, Egypt and Tidwirth. It is understood that the Education Section, A.I.F., propose to appoint officers to each Division and possibly in all units; these could probably be utilised for Repatriation work also. It is not proposed, for the present, to elaborate the Repatriation Section establishment beyond that now suggested for these Headquarters and the 3 liaison officers mentioned above.

Brigadier-General.  
Commandant.

Encl.



PROPOSED ESTABLISHMENT.

for

REPATRIATION AND DEMOBILISATION SECTION.A.I.F. ADMINISTRATIVE HEADQUARTERS.

Officers.	W.O. Cl.1.	S/Sgt.	Sgts.	2/Cpls.	TOTAL.
4a	1	1	2	3	11

- a. 1 Major - Staff officer in charge.  
 1 Captain - Propaganda and Lecturer.  
 1 Lieutenant - Records.  
 1 Lieutenant - Administrative.



Headquarters, A.I.F.  
c/o H.Q. Fifth Army,  
4th Sept., 1918.

Admin: Headqrs., A.I.F.  
LONDON.

With reference to your 62011 of 29.8.18, I am to say that the G.O.C., A.I.F. does not desire to approve of a formal establishment for this Section at present in view of Defence cable WS666 (your 61482 of 14.8.18) but there will be no objection to a small staff being temporarily detailed to carry out the necessary preliminary work.

It should be understood pending instructions from Australia, no action is to be taken to proceed with the issue of the Registration cards.

It is thought that Capt. DENNY's services would be very profitably utilised for the present with the Director of Education, A.I.F. and arrangements should be made for him to see Lt. Col. LONG the next time the latter is in London.

(Sgnd). T.D. Dodds,

Brig. General.  
D.A.G., A.I.F.

*Handwritten notes:*  
This is a copy of the  
original letter from  
the G.O.C. A.I.F. dated  
29.8.18. It is  
referred to in  
the report of the  
Committee on  
the A.I.F. Staff  
of 1918.



*Appendix**J*

Administrative Headqrs., A.I.F.  
130, Horseferry Road,  
LONDON. S.W.1.  
26.8.18.

The Rt. Hon. Mr. Wm. Hughes,  
The Prime Minister of Australia,  
Australia House,  
STRAND. W.C.2.

The attached memoranda regarding Repatriation and Demobilisation of the Australian Imperial Force, is forwarded for your information.

I should be glad to know if the conference suggested in the last paragraph of the smaller memorandum meets with your approval. There are many other aspects of this difficult problem which it is very desirable should be fully discussed, and it would seem that a conference as suggested is both necessary and advisable.

Brigadier-General.  
Commandant.



26 Aug 1918

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REPATRIATION AND DEMOBILISATION, A.I.F.

Policy matters for the consideration of the  
PRIME MINISTER OF AUSTRALIA.

Referring to the A.I.F. Repatriation and Demobilisation memorandum attached:-

1. Authority is desired for the immediate compilation of the Repatriation Registration Card mentioned in para. 9. This information will be very valuable and should be forwarded to Australia at the earliest possible moment. The completion of these cards will take some time, especially for those members of the A.I.F. who are serving in France, as this work must be performed when the troops are in rest or support. There will be a natural tendency for the soldier to state as his trade or occupation, the one most likely to secure priority in return; it is therefore advisable to secure these occupational particulars before any information regarding priority of return by Occupational Groups is known. If authority is given for the immediate issue of these cards, this will enable the Repatriation Section to proceed with this work at once; meanwhile other important matters of principle can be decided.
2. The following matters of principle need decision, in order that the Imperial War Conference may be informed and the necessary approval obtained:-
  - (a) The principle of return to Australia as set out in para. 4 needs immediate decision.
  - (b) The question of supplying the maximum number of ships to repatriate the A.I.F. could be taken up with the Imperial War Cabinet (para. 14). The wonderful fighting our troops have performed, the long distance of Australia, and the fact that they have not seen their homes since leaving for active service, are facts which should secure preferential treatment for Australia in the allotment of ships. Such ships should be used for the triple purpose of (i) transporting troops to Australia (ii) carrying raw material to Australia (iii) bringing to Europe Australian wool, wheat, etc.
  - (c) It may be advisable to carry out the repatriation of the A.I.F. from both the United Kingdom and France, as suggested in para. 14.
  - (d) The matter of extended leave in the United Kingdom is dealt with in para. 21. As the demobilisation of the Imperial Forces will be taking place at the same time, co-ordination regarding accommodation etc. may be necessary.
  - (e) The question of securing new guns, technical equipment, transport, etc. as set out in paras. 32 and 33 is of extreme importance to Australia. After conference with the A.I.F. Military Authorities, this matter might be taken up by the Prime Minister with the Imperial War Cabinet. It would be advisable for Australia to act promptly. The desirability or otherwise of our conferring with the other Dominions to be considered.
  - (f) The importance of the question set out in para. 16 is emphasised by Australian papers, which draws attention to the shortage of raw materials already existing in Australia. If such shortage increases, it might prevent the employment of those already in Australia, which would considerably increase the difficulties of reinstatement in civil life of those returning from service overseas.



