



Australian Government

Defence Force Remuneration Tribunal

DECISION

Defence Act 1903

s.58H(1) — Determination of the salaries and relevant allowances to be paid to members

Navy Imagery Specialist

(Matter No. 21 of 2012)

THE HON. A. HARRISON, PRESIDENT
THE HON. A. BEVIS, MEMBER

CANBERRA, 19 APRIL 2013

[1] This decision relates to an application by the Australian Defence Force (ADF) to vary the current salary structure for Navy Imagery Specialists, pursuant to s.58H of the *Defence Act 1903* (the Act). The Australian Defence Force (ADF) sought an additional skill grade to the Imagery Specialist (IS) category structure. This decision reflects Defence Force Remuneration Tribunal Determination 13 of 2012 and Determination 3 of 2013, which we issued on 1 November 2012 and 31 January 2013. The operative date of effect for both was on and from 31 January 2013.

Background

[2] The Royal Australian Navy (RAN) imagery specialist (IS) employment category is a two Skill Grade structure (Skill Grade 1 & Skill Grade 2). Skill Grade 1 is remunerated at Pay Grade 4 and Skill Grade 2 is remunerated at Pay Grade 5¹ within the Graded other Ranks Pay Structure (GORPS). The ADF submitted that the current IS employment category comprised of a two Skill Grade structure, came into effect following a 2003 review of RAN Photographer remuneration. The ADF noted that the RAN photographer employment category underwent a simple transition into GORPS in 2008². The ADF asserted that other than a title change to the employment category on 1 October 2009, to what is now the known as RAN Imagery Specialist (IS), there had been no further review of work value change since 2003.³ The Tribunal is satisfied that the work value of the RAN IS has not been reviewed since 2003.

The basis of the application

[3] In their submission the ADF assert that there is a requirement for the current RAN IS category to expand in order to strengthen Navy's maritime imagery capabilities. The ADF seek to add an additional Skill Grade 3, at Pay Grade 6 on GORPS, for those members who deliver geospatial imagery analysis in addition to their specialist imagery support role to enable new capability requirements for the RAN⁴.

[4] The ADF submitted that the *"introduction of Skill Grade 3 and the proposed Pay Grade 6 placement recognises the work value of the IS sailors who deliver geospatial imagery analysis capability in addition to their specialist imagery support role. The work value of the geospatial imagery analysis skill set will be enduring throughout the IS sailor's career"*⁵. Moreover, the ADF submitted that *"the proposed new IS Skill Grade 3, with a corresponding Pay Grade 6 placement, recognises members who make a significant contribution to Navy capability"*, with members at this level maintaining skill sets in both strategic communications and imagery intelligence, and geospatial imagery analysis⁶. The remuneration of the existing IS Skill Grades 1 and 2 at Pay Grades 4 and 5 respectively remain unchanged.

[5] The ADF submitted that *"the restructure of the IS category was identified as a means to strengthen Navy's maritime imagery analysis capabilities to meet current and future targeting requirements"*⁷. The additional Skill Grade 3 and Pay Grade 6 would:

- a. Support the RAN requirement to grow a geospatial imagery analysis capability;
- b. Recognise the enhanced geospatial imagery analysis role of the IS category; and
- c. Recognise the requirement to maintain skill sets in imagery intelligence and geospatial imagery analysis.⁸

[6] The ADF also submitted that to achieve classification as an IS Skill Grade 3 sailor, the member will have completed the requisite geospatial imagery analyst training and be posted as a geospatial imagery analyst.⁹

[7] The Tribunal was advised that current RAN IS personnel are being remunerated based on the current Skill Grade 2 although undertaking work which supports a wider range of ADF operations and requires acquisition of additional skills and responsibilities. Further, the ADF identified that a small number of IS sailors had acquired significant skills and responsibilities in order to perform their new geospatial imagery analysis role, without any recognition of these increase demands or work value¹⁰.

[8] The ADF called two witnesses to support the claims made in their submission, Chief Petty Officer David Ross Connolly and Able Seaman Peter James Thompson. Both witnesses provided evidence in support of the requirement for an additional Skill Grade of IS category and the changing nature of RAN IS work.

[9] The evidence regarding the increased work volumes, complexity and responsibility being undertaken by RAN IS personnel provided by both witnesses provides support for the ADF submission. As outlined in the evidence of Chief Petty Officer Connolly¹¹ and Able Seaman Thompson¹², the work of RAN IS personnel has changed in requirement and scope. The Tribunal accepts the evidence provided by the witnesses.

[10] The Commonwealth had no issues with the ADF proposal to introduce a third skill grade at Pay Grade 6, which recognises Navy Imagery Specialists sailors who qualify as geospatial imagery analysts¹³.

Conclusion

[11] Having considered the submissions, evidence and affidavits, and noting the Commonwealth's agreement to the ADF proposal, we are satisfied there is sufficient evidence

to support the introduction of the additional Skill Grade 3 for IS category personnel. Accordingly, we decided to approve the amendments sought in the ADF submission. As we have earlier noted, the amendment to salary levels in Defence Force Remuneration Tribunal Determination No. 15 of 2008, *Salaries* was effective on and from 31 January 2013.

THE HON. A. HARRISON, PRESIDENT
THE HON. A. BEVIS, MEMBER

Appearances:

Mr. R. Kenzie, AM QC with Squadron Leader J. Magro for the Australian Defence Force

Mr. R. Tarlinton with Mr J. O'Reilly for the Commonwealth

¹ Exhibit ADF1, Page 4 Paragraph 2

² Exhibit ADF 1, Page 4 Paragraph 3

³ Ibid

⁴ Exhibit ADF1, Page 5, Paragraph 2

⁵ Exhibit ADF1, Page 5, Paragraph 2.

⁶ Exhibit ADF1, Page 11, Paragraph 23

⁷ Exhibit ADF1 Page 10, Paragraph 19

⁸ Exhibit ADF1, Page 10, Paragraph 19 – Page 10 Paragraph 23

⁹ Exhibit ADF 1, Page 5, Paragraph 1

¹⁰ Exhibit ADF1 Page 10, Paragraph 19

¹¹ Exhibit ADF1, Affidavit of Chief Petty Officer David Ross Connolly, Dated 30 October 2012

¹² Exhibit ADF1, Affidavit of Able Seaman Peter James Thompson, Dated 30 October 2012

¹³ Exhibit Commonwealth1, Email from Roger Tarlinton, sent 24 November 2012 at 12:30pm