

DEFENCE FORCE REMUNERATION TRIBUNAL

STATEMENT

MATTER 10 OF 2006

ADF WORKPLACE REMUNERATION ARRANGEMENT: 2006 – 2009

And

ADF STAR RANK REMUNERATION ARRANGEMENT: 2006 – 2009

This matter relates to the proposed remuneration arrangements for the Australian Defence Force (ADF). The arrangements will apply from 4 November 2006 until 3 November 2009. The Tribunal has heard submissions from the Australian Defence Force, the Commonwealth and the Armed Forces Federation of Australia. The Commonwealth supported the ADF proposal.

The Armed Forces Federation of Australia recommended that the remuneration arrangements have a two year life, with a 12% increase in salaries and allowances in three equal instalments of 4%. The Federation also expressed concern about the ADF consultation process.

The arrangement recognises the contribution of ADF members to the Defence Organisation's mission and outputs, in particular the Defence White Paper guidance in regard to whole of Defence reforms and initiatives. The arrangement does not encompass increased operational tempo. Nor does it include details of other specific conditions of service issues not within the Tribunal's jurisdiction.

Having heard the submissions and noting the support of the Commonwealth, we approve the remuneration arrangements for 2006 – 2009 and are prepared to make determinations to give effect to the salary increases and adjustments to pay related allowances over the period of the arrangements. The first pay increase of 4.2% will apply on and from 16 November 2006, the second increase of 2.8% will apply on and from 9 August 2007, the third increase of 2.8% will apply on and from 1 May 2008 and the fourth increase of 2.8% will apply on and from 5 February 2009.