

12 AUGUST 2003

DEFENCE FORCE REMUNERATION TRIBUNAL
ARMY CATERING CORPS TRADE RESTRUCTURE

MATTER NO 17 OF 2003

STATEMENT

THE ADF HAS SOUGHT A NEW STRUCTURE AND PAY GROUPS FOR THE ARMY CATERING CORPS CATEGORIES OF COOK AND STEWARD.

IT WAS SUBMITTED BY THE ADF THAT THE ADF SEEKS TO MOVE FROM A TWO TIERED STRUCTURE FOR BOTH THE COOK AND STEWARD TO FIVE-TIERED SKILL BASED STRUCTURES WHICH RECOGNISE PROGRESSIVE LEVELS OF COMPETENCY AND SKILL.

THE ADF PROPOSAL WAS SUPPORTED BY THE COMMONWEALTH AND THE ARMED FORCES FEDERATION OF AUSTRALIA.

ON THE BASIS OF THE SUBMISSIONS AND EVIDENCE I FIND THE RESTRUCTURE IS JUSTIFIED ON THE GROUNDS OF THE INCREASED LEVEL OF SKILLS; A NUMBER OF SIGNIFICANT CHANGES IN TRAINING; THE DEVOLUTION OF RESPONSIBILITY AND ACCOUNTABILITY THROUGHOUT THE RANK STRUCTURE AND THE INCREASE IN MULTI-SKILLING.

I NOTE ALSO THAT A BOARD OF SUBJECT MATTER EXPERTS WILL ASSESS ALL CATEGORY PERSONNEL AND HAVE COMPETENCIES ASSESSED AND APPROVED. FURTHERMORE, I NOTE THAT ALL PERSONNEL WHO REQUIRE FORMAL TRAINING COURSES OR ON-THE-JOB TRAINING WILL BE ABLE TO COMPLETE THOSE COMPETENCIES WITHIN TWELVE MONTHS.

I APPROVE THE NEW STRUCTURE AND PAY GROUPS AS SOUGHT BY THE ADF.

AS AGREED BY THE PARTIES THE DATE OF EFFECT FOR THE NEW STRUCTURE AND PAY GROUPS WILL BE ON AND FROM 14 AUGUST 2003.

THE ADF SHOULD REPORT BACK TO THE TRIBUNAL BY SEPTEMBER 2004 ON PROGRESS WITH THE REASSESSMENT.

THE PARTIES SHOULD PREPARE AN APPROPRIATE DETERMINATION AND FORWARD IT TO THE TRIBUNAL SECRETARIAT WITHIN SEVEN DAYS.

THE TRIBUNAL WILL PUBLISH FULL REASONS FOR DECISION IN DUE COURSE.