



## **Defence Force Remuneration Tribunal**

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### **STATEMENT**

*Defence Act 1903*

s.58H—Functions and powers of Tribunal

### **ROYAL AUSTRALIAN NAVY: NAVY GAP YEAR OFFICER SALARY PLACEMENTS – REPORT BACK**

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 6 JULY 2022

MAJGEN G. FOGARTY AO RETD, MEMBER

[1] This statement should be read in conjunction with our previous documentation in relation to the Navy Gap Year officer program and our decision issued in January 2019 concerning Matter 14 of 2018 – *Navy Gap Year officers*.<sup>1</sup>

[2] In summary, the Navy Gap Year officer program was designed to attract Australian Defence Force Academy (ADFA) candidates by providing an alternative recruiting pathway for Naval officers. Participants are provided an opportunity to experience a career in the Navy under a 12-month agreement that can be terminated by either party at any point in the program.

[3] In Matter 15 of 2018, Navy gave an undertaking to report back on the success, or otherwise, of the program. We considered this report back on 21 June 2022 on the papers as submitted.<sup>2</sup>

[4] In its submission in the matter, Navy had proposed two metrics for the success of the program:

- a. the number of applications received for the 2020 and 2021 cohort intakes, and
- b. the number of Navy Gap Year officers who continue into the Australian Defence Force Academy (ADFA) or direct entry pathways in ‘at risk’, ‘perilous’ or ‘critical’ categories.

[5] We address these performance indicators below based on submissions from the ADF and Commonwealth:

**Applications:** Navy set a target of 25 participants per six monthly intake – or 50 per year. In 2020, there were 758 interested applicants with 550 in 2021.

We agree this decline can be attributed to restrictions relating to the COVID pandemic.

**Career pathways:** The Navy Gap Year program was intended to steer participants to categories based on their area of interest with a focus on ‘at risk’ categories. Navy advise that of 100 participants over the two years, 20 officers continued to study at ADFA and 33 transferred to a direct entry pathway into ‘at risk’ or ‘critical’ categories.

The ADF submits that the steering of gap year officers has, to a limited degree, assisted in improving the numbers in ‘at risk’ and ‘critical’ employment categories, over what would otherwise have occurred had the steering intervention not been used.

We agree this has achieved a satisfactory outcome.

[6] We agree with the ADF and Commonwealth that the intent of the submissions in Matter 14 of 2018 have been realised. We do not require further formal report back concerning the Navy Gap Year officer program.

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

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<sup>1</sup> [Matter 14 of 2018 - Navy: Gap Year officers](#)

<sup>2</sup> ADF Submission *Navy Gap Year Officers Salary Placement Report Back* undated and Commonwealth submission *Navy Gap Year Officer Salary Placement – Report Back* dated June 2022.