

14 May 2003

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**MATTER NO. 7 OF 2003**

**ADF DENTAL 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 DENTAL 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. WE ARE ALSO SATISFIED THAT THE STRUCTURE IS CONSISTENT WITH THOSE FOR LEGAL OFFICERS AND CHAPLAINS PREVIOUSLY APPROVED BY THE TRIBUNAL.

IN OUR DECISION IN THE CHAPLAINS CASE WE EXPRESSED A CONCERN THAT IN APPROVING THE INCREASES SOUGHT, EXPECTATIONS MIGHT BE CREATED FOR THOSE OFFICERS CURRENTLY ON THE COMMON SCALE AND FOR FUTURE SPECIALIST OFFICER STRUCTURES. THAT CONCERN CONTINUES AND WILL REMAIN UNTIL THE REMUNERATION REFORM PROJECT HAS BEEN FINALISED.

THE NEW STRUCTURE AND RATES FOR DENTAL 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.