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- (g) The question of land settlement is important and the action taken by the Commonwealth and State Governments in Australia should be fully advised. This information will be supplied to the soldiers at the Repatriation lectures, which will be held prior to compiling the Registration Cards. This matter is dealt with in para. 38.
- (h) The organisation of the various Repatriation Staffs is a matter of great importance, as the work will be extremely difficult. Failure, even in one section, would bring about a storm of criticism. To ensure success the closest co-ordination between the Repatriation and Defence Departments in Australia, and the Military Forces overseas, is essential. This matter is dealt with in para. 7 and appendix "C" attached thereto.
- (i) It is proposed that a conference be held as soon as possible in London, at which the following might be present:

The Prime Minister of Australia.  
 Sir Joseph Cook.  
 High Commissioner.  
 G.O.C. A.I.F.  
 G.O.C., Depots in United Kingdom.  
 Commandant, Administrative Headquarters.

Questions of high policy regarding Repatriation and Demobilisation could be considered, the recommendations of the conference to be cabled to Australia by the Prime Minister.

It is imperative that the work of preparing for the Repatriation of the Australian Imperial Force, should be put in hand immediately. If the Prime Minister will give his approval to the registration card set out in para. 1 of this report, this work can be proceeded with. Other policy matters can meanwhile be discussed and decided.



Major.  
 Staff Officer for  
 Repatriation and Demobilisation, A.I.F.

London.  
 26th August, 1918.



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of the  
AUSTRALIAN IMPERIAL FORCE.

Further matters for consideration by the Prime Minister of Australia.

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In answer to our cabled enquiry for the Commonwealth Government's policy regarding the repatriation of the A.I.F., the Minister of Defence advises that the Cabinet were awaiting a communication from the Prime Minister and that the policy of the Government will be communicated when such is arrived at.

As it is impossible to prepare any comprehensive organisation for repatriation without knowledge of the Government's policy, the work of the Repatriation Section, A.I.F. is temporarily suspended.

It is suggested that the following are matters which might be considered by the Prime Minister of Australia in addition to those set out in the memorandum of 10.9.18. All are of primary importance and should be considered and incorporated in the Government's policy when such is determined.

(a) Is every member of the A.I.F. to be returned to Australia without exception?

(b) If discharge overseas is to be allowed, a very clear statement regarding the qualifications necessary to entitle a man to discharge overseas is necessary. It will also be necessary to provide for the case of a man who seeks to obtain his discharge in the United Kingdom and then alters his mind or possibly is forced by change of circumstances or lack of employment, to re-apply for return to Australia. There might be a number of such cases and some provision should be made for this contingency, as such men might have an injurious influence upon any emigration policy that may be decided upon.

(c) What are the Government's intentions regarding the employment of soldiers and other war workers either in France or the United Kingdom while awaiting shipping facilities for return to Australia? A definite statement on this point is necessary.

(d) It is suggested that the Government might make a clear statement regarding Australia's responsibility to the returned soldier. If the Government guarantees to reinstate each man in his old position or some similar work of equal remuneration, it is perhaps desirable that some definite termination of such responsibility should be made. The institution of some Civil Court Tribunal consisting of a Magistrate and two others would provide for the soldier who, after reinstatement, leaves his employment and again claims assistance from the Repatriation Department. If the soldier complained that he lost his employment owing to victimisation of the employer, the matter would be referred to the Court. The onus would be upon the employer to disprove the charge. The finding of the Court, together with the evidence to be published in the local press.

