

29 July 2003

DEFENCE FORCE REMUNERATION TRIBUNAL
MATTER NO. 10 OF 2003
ADF MEDICAL OFFICERS SPECIALIST CAREER
AND SALARY STRUCTURE

Statement

THE AUSTRALIAN DEFENCE FORCE HAS SOUGHT THE INTRODUCTION OF A SPECIALIST CAREER AND SALARY STRUCTURE FOR AUSTRALIAN DEFENCE FORCE MEDICAL OFFICERS.

WE NOTE THAT THE PROPOSED CAREER AND SALARY STRUCTURE MOVES FROM THE CURRENT RANK BASED SYSTEM TO ONE FOUNDED UPON COMPETENCY LEVELS WITH A RANK OVERLAY.

HAVING REGARD TO THE EVIDENCE AND SUBMISSIONS WE ARE SATISFIED THAT THE PROPOSED STRUCTURE PROVIDES A MORE APPROPRIATE AND SUSTAINABLE CAREER STRUCTURE AND THAT THE SALARIES PROPOSED ARE JUSTIFIED ON WORK VALUE GROUNDS. WE HAVE THEREFORE DECIDED TO APPROVE THE STRUCTURE AND SALARY RATES AS PROPOSED BY THE ADF. IN COMING TO OUR DECISION WE HAVE HAD REGARD TO THE SUPPORT PROVIDED BY THE COMMONWEALTH AND THE ARMED FORCES FEDERATION OF AUSTRALIA. IN ADDITION WE HAVE BEEN SEPARATELY INFORMED THAT THE RETURNED AND SERVICES LEAGUE OF AUSTRALIA AND THE REGULAR DEFENCE FORCE WELFARE ASSOCIATION SUPPORT THE PROPOSED STRUCTURE. WE ARE ALSO SATISFIED THAT THE STRUCTURE IS CONSISTENT WITH OTHER SPECIALIST STRUCTURES APPROVED BY THE TRIBUNAL, IN PARTICULAR THE ADF DENTAL OFFICER STRUCTURE INTRODUCED BY THE TRIBUNAL IN MAY 2003.

THE NEW STRUCTURE AND RATES FOR MEDICAL OFFICERS WILL APPLY ON AND FROM THE FIRST PAY PERIOD COMMENCING AFTER TODAY. THE PARTIES SHOULD PREPARE AN APPROPRIATE DETERMINATION AND PROVIDE IT TO THE TRIBUNAL SECRETARIAT WITHIN 7 DAYS.

WE WILL PUBLISH THE REASONS FOR OUR DECISION IN DUE COURSE.