

20 February 2003

DEFENCE FORCE REMUNERATION TRIBUNAL

MATTER NO. 2 OF 2003

**REMUNERATION REFORM PROJECT TEST CASE -
SUBMARINE SERVICE AND SEAGOING ALLOWANCES**

STATEMENT

HAVING READ THE PAPERS BEFORE IT, HAVING HEARD THE EXTENSIVE OPENING SUBMISSIONS FROM THE ADF AND HAVING HAD THE BENEFIT OF A WIDE-RANGING DISCUSSION IN CONFERENCE, THE TRIBUNAL INDICATES THAT AS PRESENTLY INFORMED, IT HAS DIFFICULTIES WITH THE ARGUMENTS REGARDING THE DISAGGREGATION OF A SO-CALLED 'ATTRACTION AND RETENTION' ELEMENT FROM SUBMARINE SERVICE AND SEAGOING ALLOWANCES.

SELECTIVE ASPECTS OF THE SUBMISSIONS AND EVIDENCE FROM THE 2001 CASE ARE NOT TO THE POINT. IT IS THE FORMAL DECISION HANDED DOWN ON THAT OCCASION WHICH IS OF IMPORTANCE AND THAT SPEAKS FOR ITSELF. THE TRIBUNAL CAN FIND NOTHING IN THAT DECISION TO PROVIDE ANY SUPPORT FOR IDENTIFYING, QUANTIFYING AND THEN ISOLATING ANY ATTRACTION AND RETENTION COMPONENT.

THIS IS THE TRIBUNAL'S PRELIMINARY VIEW. NOTWITHSTANDING, IT WILL RESUME THE HEARING IF THE ADF BELIEVES THAT IT CAN ADDRESS THESE CONCERNS EITHER IN THE CONTEXT OF THE PRESENT CASE OR IN SOME MODIFIED FORM.

IN THE MEANTIME, WHILE THE ADF CONSIDERS OPTIONS FOR MOVING FORWARD WITH THE REMUNERATION REFORM PROJECT IN THE LIGHT OF THE MATTERS DISCUSSED AT CONFERENCE, IT SHOULD DO SO CONFIDENT IN THE KNOWLEDGE THAT THE TRIBUNAL IS STRONGLY SUPPORTIVE OF THE AIMS OF THE REMUNERATION REFORM PROJECT. TO THIS END THE TRIBUNAL ENCOURAGES FURTHER DEVELOPMENT OF THE REMUNERATION REFORM PROJECT AND WILL DO WHAT IT REASONABLY CAN TO ASSIST THE ADF IN ACHIEVING AND IMPLEMENTING PHASE 3 OF THE PROJECT.