It is thought that this or some similar scheme is necessary to finalise the responsibility of the Repatriation Department and prevent the machinery becoming clogged during the period when thousands will be arriving in Australia instead of hundreds as at present. The appointment of the Tribunals will provide the returning soldier with an avenue for appeal. The publication of evidence should prevent a great deal of unwarrantable charges of



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of mal-administration which may be made against the Repatriation Department in the great press of work consequent upon the repatriation of both fit and unfit soldiers. The Tribunal should assist in proving to the public of Australia that each returned soldier not only receives proper treatment, but has a just and impartial avenue of appeal.

(c) What is the Government's attitude with regard to Commonwealth and State schemes for emigration? Are such to be carried out simultaneously with the work of repatriation? It is understood that several schemes of emigration have been put forward, including one in which each member of the A.I.F. has power to nominate an emigrant. The cost of special low passages to be paid from the deferred pay of the soldier who nominates the emigrant.

Possibly a period of 12 months may elapse before repatriation is completed. If emigration is not to be considered until after this period, other Dominions, such as Canada, may secure a large proportion of the soldiers demobilised from the Imperial Forces who wish to proceed to the Dominions instead of returning to sedentary work in the United Kingdom again. A clear statement regarding the policy and opportunities in Australia, the cost of passage, responsibility for payment, etc. should be supplied, and the responsibility for overseas organisation definitely placed.

*G. Sherrington*

Major.

S.O. for Repat: & Demob: A.I.F.

London.  
17.9.18.



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STATEMENT REGARDING QUESTIONS OF POLICY

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JG

SUBMITTED TO THE PRIME MINISTER IN LONDON.

Many cables have been sent to Australia regarding the question of Repatriation, i.e. return of troops to Australia. In a reply cable from Defence dated 6.8.18 the following statement was made - "Government is awaiting communication from the Prime Minister". Eight days later a further cable stated that the "policy of the Government will be communicated to you when arrived at."

As the military situation was developing rapidly, and it was impracticable to proceed with the oversea organisation without the Government's policy, a copy of the attached roneed statement was submitted to the Prime Minister in London. The following questions affecting the Government's Repatriation policy were also submitted, with the object of assisting the Government to formulate such policy.

The Commonwealth Government's decision upon the following questions of policy is desired.

- (a) Approval for the immediate compilation of a Repatriation Register Card for each soldier oversea.
- (b) Is every member of the A.I.F. to be returned to Australia without exception?
- (c) If discharge oversea is to be allowed, a very clear statement regarding the qualifications necessary entitle a man to discharge oversea is necessary. It will also be necessary to provide for instances where the soldier seeks to obtain his discharge in the United Kingdom and then alters his mind or possibly is forced by change of circumstances or lack of employment, to re-apply for return to Australia. There might be a number of such cases and some provision should be made for this contingency, as dissatisfied discharged soldiers will have an injurious influence upon any emigration policy that may be put in force later on.
- (d) Is the A.I.F. to be repatriated direct from the scene of fighting (or training) as laid down by the War Office. It is suggested that Australia should insist on a free hand in this matter, as the proposals set out in para. 14 of the roneed statement may be adopted.
- (e) The question of securing the maximum number of ships to repatriate the A.I.F. should be taken up with the Imperial War Cabinet. This matter is also referred to in para. 14 of the roneed statement. The distance of Australia, our soldiers' fighting prowess, and the fact that they have not seen their homes since leaving for active service, might be advanced with the object of securing preferential treatment for Australia in the allotment of ships.
- (f) It is further suggested that the repatriation of the A.I.F. might be associated with the sending of raw materials to Australia, and the bringing of food products, wool, etc. from Australia to Europe. If the quick return of the A.I.F. troops is approved, this fact should help to secure for Australia considerable economic advantage by increased trading facilities immediately after the war.
- (g) Assuming that cargo space is secured in which to send  
essential



essential raw materials to Australia, employers promising to re-instate employees on active service could be approached and their requirements of raw materials ascertained and consolidated. These could be treated preferentially in shipment and be forwarded to Australia before the troops of that industrial occupational group. The question of obtaining a definite post-war allotment of such materials should be taken up with the Imperial Government. This matter is referred to in para. 16 of the roneed statement.

(h) Having ascertained the number of ships allotted to Australia, the period of repatriation can be approximately determined. The question of leave, education and employment of troops awaiting embarkation should be carefully considered. These matters are referred to in paras. 21, 22 and 23 of the roneed statement.

