

DEFENCE FORCE REMUNERATION TRIBUNAL

Application to establish STORES NAVAL SUBMARINER (SNSM) skill grades within the Stores Naval employment category.

MATTER 7 OF 2011

DECISION

[1] In Matter No 7 of 2011 the Australian Defence Force (ADF) sought the approval of the Defence Force Remuneration Tribunal (DFRT) to establish Submariner Skill Grades within the Stores Naval Employment Category (SNSM).

[2] The proposal creates new Skill Grades for an existing Employment Category and re-introduces a Stores Naval Submariner (SNSM) function to the Navy submarine capability. The Stores Naval category is currently placed at Pay Grades 3 and 4.

[3] At the hearing on 2 November, 2011, the ADF proposed that Skill Grades 3 and 4 SNSM be placed at Pay Grade 7 upon obtaining their Submarine Qualification ('Dolphins'). In addition to their SN role the SNSM will perform all specialist duties required of a qualified submariner.

[4] This placement would recognise:

- (i) The submarine qualification and specialist submarine responsibilities that the qualification entails;
- (ii) The higher experience and responsibility levels of SNSM sailors in comparison to submarine categories placed at Pay Grade 6; and
- (iii) The relativity between Steward, Cook and Stores Naval in both Surface and Submarine Fleets as established in the 2001 Stores Naval Supply category case and reinforced during the 2008 Graded Other Ranks Pay Structure placement exercise.

[5] The ADF called two witnesses; Commander G.S. Lawton, Director of Submarine Operations at Headquarters Joint Operations Command and Warrant Officer M.P. Olson, the Warrant Officer at Joint Logistics Unit (West). Both witnesses provided evidence in support of the application and discussed the functions of, and reasons for, the proposed category placement.

[6] An affidavit was also sworn by Commodore C.W. Thomas, Director General Logistics in the Navy Logistics Branch.

[7] The Commonwealth Advocate submitted that the Commonwealth supported the ADF proposal.

[8] Having noted the agreement between the parties and considered the submissions and the witness evidence, we have decided to approve the pay grade placements for Stores Naval Grade 3 and 4 Submariner at Pay Grade 7.

[9] The date of effect of our decision is on and from the first pay period after 3 November 2011.

Appearances:

R. Kenzie, AM, QC, Defence Force Advocate with S. Robertson.

M. O'Neill, Commonwealth Advocate

Date and Place of Hearing:

2 November 2011 Canberra