

The Reorientation of the Bundeswehr (Key Elements)

Safeguarding National Interests – Assuming International Responsibility – Shaping Security Together

I. Fundamental Principles

Germany's place in the world is characterised above all by our interests as a strong nation in the centre of Europe and by our international responsibility for peace and freedom. German security policy is committed to the values and principles of the free and democratic order of the German constitution and international law. As an active member of the international community, Germany pursues its interests and is actively striving for a better and safer world. We are committed to serving world peace as a strong partner in a united Europe.

Armed forces will continue to be an indispensable tool of German foreign and security policy. They are the basis of our willingness and preparedness to defend ourselves. The Bundeswehr must therefore be reoriented towards both current tasks and expected future developments. The **Defence Policy Guidelines** set the strategic framework and define our security objectives and long-term interests. The **capability profile** derived from these guidelines encompasses territorial defence and collective defence within NATO, international conflict prevention and crisis management, homeland security, rescue and evacuation operations including hostage rescue operations, and humanitarian relief abroad.

The Bundeswehr must be prepared to fulfil different operational tasks. The strategic requirements of the North Atlantic Alliance and the European Union will affect the tasks, scope, structure, equipment and organisation of the Bundeswehr of the future. Since a direct conventional attack on German territory has become unlikely, the personnel strength that was exclusively reserved for such an event is no longer needed. In order to deliver an appropriate level of security, the build-up capabilities of the armed forces will be maintained and universal conscription will remain enshrined in the German constitution, although the obligation to perform basic military service has been suspended.

The reorientation of the Bundeswehr will extend beyond the current legislative period. The involvement of the German Bundestag with regard to the employment of the armed forces as stipulated in the constitution will continue to be an indispensable basis of German security policy. Our Bundeswehr is therefore entitled to broad political consensus about its future size and to solid financing.

II. Key elements of the implementation

The dynamically changing global security environment is a key parameter for the reorientation of the Bundeswehr. We need a Bundeswehr that opens up a broad spectrum of options for political action. Demographic trends in Germany set natural boundaries for the future size of the Bundeswehr. For this reason we will build structures that can be permanently staffed by qualified military and civilian personnel. We want to ensure that young men and women continue to see the Bundeswehr as an attractive and valued employer.

1. On this basis, the strength of the Bundeswehr will in future be up to 185,000 military personnel and 55,000 civilian personnel. The armed forces will comprise 170,000 regular soldiers and temporary-career volunteers (including reservists) and between 5,000 and 15,000 military service volunteers.
Some 10,000 soldiers will be deployable and sustainable in parallel operations.
2. The most valuable resource of the Bundeswehr is its military and civilian personnel. Only qualified and dedicated personnel will ensure that the mission of the Bundeswehr is accomplished. The reorientation of the Bundeswehr will focus on retaining existing personnel, recruiting new personnel, and creating attractive job opportunities. We will carry out a thorough review of the training and qualification landscape in the Bundeswehr and redesign it in a forward-looking way. Education and training of civilian and military personnel as well as significantly improved options to pass between career paths will form the basic pillars of a common personnel and leadership development concept.
3. The German government will take any necessary measures regarding personnel to implement the structural reform and will ensure that the foundations are laid for all legal and other requirements (accompanying programme for the reform).
4. The voluntary military service offers a new option for young people to serve their country in the Bundeswehr.
5. A new Bundeswehr stationing concept will be adopted in the autumn of this year. Its core principles will be functionality, cost-effectiveness, attractiveness and a broad presence throughout Germany.
6. The Bundeswehr will make a meaningful contribution to a comprehensive national security system and will take far-sighted, cross-government action in cooperation with all responsible government institutions and players in Germany, while taking into account the

responsibilities and capabilities laid down in the constitution. To accomplish this, the Bundeswehr will continue to need the knowledge and skills of reservists, as well as their readiness to contribute to the public good. Reservists support the Bundeswehr particularly in the creation of new capabilities and in this way assist in protecting Germany. Territorial structures and non-active units contribute to the regional build-up of military capabilities. The role of reservists will be laid down in a revised reservist concept.

7. Defence expenditure must be in keeping with the mission of the Bundeswehr and with all other government commitments. The Bundeswehr needs a sound and sustainable financial base that ensures sufficiently reliable planning. Appropriate financial means will be provided for armed forces that are mission capable and capable of meeting our Alliance commitments and that reflect Germany's position in the world.
8. In future, the Bundeswehr will apply a uniform organising principle according to which functional and organisational expertise will be merged on all levels.
9. The Ministry will be headed by the Minister of Defence, two permanent state secretaries, and the German Chief of Defence. Two parliamentary state secretaries support the Minister in his capacity as a member of government. The Chief of Defence is the highest-ranking service member of the Bundeswehr and its most senior military representative. In future, he will be the administrative superior of all troops. He is the military advisor to the German government.

The Ministry will consist of nine directorates with approximately 2,000 personnel. The reduction in personnel will affect all organisational levels. Directors are responsible for the agencies, offices and facilities assigned to them. The directorates will be staffed with a mix of civilian and military personnel. In future, the Chiefs of Staff of the services will head their services outside the Ministry.
10. The armed forces will consist of five services (Army, Air Force, Navy, Joint Support Service and Joint Medical Service) that are to closely coordinate their activities with one another.
11. The procurement of equipment for the armed forces and matters concerning the information technology of weapon systems and command and control support will be pooled. To this end, a board with additional support from external experts will be set up in the German Ministry of Defence. Its task will be to make the procurement and in-service processes as well as their organisation fit for the future. In addition, all current procurement and equipment projects will be reviewed for their

compatibility with this policy paper and with the prioritised capability profile of the armed forces.

12. The creation and maintenance of military infrastructure at home and abroad will continue to play an important role. The Bundeswehr will closely examine the entire system of infrastructure and services in order to streamline organisation and processes.