(i) What are the Government's intentions regarding the employment of soldiers and other war workers either in France or the United Kingdom while awaiting shipping facilities for return to Australia? A definite statement on this point is necessary.

(j) It is suggested that the Government might make a clear statement regarding Australia's responsibility to the returned soldier. If the Government guarantees to reinstate each man in his old position or some similar work of equal remuneration, it is perhaps desirable that some definite termination of such responsibility should be made. The institution of some Civil Court Tribunal consisting of a Magistrate and two others would provide for the soldier who, after reinstatement, leaves his employment and again claims assistance from the Repatriation Department. If the soldier complained that he lost his employment owing to victimisation of the employer, the matter would be referred to the Court. The onus would be upon the employer to disprove the charge. The Finding of the Court, together with the evidence to be published in the local press.

It is thought that this or some similar scheme is necessary to finalise the responsibility of the Repatriation Department and prevent the machinery becoming clogged during the period when thousands will be arriving in Australia instead of hundreds as at present. The appointment of the Tribunals will provide the returning soldier with an avenue for appeal. The publication of evidence should prevent a great deal of unwarrantable charges of mal-administration which may be made against the Repatriation Department in the great press of work consequent upon the repatriation of both fit and unfit soldiers. The Tribunal should assist in proving to the public of Australia that each returned soldier not only receives proper treatment, but has a just and impartial avenue of appeal.

(k) What is the Government's attitude with regard to Commonwealth and State schemes for emigration? Are such to be carried out simultaneously with the work of repatriation? It is understood that several schemes of emigration have been put forward, including one in which each member of the A.I.F. has power to nominate an emigrant. The cost of special low passages to be paid from the deferred pay of the soldier who nominates the emigrant.

(l) The possibility of post-war international complications



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may make a quick re-mobilisation necessary. It is desirable that a complete new military equipment for Australia's five Divisions should be secured from Imperial Ordnance, and be shipped to Australia before the troops. Modern guns and completely serviceable equipment will thus be secured for the A.I.F. The un-serviceable equipment now in use by the Divisions in France could be assembled by the cadres of the A.I.F. units and be handed back to Imperial Ordnance. The necessary financial adjustments to be made later.

(m) A suggestion was made that an A.I.F. Repatriation Officer should proceed to Australia in order to advise the Government regarding conditions prevailing overseas. Such officer would be conversant with all aspects of Repatriation, Demobilisation and Reinstatement including the proposals of the Imperial and all other Dominion Governments. After the necessary co-ordinating action had been taken in Australia, this officer would return to London, bringing with him staff conversant with the proposed Australian Repatriation procedures.

In conclusion it is desired to point out that the Canadian Oversea Military Force has had a large staff engaged upon Repatriation and Demobilisation work for some months. This staff prepared the policy, which was assented to by the Canadian Minister in London within a few days. The detailed organisation having been completed, a part of the staff have now proceeded to Canada to make preparations for the carrying out of the work at that end.

It is the desire of the Imperial Authorities that all the Dominions should progress in line and complete their Repatriation policy and organisation immediately. Imperial and Dominion conferences are being held regularly to secure this objective. The Commonwealth Government has not yet forwarded its policy. The work of preparing for Repatriation is "held up" owing to this delay and also by the fact that the Defence cable No. WS 666 of 14th August, 1918 is practically an embargo upon all oversea action regarding Repatriation.

27/9/18

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of the  
AUSTRALIAN IMPERIAL FORCE.

Questions for consideration by the Prime Minister of Australia.

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It is impossible to predict the end of the war. It may come soon. It may be delayed. The military situation is developing quickly, and the Americans have large forces. It is, therefore, imperative that Australia should be prepared for repatriation and demobilisation.

Immediate preparation is necessary if the difficult work of repatriation is to be carried out without confusion or delay. Next to winning the war, it is probably one of the most important and difficult problems which Australia has been asked to solve. The public of Australia will be ultra-sympathetic to the returning soldier, and the latter will be hyper-critical regarding his treatment upon demobilisation. Even a partial failure will bring about a storm of public criticism which it is very desirable should be prevented.

To achieve complete success, a most careful organisation is necessary. This oversea organisation can only be built upon the solid foundation of a definite policy formulated by the Commonwealth Government. Since 25.6.17 eleven communications have been sent to Australia regarding repatriation and demobilisation. Their last cables stated that "the Government were awaiting a communication from the Prime Minister, and the policy of the Government would be communicated when such was determined."

