

23 AUGUST 2004

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**SPECIAL FORCES DIRECT RECRUITING SCHEME**

**MATTER NO 12 OF 2004**

**STATEMENT**

THE AUSTRALIAN DEFENCE FORCE (ADF) HAS SOUGHT TO ESTABLISH AN ADDITIONAL TIER WITHIN THE COMMANDO TRADE STRUCTURE TO ACCOMMODATE THE INTRODUCTION OF THE SPECIAL FORCES DIRECT RECRUITING SCHEME.

THE ADF HAS PROPOSED THAT A NEW COMMANDO GRADE ONE SKILL LEVEL BE CREATED FOR SPECIAL FORCES DIRECT RECRUITING SCHEME MEMBERS WHO HAVE COMPLETED A NUMBER OF COMMANDO TRAINING COURSES AND HAVE ACHIEVED A MINIMUM LEVEL OF EMPLOYABILITY WITHIN THEIR TRADE.

THE ADF SUBMITTED THAT THE NEW SKILL LEVEL, PAYABLE AT PAY GROUP 2 AND APPLICABLE AFTER COMPLETION OF THE SPECIAL FORCES WEAPONS AND COMMANDO TRAINING COURSES WOULD ENSURE THAT MEMBERS RECRUITED UNDER THE SCHEME ARE PAID COMMENSURATE TO THEIR SKILLS AND WORK VALUE.

THE ADF PROPOSAL WAS SUPPORTED BY THE COMMONWEALTH AND, IN PRINCIPLE, BY THE ARMED FORCES FEDERATION OF AUSTRALIA. THE FEDERATION SUPPORTED THE INCLUSION OF A NEW SKILL LEVEL, BUT AT A POINT IMMEDIATELY AFTER COMPLETION OF INITIAL EMPLOYMENT TRAINING.

HAVING REGARD TO THE EVIDENCE AND SUBMISSIONS WE ARE SATISFIED THAT THE AMENDED STRUCTURE, AS SOUGHT BY THE ADF, IS APPROPRIATE. WE HAVE, THEREFORE, DECIDED TO APPROVE THE STRUCTURE AS SOUGHT.

THE CHANGES TO THE COMMANDO TRADE STRUCTURE ARE TO APPLY ON AND FROM 26 AUGUST 2004 AND WE REQUIRE THE ADF TO REPORT BACK IN TWELVE MONTHS TIME ON THE OPERATION OF THE SCHEME.

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

WE WILL PUBLISH OUR REASONS FOR DECISION IN DUE COURSE.