

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 1 OF 2012

SALARIES – JOINT BATTLEFIELD AIRSPACE CONTROLLERS – AMENDMENT

The Defence Force Remuneration Tribunal makes the following Determination under section 58H of the *Defence Act 1903*.

Commencement

1. This Determination commences on the date of signature.

Amendment

2. Determination No. 15 of 2008, Salaries, as amended, is amended as set out in this Determination.

Schedule B.2 (Officer pay grades), Part 1, Note 3.a.

3. Substitute paragraph 3.a. of the note:

- “a. in relation to Joint Battlefield Airspace Control officers, means any of the following:
- i. officers holding the employment category of a Joint Battlefield Airspace Controller; or
 - ii. officers under training as a Joint Battlefield Airspace Controller; or
 - iii. officers being paid under the Air Traffic Controller competency system existing prior to 1 October 2009.”

Schedule B.2 (Officer pay grades), Part 4: Air Force

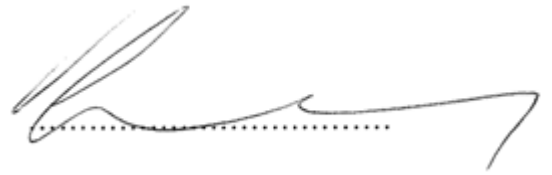
4. Substitute the Schedule with the Schedule in the Attachment to this Determination.

Transitional and savings

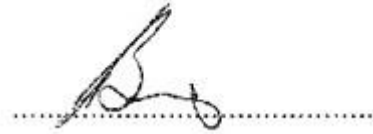
5. If, before the day this Determination commenced, a person was eligible for a benefit as an Air Traffic Controller, the term being amended by this Determination:
 - (a) the person is taken to comply with the corresponding eligibility conditions set out for a Joint Battlefield Airspace Controller, as in force on or after the day this Determination commences; and
 - (b) any related approval, authority, instruction or direction is taken to have been given, issued or granted under, and for the purposes of the Determination, as amended.

Dated this ninth day of January two thousand and twelve.

The Honourable P L Leary
President

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The Honourable A Bevis
Member

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Brigadier W D Rolfe, AO (Ret'd)
Member

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Attachment

Officer pay grades

Part 4: Air Force

Note: In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. The descriptions in Parts 1, 2, or 3 may also be used.

| Item | This descriptor | Means |
|------|---|---|
| 1. | Competency Level 2 | For Air Combat, Pilot and Joint Battlefield Airspace Control employment categories, graduation from Initial Employment Training. |
| 2. | Joint Battlefield Airspace Control Legacy Grade 1 | |
| 3. | Competency Level 3 | Either of the following classes: a. For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Basic qualification; or b. For Joint Battlefield Airspace Control employment categories, attainment of initial primary Air Traffic Control endorsement. |
| 4. | Joint Battlefield Airspace Control Legacy Grade 2 | |
| 5. | Competency Level 4 | For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Intermediate qualification. |
| 6. | Competency Level 5 | Either of the following classes: a. For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Highly Proficient qualification; or b. For Joint Battlefield Airspace Control employment categories, attainment of either: i. initial primary training officer standard; or ii. a supervisor endorsement. |
| 7. | Joint Battlefield Airspace Control Legacy Grade 3 | |

| Item | This descriptor | Means |
|-------------|---|---|
| 8. | Competency Level 6 | <p>Either of the following classes:</p> <p>a. For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Advanced Qualification; or</p> <p>b. For Joint Battlefield Airspace Control employment categories, attainment of one primary endorsement in each of tower and radar elements, AND any of:</p> <ul style="list-style-type: none"> i. two training officer standards in two primary endorsements; or ii. two supervisor endorsements; or iii. an Air Traffic Control Instructor qualification. |
| 9. | Joint Battlefield Airspace Control Legacy Grade 4 | |
| 10. | Tier 3 Command and Management | <p>Substantive appointment at a designated Battlespace Command and Control unit as either an:</p> <p>a. Executive Officer or Flight Commander; or</p> <p>b. Commanding Officer of a Tier 3 Battlespace Command and Control Unit.</p> |
| 11. | Tier 2 Command and Management | Substantive appointment at a designated Battlespace Command and Control Non-Flying Unit. |
| 12. | Tier 1 Command and Management | For Air Combat and Pilot categories substantive appointment to a designated Battlespace Command and Control Flying Unit. |
| 13. | Air Combat Officer | <p>The member has been in one or more of the following employment categories:</p> <p>a. Navigator;</p> <p>b. Airborne Electronics Officer;</p> <p>c. Air Battle Manager.</p> |
| 14. | Air Combat Officer - Time Based Progression | For members in the Air Battle Manager employment stream, means an Air Combat Officer with a Fighter Control qualification as defined by Determination No. 4 of 2006. |