It is appreciated that Australia's distance from the scene of operations makes it exceedingly difficult to formulate a definite policy. It is proposed that a conference be arranged between the Prime Minister of Australia, Sir Joseph Cook and General Griffiths at Australia House, on the morning of Wednesday, the 11th September, 1918.

Matters for the consideration of the Prime Minister and the conference are classified under three headings, as follows:-

- A. Matters of detail upon which immediate decision can be given.
- B. Matters to be taken up by the Prime Minister with the Imperial War Council, whose decision may affect the Commonwealth Government's policy.
- C. Matters to be forwarded to Australia to assist the Commonwealth Government in formulating their Repatriation and Demobilisation policy.

A - Matters of detail upon which immediate decision can be given.

REGISTRATION CARDS.

The Imperial and all other Dominion Forces are preparing an Occupational Register of their troops. It is proposed that a similar Registration Card should be made out for every member of the Australian Imperial Force. This work could be conveniently carried out during the winter months when the troops are resting. It is considered that such Registration Cards form an essential foundation for any repatriation and demobilisation scheme that may be decided upon. Instructions to proceed with the work of compiling these cards is desired from the Prime Minister of Australia.



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The information on the cards will be very valuable and it is proposed to forward a copy of each to Australia at the earliest possible moment. It is desirable that the wishes of the soldier and also his true trade category be ascertained. This should be done at once, otherwise the soldier may give as his trade the one most likely to secure him priority of return. To obviate this, the Registration Cards should be compiled before the possibility of return by Occupational Groups becomes known to the troops.

B. - Matters to be taken up by the Prime Minister with the Imperial War Council, whose decision may affect the Commonwealth Government's policy.

- (i) Is the Repatriation and Demobilisation of the A.I.F. to be carried out by military unit or according to occupational group. This question is referred to in para. 4 of roneod statement attached.
- (ii) Is the A.I.F. to be repatriated direct from the scene of fighting (or training) as laid down by the War Office. It is suggested that Australia should insist on a free hand in this matter, as the proposals set out in para. 14 of the roneod statement may be adopted.
- (iii) The question of securing the maximum number of ships to repatriate the A.I.F. should be taken up with the Imperial War Cabinet. This matter is also referred to in para. 14 of the roneod statement. The distance of Australia, our soldiers' fighting prowess, and the fact that they have not seen their homes since leaving for active service, might be advanced with the object of securing preferential treatment for Australia in the allotment of ships.
- (iv) It is further suggested that the repatriation of the A.I.F. might be associated with the sending of raw materials to Australia, and the bringing of food products, wool, etc. from Australia to Europe. If the quick return of the A.I.F. troops is approved, this fact should help to secure for Australia considerable economic advantage by increased trading facilities immediately after the war.
- (v) Assuming that cargo space is secured in which to send essential raw materials to Australia, employers promising to reinstate employees on active service could be approached and their requirements of raw materials ascertained and consolidated. These could be treated preferentially in shipment and be forwarded to Australia before the troops of that industrial occupational group. The question of obtaining a definite post-war allotment of such materials should be taken up with the Imperial Government. This matter is referred to in para. 16 of the roneod statement.
- (vi) Having ascertained the number of ships allotted to Australia the period of repatriation can be approximately determined. The question of leave, education and employment of troops awaiting embarkation should be carefully considered. These matters are referred to in paras. 21, 22 and 23 of the roneod statement.
- (vii) The possibility of post-war international complications may make a quick re-mobilisation necessary. It is desirable that a complete new military equipment for Australia's five Divisions should be secured from Imperial Ordnance, and be shipped to Australia before the troops. Modern guns and completely serviceable equipment will thus be secured for the A.I.F. The unserviceable equipment now in use by the Divisions in France could be assembled by the cadres of the A.I.F. units and be handed back to Imperial Ordnance. The necessary financial adjustments to be made later.



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- Matters to be forwarded to Australia to assist the Commonwealth Government in formulating their Repatriation and Demobilisation policy.

