

16 APRIL 2002

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**RAAF GEOSPATIAL IMAGERY INTELLIGENCE ANALYST**

**MATTER NO 2 OF 2002**

**STATEMENT**

THE ADF HAS SOUGHT A NEW STRUCTURE AND PAY GROUPS FOR THE RAAF IMAGERY ANALYST MUSTERING. THE NEW MUSTERING IS TO BE CALLED THE GEOSPATIAL IMAGERY INTELLIGENCE ANALYST.

THE EXISTING CATEGORY IS IN PAY GROUP 4 AND THE NEW MUSTERING WILL BE IN PAY GROUPS 3 TO 6.

IT WAS SUBMITTED BY THE ADF THAT THE PROPOSED STRUCTURE WOULD HAVE THE FOLLOWING CHARACTERISTICS:

- THE IMPLEMENTATION OF A FIVE TIERED SKILL LEVEL PROGRESSION WHICH RECOGNISES COMPLETION OF TRAINING PREREQUISITES AND ACCOMPLISHMENT OF LEVELS OF COMPETENCY;
- A TRAINING CONTINUUM PROVIDING REQUISITE TRAINING AT APPROPRIATE POINTS OF PROFESSIONAL DEVELOPMENT;
- ALLOCATION OF PAY GROUPS CONSISTENT WITH EACH IDENTIFIED SKILL LEVEL; AND
- THE REMOVAL OF EXISTING ANOMALIES WITH RESPECT TO PAY GROUP ALLOCATION WHEN COMPARED WITH LIKE ADF TRADES.

- REDUCTION OF THE STARTING SALARY POINT FROM PAY GROUP 4 TO PAY GROUP 3 TO PROVIDE STRUCTURAL INTEGRITY AND TO CONFORM WITH THE ADF DEFINITIONAL FRAMEWORK FOR DEMONSTRATED WORK VALUE.

THE ADF HAS SUBMITTED THAT EVOLUTIONARY CHANGES IN STRATEGIC, OPERATIONAL AND TACTICAL ORGANISATIONS HAVE NECESSITATED AN EXPANSION IN ANALYST SKILLS AND THAT TECHNOLOGICAL ADVANCES IN THE COLLECTION, MANIPULATION AND DISTRIBUTION OF DIGITALLY-BASED IMAGERY AND GEOSPATIAL INFORMATION HAVE INCREASED THE VOLUME OF IMAGERY AND THE DEGREE TO WHICH IT CAN BE EXPLOITED. ANALYSTS HAVE BEEN REQUIRED TO DEVELOP NEW SKILLS AND TRAINING AND ACCORDINGLY THERE HAS BEEN A SIGNIFICANT INCREASE IN THE ANALYSTS WORK VALUE AND RESPONSIBILITIES.

ON THE BASIS OF THE SUBMISSIONS AND EVIDENCE BEFORE US WE HAVE DECIDED TO INTRODUCE THE NEW STRUCTURE AND PAY GROUPS AS SOUGHT BY THE ADF AND AGREED BY THE COMMONWEALTH AND THE OTHER PARTIES. THE NEW STRUCTURE WILL PROVIDE APPROPRIATE TRAINING, CAREER PATHS AND RECOGNITION OF INCREASED WORK VALUE.

WE NOTE THAT FURTHER CHANGES TO THE ROLES AND TRAINING REGIMES MAY OCCUR WITH THE INTRODUCTION OF NEW TECHNOLOGY AND THAT THE ADF MAY SEEK A FURTHER REVIEW OF THE STRUCTURE IN 12 TO 24 MONTHS.

AS AGREED BY THE PARTIES THE DATE OF EFFECT OF THE NEW STRUCTURE AND PAY GROUPS WILL BE ON AND FROM THE FIRST PAY PERIOD COMMENCING AFTER THIS DECISION, THAT IS, 25 APRIL 2002.