

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**MATTER NO. 20 OF 2003**

**ROYAL AUSTRALIAN NAVY HYDROGRAPHIC SURVEYING CATEGORY  
TRADE RESTRUCTURE**

**Statement**

THE AUSTRALIAN DEFENCE FORCE HAS SOUGHT A NEW STRUCTURE AND NEW PAY GROUPS FOR SAILORS IN THE HYDROGRAPHIC SURVEYING CATEGORY. THE PROPOSED STRUCTURE PROVIDES FOR REMUNERATION AT PAY GROUP 3 AFTER COMPLETION OF INITIAL TRAINING, PAY GROUP 4 FOR SAILORS COMPLETING THEIR INTERMEDIATE HYDROGRAPHIC AND SEAMANSHIP QUALIFICATIONS AND PAY GROUP 5 FOR THOSE OBTAINING THEIR H2 HYDROGRAPHIC QUALIFICATION.

IT WAS SUBMITTED BY THE ADF THAT THE NEW STRUCTURE WOULD REWARD CHANGES IN WORK VALUE AND PROVIDE INCREMENTAL ADVANCEMENT THROUGH RANK AND SKILL PROGRESSION.

THE TRIBUNAL HAD THE BENEFIT OF AN INSPECTION OF THE HYDROGRAPHIC SERVICES CAPABILITY AT HMAS CAIRNS ON 12 OCTOBER 2003. DURING THE INSPECTION THE TRIBUNAL WAS BRIEFED ON THE ROLES AND RESPONSIBILITIES OF EACH SKILL GRADE.

THE COMMONWEALTH AND THE ARMED FORCES FEDERATION OF AUSTRALIA HAVE SUPPORTED THE NEW STRUCTURE AND PAY GROUPS.

HAVING REGARD TO THE EVIDENCE AND SUBMISSIONS WE ARE SATISFIED THAT THE STRUCTURE AND ASSOCIATED PAY GROUPS AS SOUGHT BY THE ADF ARE JUSTIFIED. WE HAVE THEREFORE DECIDED TO APPROVE THE ADF'S PROPOSAL. IN APPROVING THE NEW STRUCTURE, WE HAVE HAD REGARD TO OTHER ADF EMPLOYMENT CATEGORIES SUCH AS THE COMBAT SYSTEMS OPERATORS (MINE WARFARE).

THE NEW HYDROGRAPHIC SURVEYOR STRUCTURE AND PAY GROUPS WILL APPLY ON AND FROM 18 DECEMBER 2003. 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.