- (a) Important legal questions will arise on the cessation of hostilities, some of which may necessitate amendment to Acts of Parliament in Australia. A statement regarding such should be prepared and forwarded to Australia immediately.
- (b) The responsibility and difficulties of repatriation work overseas should be brought to the notice of the Commonwealth Government. It is essential that a strong military staff handle this matter in London, and they should be supported by civilian advisors possessing special knowledge of Australian statistics, industrial conditions and the various Commonwealth and State schemes of land settlement, etc.
- (c) The proposed organisation of the Repatriation and Demobilisation Staff as set out in the "Wheel of Organisation" to be considered. It is imperative that all possible power be given to the Executive and Advisory Committee in London to carry out this difficult work within the policy lines formulated by the Australian Government. Important matters will need prompt action and unnecessary communications to Australia may cause serious delays. To ensure success the closest co-ordination between Defence and Repatriation Departments in Australia, and the Civil and Military Forces overseas is essential.

Information regarding conditions prevailing overseas should be sent or taken to Australia as soon as possible. The political and military difficulties of the work of repatriation and demobilisation are accentuated by the fact that many Government Departments in Australia are vitally interested. Co-ordination and a clearly defined policy are very necessary.

To ensure quick action and to assist the Australian Government in formulating its policy, it is suggested an Officer might at once proceed to Australia. He would take with him all particulars of the A.I.F. repatriation and demobilisation proposals, and those of the Imperial, Canadian and New Zealand Military Forces. These could be considered by the Government and possibly by a conference of the Departments interested. From this broad basis a sound but elastic policy should be determined.

As Australia would already be in possession of local facts and conditions, it is thought this would be preferable to the suggestion that Australia should send a representative to London. It would take such a representative some considerable time to obtain a true conception of the conditions prevailing overseas and his report would even then have to be sent to Australia before any definite decision could be arrived at. Probably three months would be saved by sending an officer from London to Australia, and in view of recent military developments, and the large amount of preparatory work necessary overseas, the saving of this time is very necessary. An immediate decision on this point is advisable.

It is desired to point out that the War Office have arranged fortnightly repatriation and demobilisation conferences, consisting of representatives from the War Office and each of the Dominion Forces. Their desire is that each Dominion should be fully informed regarding Imperial proposals and keep uniformly in line of progress. It is not in Australia's interest that the Canadian, New Zealand and South African Forces should be ahead of our own proposals regarding repatriation and demobilisation.

(Signed) G. SHERINGTON.

London.  
10. 9.18.

Major.  
S.O. for Repat; & Demob: A.I.F.



6 Copies  
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MINUTES of a CONFERENCE re DEMOBILISATION, A.I.F.

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between

PRIME MINISTER of AUSTRALIA

and

BRIG. GENL. DODDS, Commandant, ADMINISTRATIVE H.Q.

Comments of  
G.O.C., A.I.F.

1 RETURN OF TROOPS.

Surely more quickly!

The Prime Minister and General Dodds agreed that 12 to 13 months would probably be the shortest period in which Australia could absorb all A.I.F. personnel to be returned.

If our 1914 men have not to return it will be a great help. We should keep this in mind and if possible and necessary try to defer their start back if peace seems near.

Assuming the strength of the A.I.F. to be 200,000 this would represent the arrival in Australia of 3,000 troops per week for 15 months. Probably in the following proportions; New South Wales 1,050, Victoria 810, Queensland 420, South Australia 270, Western Australia 300, Tasmania 150 per week. Major Sherington pointed out that these totals would include men with definite employment guaranteed on return. He also referred to Administrative Headquarters letter to Defence dated 9.4.18, suggesting methods whereby a larger percentage of the A.I.F. might be automatically reinstated in their civil employment. The necessity for expediting return of troops in order to allow for the resumption of emigration was also noted.

The Ministry of Shipping have undertaken to return 200,000 A.I.F. Troops within a period of 9 months i.e. 5,000 per week. The steamers will follow the usual trade routes and consequently the speed in returning troops may have a direct bearing upon the volume of cargo space available both to and from Australia immediately after the War.

The Prime Minister to cable Australia his views in order to expedite a reply to Admnaust cable to Defence 8.10.18.

It was agreed that the period of 18 months should be accepted pro tem and the work of organisation overseas to proceed at once on this basis.

2. CABLE TO SECRETARY OF STATE FOR COLONIES.

See para.4 of this wire.

The Prime Minister desired to again read the cable forwarded from Australia to the Secretary of State for the Colonies dated 5.2.17. A copy of this was forwarded to him with other Demobilisation papers, but a further copy is attached hereto (appendix "Z").

