



Australian Government
Defence Force Remuneration Tribunal

STATEMENT

Defence Act 1903

s.58H(2)a – Determination of the salaries and relevant allowances to be paid to members.

ROYAL AUSTRALIAN ARTILLERY: OFFENSIVE SUPPORT EMPLOYMENT CATEGORIES

(Matter No. 4 of 2016)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 17 OCTOBER 2016

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This statement arises from a submission¹ made by the Australian Defence Force (ADF) under s.58(H) of the *Defence Act 1903* (the Act) that seeks to manage the Royal Australian Artillery (RAA) Offensive Support capability through four Permanent Force categories and one Reserve category.

[2] The proposal seeks a Permanent Force construct through the existing Artillery Gunner, Artillery Command Systems Operator, Artillery Observer and Manager Offensive Support categories and the Reserve capability to be grouped into the Artillery Light Gunner category.

[3] The ADF submit that none of these changes impact the work value and seek to retain the existing pay grade placements, with the amendment of one pay placement trigger. The ADF propose non-reduction provisions for members affected by the amendment to be provided under s.58B of the Act.

Background

[4] Offensive Support Categories are primarily responsible for locating and prosecuting targets in the battle space, as well as the operation of field guns, mortars and the provision of command support.

[5] In 2014-15, Army conducted an employment category review of the RAA Offensive Support categories: Artillery Light Gunner; Artillery Gunner; Artillery Command Systems Operator; Artillery Observer; and Manager Operations Offensive Support which informed this submission. Further, Plan *Beersheba* capability developments have resulted in the requirement for separate training continuums to operate both digitised and analogue equipment.

Submissions

[6] In summary, the ADF proposes to:

- a. retain the current Permanent employment category construct for the proposed changes to Offensive Support categories
- b. revise the pay grade trigger for Manager Operations Offensive Support from completion of management training course to when the member is promoted to Warrant Officer Class 2;
- c. create an Assistant Manager skill grade in each Permanent Offensive Support category for Sergeants who are Subject 4 Warrant Officer RAA Offensive Support course qualified which stays at pay grade 5 until promotion to Warrant Officer Class 2;
- d. remove reference to the Reserve employment categories:
 - i. Artillery Gunner;
 - ii. Artillery Command Systems Operator;
 - iii. Artillery Observer; and
 - iv. Manager Operations Offensive Support; and
- e. merge the Reserve Offensive Support skill grades in to a single Artillery Light Gunner category.ⁱⁱ

[7] The Commonwealth supports the ADF application in its entirety.ⁱⁱⁱ

Consideration

[8] We considered this matter in conference with the parties on 10 August 2016.

[9] We accept that the amalgamation has come about as a result of capability changes and that there is no change to any existing employment structure or work value.

[10] We considered the submission that the current trigger for pay grade placement is based on the completion of manager training courses^{iv}, and not on promotion to Warrant Officer. We accept that this is inconsistent with other Army categories. We agree that amendment to an ‘on promotion’ pay grade will more accurately reflect the development and application of the skills required at the Warrant Officer rank.

[11] We gave consideration to the ADF proposal to make non-reduction provisions for members under s.58B of the Act. We questioned the need for this to be implemented under s.58B however we accept that this change is administrative in nature and that s.58B makes suitable provision for this.

Conclusion

[12] We agree to the construct of four Permanent categories and one Reserve category to deliver Offensive Support capability to the RAA.

[13] We accept the need for non-reduction provisions for those Sergeants affected by the pay grade placement amendment and agree that it be determined under s.58B. We recognise 48 months as a sufficient time period to allow career management or promotion of members affected. We require the ADF to report back to us in August 2019 in order to ascertain the number of members remaining on non-reduction provisions at that time.

[14] Determination 7 of 2016 will be issued to give effect to this decision from the proposed commencement date of 17 November 2016.

INGRID ASBURY, PRESIDENT
ADRIAN MORRIS, MEMBER
RADM JAMES GOLDRICK AO CSC RAN RTD, MEMBER

ⁱ ADF Submission - Royal Australian Artillery: Offensive Support Categories 4 of 2016 dated 10 August 2016.

ⁱⁱ ADF submission page 7 paragraph 7.

ⁱⁱⁱ Commonwealth submission – Matter 4 of 2016 – Royal Australian Artillery – Offensive Support Employment Categories dated 29 July 2016.

^{iv} Known as ‘Subject 4’ course.