

1 MAY 2002

DEFENCE FORCE REMUNERATION TRIBUNAL
SPECIAL ACTION FORCES ALLOWANCE

MATTER NO 3 OF 2002

STATEMENT

ON 23 AND 24 APRIL 2002 THE ADF SOUGHT A NEW STRUCTURE AND RATES FOR SPECIAL ACTION FORCES ALLOWANCE (SAFA).

SAFA IS PAID TO MEMBERS OF THE SPECIAL AIR SERVICE REGIMENT IN RECOGNITION OF THE WORK REQUIREMENT WHICH CANNOT BE REMUNERATED ADEQUATELY IN THE ADF SALARY STRUCTURE. THESE REQUIREMENTS INCLUDE ADDITIONAL SKILLS WHICH MUST BE ACQUIRED AND MAINTAINED IN AN ENVIRONMENT OF HAZARD AND STRESS.

THE LAST REVIEW OF SAFA WAS CONDUCTED BY THE TRIBUNAL IN 1996.

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

- AN INCREASE IN THE QUANTA OF THE DISABILITY ELEMENT OF THE ALLOWANCE IN RECOGNITION OF CHANGES WHICH HAVE IMPACTED ON THE LEVEL OF DISABILITY WHICH AFFECTS BOTH TRAINEE AND QUALIFIED MEMBERS;
- AN INCREASE IN THE QUANTA OF THE QUALIFICATION AND SKILL ELEMENT OF THE ALLOWANCE IN RECOGNITION OF INCREASES IN TRAINING AND CAPABILITY REQUIREMENTS;
- AN INCREASE IN THE QUANTA OF THE NON QUALIFIED RATE OF SAFA IN RECOGNITION OF INCREASED LEVEL OF DISABILITY EXPERIENCED BY NON QUALIFIED PERSONNEL POSTED TO THE REGIMENT;

- AN EXPANSION OF THE ENTITLEMENT TO THE NON QUALIFIED RATE OF SAFA TO ALL NON QUALIFIED MEMBERS POSTED TO THE REGIMENT WHO ARE SUBJECT TO SHORT NOTICE TO MOVE;
- A LIFTING OF THE BAR TO ENTITLEMENT TO OTHER S.58H ALLOWANCES FOR MEMBERS IN RECEIPT OF THE NON QUALIFIED RATE OF SAFA;
- THE INTRODUCTION OF AN ON-OCCURRENCE DISABILITY RATE FOR MEMBERS SUBJECT TO MINOR OPERATIONAL DEPLOYMENTS; AND
- THE INTRODUCTION OF A QUALIFICATION AND SKILL ELEMENT FOR SIGNALS QUALIFIED MEMBERS POSTED TO 152 SIGNALS SQUADRON IN RECOGNITION OF THE UNIQUE BODY OF TRAINING AND SKILLS UNDERTAKEN BY SIGNALLERS OPERATING IN THE SPECIAL FORCES ENVIRONMENT.

THE ADF SUBMITTED THAT THE PROPOSED STRUCTURE AND RATES ARE JUSTIFIED ON THE BASIS OF WORK VALUE PRINCIPLES AND STRUCTURAL EFFICIENCY CONSIDERATIONS. IN PARTICULAR: A SIGNIFICANT INCREASE IN THE RESPONSIBILITY FOR OPERATIONAL SERVICE; THE DEVELOPMENT OF NEW CAPABILITIES; AN UNPRECEDENTED INCREASE IN OPERATIONAL TEMPO; THE INTRODUCTION OF NEW TECHNOLOGY AND SOPHISTICATED EQUIPMENT AND CHANGES TO ORGANISATIONS AND EMPLOYMENT.

THE ADF ALSO FORESHADOWED THE STRUCTURE AND RATES FOR A PROPOSED SPECIALIST OPERATIONS ALLOWANCE WHICH IS TO BE THE SUBJECT OF SUBMISSIONS IN MAY 2002.

THE COMMONWEALTH, THE RETURNED AND SERVICES LEAGUE OF AUSTRALIA AND THE ARMED FORCES FEDERATION OF AUSTRALIA SUPPORTED THE PROPOSED STRUCTURE AND RATES.

ON THE BASIS OF THE SUBMISSIONS AND EVIDENCE BEFORE US WE HAVE DECIDED, WITH ONE EXCEPTION, TO INTRODUCE THE STRUCTURE AND RATES OF SAFA AS SOUGHT BY THE ADF. WE PROPOSE TO GIVE FURTHER CONSIDERATION TO THE INTRODUCTION OF AN ON-OCCURRENCE RATE FOR MEMBERS SUBJECT TO MINOR OPERATIONAL DEPLOYMENTS.

AS AGREED BY THE PARTIES THE DATE OF EFFECT OF THE APPROVED STRUCTURE AND RATES WILL BE ON AND FROM 9 MAY 2002.

THE PARTIES SHOULD PREPARE THE NECESSARY DETERMINATIONS AND LODGE THEM WITH THE TRIBUNAL SECRETARIAT WITHIN SEVEN DAYS.

WE WILL PUBLISH OUR REASONS FOR DECISION IN DUE COURSE.