3. CLASSIFICATION FOR RETURN OF TROOPS.

The necessity for establishing a just basis for deciding the priority in returning troops was agreed to. A suggested classification, i.e. Marriage, Children, Length of Service and Re-employment guaranteed was left with the Prime Minister who instructed that same be cabled to Australia forthwith (draft of suggested cable attached ( appendix "Y").



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In that cable, attention to be drawn to the necessity for a governing clause providing for the possible return of single men without re-employment guaranteed by occupational groups. The cable further to state that with this addition the classification was considered a suitable basis by the Prime Minister and that the same should be adopted immediately.

Meanwhile the question of the further classification of single men, Classes (k) and (l) by Occupational Groups to be deferred temporarily.

#### 4. MATTERS OF POLICY.

There were three matters upon which the Commandant Administrative Headquarters desired information regarding the Government's policy:-

I hope <sup>at</sup> least  
5,000 per week.

(a) Number of troops to be returned per months (referred to in the first para. of these Minutes).

(b) Ports of embarkation. Southampton, London and Liverpool are suggested in the U.K., Marseilles in France, and Suez in Egypt. This question is entirely under the control of the Ministry of Shipping. If the above basis is agreed to, detailed arrangements might be left with the Commandant, Adm. Headqrs. for necessary arrangement.

(c) Classification for return of the A.I.F. This matter is referred to in para. 3 above.

#### 5. FURTHER CONFERENCES.

All matters affecting return of the troops, demobilisation and repatriation are to be referred to the Prime Minister. Copies of communications to be exchanged regularly. Adm. Aust to look to the Prime Minister for decision upon all matters which are outside the scope of the Department of Defence.

The following cable has been received from Defence:-

"Ws666. 14th Aug. With reference to Adm. Aust despatches April 9th and April 12th and Genl. Birdwood's telegrams T22 and T24 on related questions of demobilisation and repatriation, re-establishment of soldiers in civil life is matter for Repatriation Dept. which is totally distinct from this Department, therefore no action is to be taken in connection with this matter other than to comply with requests of the Repatriation Dept. which will be forwarded to you through this Dept. from time to time. Regarding demobilisation and return of troops to Australia, policy of Govt. will be communicated to you when arrived at."

This quite ties our hands for the present.

In view of the quoted cable it would seem necessary that the decisions outlined in para. 5 above should be cabled to Australia by the Prime Minister.

I hope to see these later on.

Copies of three cables which were forwarded to Australia House on the day previous to which the conference was held, had not arrived, these to be further considered at a meeting to be convened later.



6. EDUCATION SCHEME.

For the  
Director of  
Education  
to see.

The Prime Minister desired to be supplied with a copy of the A.I.F. Education Scheme; he was of opinion that the question of Education must be carefully handled and necessarily any scheme for fit men should include plans for securing definite trade experience in workshops in the United Kingdom in addition to arrangements for Lectures, Vocational training etc.

The question of oversea training for disabled soldiers must be carefully linked up with that which would prevail in Australia upon the soldiers' return. Care to be taken that such men do not get the "Hospital habit."

The question of securing ~~a~~ controlled workshops from the Imperial Authorities is being taken up by the Prime Minister, who expressed the opinion that men employed in any capacity overseas should remain as soldiers.

(Sgnd). G. Sherington.

Major.  
Staff Officer for Demobilisation, A.I.F.

GS/JS.

To: Commandant.

From: Staff Officer for Demobilisation.

Referring to the matters discussed with the Prime Minister yesterday, I desire to place on record my strong opinion that nothing should be done - at this juncture - calculated to weaken the efforts now being made with the Ministry of Shipping to repatriate the A.I.F. within a period of 9 months.

All other Dominions are endeavouring to force the hands of the Ministry of Shipping and secure more ships. For the present we also should do so. After our proportion of shipping available has been allotted on the 9 months basis, we could if necessary put the break on the volume of troops returning and thus gain an increased cargo space in lieu of troop deck space relinquished.

Major.  
Staff Officer for Demobilisation.

G.O.C.  
Endorsed  
"Y. agree S."



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D. J. G. H.

PRECIS OF ACTIONS TAKEN BY  
REPATRIATION & DEMOBILISATION SECTION, LONDON.