| Pay grade 2 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Administration | Grade 1 |
| 2. | Air Combat Officer – Competency Progression | Competency Level 2 |
| 3. | Air Combat Officer – Time Based Progression | Fly 0 |
| 4. | Joint Battlefield Airspace Control – Competency Progression | Competency Level 2 |
| 5. | Joint Battlefield Airspace Control – Legacy | Grade 1 |
| 6. | Education | Grade 1 |
| 7. | Environmental Health | Grade 1 |
| 8. | Ground Defence | Grade 1 |
| 9. | Intelligence | Grade 1 |
| 10. | Laboratory | Grade 1 |
| 11. | Logistics | Grade 1 |
| 12. | Nurse | Grade 1 |
| 13. | Operations | Grade 1 |
| 14. | Pharmacy | Grade 1 |
| 15. | Pilot – Competency Progression | Competency Level 2 |
| 16. | Radiographer | Grade 1 |
| 17. | Security Police | Grade 1 |

| Pay grade 3 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Administration | Grade 2 |
| 2. | Aeronautical Engineer | Grade 1 |
| 3. | Airfield Engineer | Grade 1 |
| 4. | Air Combat Officer – Competency Progression | Competency Level 3 |
| 5. | Air Combat Officer – Time Based Progression | Fly 0-2 |
| 6. | Joint Battlefield Airspace Control – Competency Progression | Competency Level 3 |
| 7. | Joint Battlefield Airspace Control – Legacy | Grade 2 |
| 8. | Armament Engineer | Grade 1 |
| 9. | Education | Grade 2 |
| 10. | Electronics Engineer | Grade 1 |
| 11. | Environmental Health | Grade 2 |
| 12. | Ground Defence | Grade 2 |
| 13. | Intelligence | Grade 2 |
| 14. | Laboratory | Grade 2 |
| 15. | Nurse | Grade 2 |
| 16. | Operations | Grade 2 |
| 17. | Pharmacy | Grade 2 |
| 18. | Pilot – Competency Progression | Competency Level 3 |
| 19. | Pilot – Time Based Progression | Fly 0-2 |
| 20. | Radiographer | Grade 2 |
| 21. | Security Police | Grade 2 |

| Pay grade 4 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Administration | Grade 3 |
| 2. | Aeronautical Engineer | Grade 2 |
| 3. | Airfield Engineer | Grade 2 |
| 4. | Air Combat Officer – Competency Progression | Competency Level 4 |
| 5. | Air Combat Officer – Time Based Progression | Fly 2-4 |
| 6. | Armament Engineer | Grade 2 |
| 7. | Education | Grade 3 |
| 8. | Electronics Engineer | Grade 2 |
| 9. | Environmental Health | Grade 3 |
| 10. | Ground Defence | Grade 3 |
| 11. | Intelligence | Grade 3 |
| 12. | Laboratory | Grade 3 |
| 13. | Logistics | Grade 2 |
| 14. | Nurse | Grade 3 |
| 15. | Operations | Grade 3 |
| 16. | Pharmacy | Grade 3 |
| 17. | Pilot – Competency Progression | Competency Level 4 |
| 18. | Pilot – Time Based Progression | Fly 2-4 |
| 19. | Radiographer | Grade 3 |
| 20. | Security Police | Grade 3 |

| Pay grade 5 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Air Combat Officer – Competency Progression | Competency Level 5 |
| 2. | Air Combat Officer – Time Based Progression | Fly 4-6 |
| 3. | Joint Battlefield Airspace Control – Competency Progression | Competency Level 5 |
| 4. | Joint Battlefield Airspace Control – Legacy | Grade 3 |
| 5. | Nurse | Grade 4 |
| 6. | Operations | Grade 4 |
| 7. | Pilot – Competency Progression | Competency Level 5 |
| 9. | Pilot – Time Based Progression | Fly 4-6 |

| Pay grade 6 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Aeronautical Engineer | Grade 3 |
| 2. | Air Combat Officer – Competency Progression | Competency Level 6 |
| 3. | Airfield Engineer | Grade 3 |
| 4. | Joint Battlefield Airspace Control – Competency Progression | Competency Level 6 |
| 5. | Armament Engineer | Grade 3 |
| 6. | Electronics Engineer | Grade 3 |
| 7. | Logistics | Grade 3 |
| 8. | Pilot Competency Progression | Competency Level 6 |

| Pay grade 7 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Air Combat Officer – Competency Progression | Command and Management Tier 3 |
| 2. | Air Combat Officer – Time Based Progression | Fly 6-8 |
| 3. | Joint Battlefield Airspace Control – Competency Progression | Detachment Command |
| 4. | Joint Battlefield Airspace Control – Legacy | Grade 4 |
| 5. | Aeronautical Engineer | Grade 4 |
| 6. | Airfield Engineer | Grade 4 |
| 7. | Armament Engineer | Grade 4 |
| 8. | Electronics Engineer | Grade 4 |
| 9. | Pilot – Competency Progression | Command and Management Tier 3 |
| 10. | Pilot – Time Based Progression | Fly 6-8 |

| Pay grade 8 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Air Combat Officer – Competency Progression | Command and Management Tier 2 |
| 2. | Pilot – Competency Progression | Command and Management Tier 2 |

| Pay grade 9 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Air Combat Officer – Competency Progression | Command and Management Tier 1 |
| 2. | Air Combat Officer – Time Based Progression | Fly 8-10 |
| 3. | Pilot – Competency Progression | Command and Management Tier 1 |
| 4. | Pilot – Time Based Progression | Fly 8-10 |

| Pay grade 10 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Air Combat Officer – Time Based Progression | Fly 10+ |
| 2. | Pilot – Time Based Progression | Fly 10+ |