



Australian Government
Defence Force Remuneration Tribunal

DECISION

Defence Act 1903
s.58H—Functions and powers of Tribunal

**ROYAL AUSTRALIAN NAVY – PHYSICAL TRAINING
INSTRUCTOR**
(Matter 11 of 2018)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 4 OCTOBER 2018

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision arises from an application¹ made under s.58H of the *Defence Act 1903* by the Australian Defence Force (ADF) to align Navy's senior Physical Training Instructors (PTIs) with extant Army and Air Force PTI pay placements.

[2] We considered this matter on the papers on 5 September 2018.

Background

[3] All ADF PTIs ensure that personnel maintain sufficient physical fitness levels. Within Navy they provide general and task specific physical conditioning, maritime security training, physical employment standards training and testing, injury prevention strategies, health and wellbeing advice and work, health and safety training.

Submissions

[4] The ADF submit² they have recently reviewed the Navy PTI employment category and that PTIs at the ranks of Chief Petty Officer and Warrant Officer (in skill grade 3) have been identified as having an increased managerial role. They consider the role now mirrors the pay

placement determined for senior Army and Air Force PTIs in Matter 7 of 2009 - *Graded Other Ranks Pay Structure (GORPS)*.³

[5] Accordingly the ADF seek to increase the current pay grade for senior sailor Navy PTIs from pay grade 4 to pay grade 5, in alignment with the other Services, from 24 January 2019.

Consideration

[6] We accept that when the GORPS was established, the Tribunal acknowledged that Army and Air Force PTIs had increased managerial responsibilities and determined their pay grades accordingly. We note that, at that time, Navy chose not to make any submission.

[7] We also note that in Matter 16 of 2017 – *Salaries – Navy employment categories*,⁴ Navy formally adopted the nomenclature of ‘Physical Training Instructor’ (from ‘Physical Trainer’) to also ensure commonality across the three Services.

[8] We considered the evidence that “*in December 2015 Director General Navy people directed that a review be conducted into the recently renamed PTI employment category*” which focussed on: the appropriate number of PTIs in the right locations; an effective branch structure to ensure a coordinated approach; and the best personnel options for the workforce.

[9] We considered the evidence that, within Navy’s Resilience Plan⁵, there are a number of initiatives provided to enhance capability which also include objectives specifically required of PTIs to:

- a. improve physical training instructor utilisation to increase scheduled physical training sessions;
- b. increase participation of personnel in three hours per week of organised physical training;
- c. have 100 per cent of personnel in correct sporting attire; and
- d. increase first time pass rate targets in physical fitness testing

[10] We note the evidence of the significant improvements in performance achieved against those objectives in 2016 directly attributed to the expanded PTI role.

[11] We note that this proposition does not seek to change the skill grade structure for Navy PTIs and accept the assessment that the “*current skill grade structure meets Navy’s needs now and into the future.*”⁶

Conclusion

[12] We accept that Navy’s Resilience Plan requires senior PTIs to plan, conduct and verify their duties against the objectives detailed in paragraph 8 and accept that these aims are already being achieved.

[13] Determination 8 of 2018⁷ will give effect to this decision from 24 January 2019.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER
RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

¹ DMR/OUT/2018/26 Listing Application – Navy – *Physical Training Instructor* dated 27 July 2018.

² ADF submission *Royal Australian Navy Physical Training Instructors Matter 11 of 2018* undated.

³ Matter 7 of 2009 – *Graded Other Ranks Pay Structure*.

⁴ Determination 12 of 2017 – *Navy employment categories – amendment*.

⁵ *Navy Resilience Plan 2016-2018* explains the concept of resilience, details the actions Navy will take to improve resilience and provides tools for Commanding Officers to build resilient people and teams at the unit level.

⁶ ADF submission page 19 paragraph 5.2

⁷ Determination 8 of 2018 also gives effect to outcomes from Matter 10 of 2018 – *Royal Australian Navy – Electronic Warfare Submariner*.