1. Several despatches and cables sent to Australia urging the immediate formulation of a policy, full power to be vested in London to carry out this difficult work of repatriation within the scope of the policy formulated by the Commonwealth Government.

2. Authority requested for the compilation of Repatriation Registration Card.

The last cables in response to the above requests state that the Government is awaiting advice from the Prime Minister, that London will be informed when the policy is formulated, meanwhile no action is to be taken. No consideration is to be given to the question of reinstatement except upon the initiative of the Repatriation Department in Australia.

3. Conference has been held with Mr. Hughes and information supplied calculated to assist in the formulation of the Government's repatriation policy. No finality reached; further conference necessary in order to personally follow up the last written statement forwarded to Mr. Hughes.

4. The Prime Minister cabled to Australia approving the Repatriation Registration Card but no reply is to hand.

5. A cable has been received from the Electoral Department stating that a nominal roll of military voters must be immediately compiled. It is proposed to consolidate this with the Repatriation Registration Card and a cable to that effect has gone to Australia - no reply received.

6. The Staff Officer for Repatriation is attending regular conferences of the Empire Demobilisation Committee. The Imperial Authorities are anxious to keep all the Dominions in line of progress regarding their Repatriation organisation. Australia is unable to take any active part as the policy of the Commonwealth Government is unknown.

Decisions by Australia upon the following points is a matter of extreme urgency:-

- (a) Is every member of the A.I.F. to return to Australia without exception.
- (b) Is Repatriation to be by military unit or groups giving priority to married men of long service with definite employment to go to.
- (c) Are the whole of the troops in France to be embarked from France.
- (d) Employment of soldiers in the United Kingdom while awaiting embarkation.
- (e) It is understood that an officer may be sent from Australia to London for the purpose of securing information regarding conditions prevailing overseas. The overseas organisation for Repatriation is one of extreme urgency and it is suggested that if an officer went to Australia he could supply information immediately. This method would save about 3 months and the policy when decided upon could be cabled to London. The Repatriation Officer sent from London to return forthwith, bringing with him a small civil staff to constitute an Enquiry Bureau, to act



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(e) contd.

act as advisors and to answer enquiries from members of the A.I.F. regarding facilities for reinstatement and opportunities of land settlement, industry, etc. in Australia after the war.

It is impossible to determine when the war will end, but it is essential that preparations for Repatriation and Demobilisation should be made immediately. It is doubtful if Australia appreciates the amount of preparation and organisation necessary to carry out this work successfully. It might be advisable to send a cable to Australia pointing out the extreme urgency of this matter.

London.  
30.9.18.

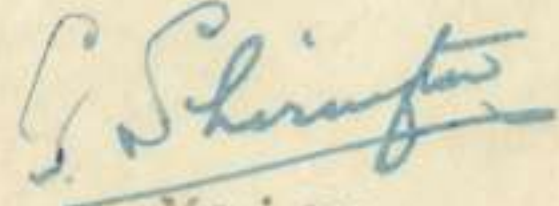
Major.  
S.O. for Repat: & Demob: A.I.F.

POINTS ON REPATRIATION & DEMOBILISATION OF THE  
AUSTRALIAN IMPERIAL FORCE.

It is desirable that -

- (1) The proposed establishment of the Repatriation Section be approved. An additional Repatriation Officer to be appointed to carry out the work of compiling the Repatriation Registration Cards.
- (2) An oversea officer who is thoroughly conversant with the oversea proposals should visit Australia and return to London.
- (3) The Commonwealth Government must define their policy promptly, such policy to be definite on certain points and elastic on others. Full powers to be given London to carry out the work within the scope of the Government's policy.
- (4) The policy should provide for close co-ordination between the Repatriation and Defence Departments in Australia.
- (5) As the soldier's military life is ending and his civil life being reconstituted, it is desirable that certain information should be secured by means of Repatriation Registration Card for each man, a duplicate of each card being sent to Australia.
- (6) The Military Officer visiting Australia should on returning bring to London with him a representative of the Repatriation Department in Australia and also three or four officers, including some conversant with the procedures of the Land and Statistical Departments. They will form an Enquiry Bureau to answer enquiries made by soldiers regarding employment in Australia after demobilisation, and also assist the Military Repatriation Department oversea.

London.  
30.9.18.

  
Major.  
S.O. for Repat: & Demob: A.I.F.