



Defence Force Remuneration Tribunal

STATEMENT

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

AUSTRALIAN DEFENCE FORCE MEDICS – TEMPORARY ENTRY PLACEMENTS – REPORT BACK.

(Matter 5 of 2021)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 9 APRIL 2021

MAJGEN G.FOGARTY AO RETD, MEMBER

[1] This statement arises from the requirement, set by this Tribunal, for the Australian Defence Force (ADF) to report back on temporary pay placements for trainee medic employment category members determined in May 2020 for a period of 24 months. This statement should be read in conjunction with our previous decision in this matter.¹

[2] In summary a requirement for temporary pay provisions arose from trainee medics being unable to complete their required training and professional placements during the COVID-19 pandemic in 2020. Additionally, and at the same time, the ADF required them to instead assist in the delivery of operational health support.

[3] We considered this matter on the papers on 8 April 2021 when we evaluated the progress of the members affected by the temporary provisions, any impact on the organisational structure, and how the situation is being managed in 2021.

[4] We note the advice that “*COVID restrictions within the affected states have eased to a point such that as of February 2021 industry placements have resumed, albeit at a lower throughput than it was before COVID*”.² We also note the evidence that the temporary suspension of industry placements and pay provisions has to date affected only 38 members, all of whom have since completed their industry placement, met graduation requirements, and proceeded with the usual career continuum for ADF Medics.

[5] Further, we note that, with three courses presently underway comprised of 80 trainees, “*should the current level of relaxed restrictions persist there will be no requirement to place these trainees on temporary pay placements*”.³ It is also encouraging that the circumstances are “*not assessed to have caused any long term negative impact on the ADF health workforce’s modelling or organisational structure*”.⁴

[6] We note that the Commonwealth has made “*no objections or further reply*” in the matter.⁵

[7] We ask that the ADF continue to monitor the situation and return to us with a final report back at the conclusion of the defined 24 month period in May 2022.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER
MAJGEN G.FOGARTY AO RETD, MEMBER

¹ [Decision - Matter 8 of 2020 - Australian Defence Force Medics - temporary entry placements](#)

² ADF submission – *ADF Medic Employment Categories – Temporary entry placements – Report back Matter 5 of 2021* undated page 2 paragraph 4.

³ ADF submission page 2 paragraph 5b.

⁴ ADF submission page 2 paragraph 5c.

⁵ Commonwealth letter of 25 March 2021.